

Faculty Senate Meeting
Wednesday, November 7, 2007
MINUTES - DRAFT

In Attendance: Alan Johnson, Anthony Trozzolo, Asma Afsaruddin, Bernd Goehring, Carlos Jerez-Farran, Claudia Polini, Colin, Jessop, Dale Nees, Dan Lapsley, Debbi Desrochers, Don Sporleder, John Gaski, John Shafer, Keith Rigby, Kristen Lewis, Lei Li, Mark Dehmlow, Max Johnson, Meredith Chesson, Morten Eskildsen, Nasir Ghiaseddin, Parker Ladwig, Sarah McKibben, Seth Brown, Steve Fredman , Tom Gresik, Tom Noble,

Excused: Barry Keating, Charlie Barber, Caitlyn Shea, Emily Cooperstein, Jill Godmilow, John Stamper, Judy Fox, Salma Saddawi, Susan Youens,

Absent: Al Miller, Collin Meissner, David Klein, Kwan Kim, John Griffin, Julian Velasco, Juan Rivera, Liangyan (Leon) Ge, Oliver Collins, Richard Pierce, Robert Norton, Timothy Ovaert, Vaughn McKim,

Chair Colin Jessop called the meeting to order at 7pm and the opening prayer was ready by Seth Brown.

Chair's Report - Colin Jessop

1. Update on Academic Articles Revisions

The seven proposed revisions were forwarded to the Academic Council (AC) ad-hoc Committee and the Executive Board of Academic Council. The revisions will pass through the AC ad-hoc Committee and AC Academic Affairs Committee before presentation to the full Academic Council. Jessop communicated that Senate would like to have the proposals presented intact to Academic Council.

2. Webspace update

Mark Dehmlow has made significant progress in updating our webspace and the first web-based newsletter should be released before the end of the semester. In the future, a blog or online discussion will be added to stimulate conversation among the Senate and/or Faculty.

3. Faculty Senate dinner with Fr. Jenkins

Members of the Faculty Senate are invited to dine with Father Jenkins on April 22nd at Sorin's. Dinner will be followed by a short address by Father Jenkins and a question and answer session.

4. Prioritized Issues to be discussed by standing Committees

At a recent meeting of the Executive Committee, each standing Committee developed a prioritized list of issues to be addressed this semester.

Benefits: (1) Addressing mistakes in healthcare claims process; (2) Faculty salaries; (3) Retiree health benefits; (4) Replacing University Club with a Faculty Club.

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Academic Affairs: (1) TCE's; (2) Catholic faculty hiring and Catholic character issues; (3) Increasing enrollment in the College of Business; (4) Excessive teaching loads, particularly in language departments.

Administrative Affairs: (1) Catholic faculty hiring, (2) Size and centralization of the Administration; (3) Tenure and promotion appeals process; (4) Academic and health leave approval process.

Student Affairs: (1) Communication between Faculty Senate and Student Senate; (2) Use and cost of course packets; (3) Classroom behavior and decorum; (4) Clocks in classrooms. Note: This was preliminary list of issues from Student Affairs.

5. Report on Catholic Faculty

Provost Tom Burish recently made public the report on the hiring of Catholic Faculty, and would like to hear from the Faculty before acting on the recommendations. During this meeting of the Senate, the Academic Affairs and Administrative Affairs Committees will meet jointly to discuss how best to respond and prepare for a discussion with Burish and Fr. Sullivan in December.

6. Provost visit to December meeting of the Faculty Senate

The Senate agreed the December meeting with Provost Burish will be devoted specifically to the topic of Catholic hiring.

The Senate recessed for Committee meetings.

Committee reports

1. Benefits - Nasir Ghiasseddin

Reports of mistakes in healthcare claims have been communicated to Human Resources. HR will continue to investigate these issues. The University has committed to bring Faculty salaries in line with the top 20 private AAU member Universities. Ghiasseddin agreed to investigate the salaries of Special Professional Faculty which would likely not be covered in the comparison with other Universities. The Benefits Committee will also investigate the issues of health benefits for retirees, and a possible campus Faculty Club to replace the University Club.

2. Academic Affairs and Administrative Affairs – Seth Brown

These committees discussed the recent report from the Committee on Recruiting Outstanding Catholic Faculty (September 18, 2007) and prepared for the December visit of Provost Tom Burish and Fr. Bob Sullivan. The committee formulated a series of questions for Burish and Sullivan which will be circulated to Senators for additional comments, and then forwarded to the Provost. Brown indicated that the Senate will produce a formal response to the report, and that members of the committees favored a more general response rather a critique of specific mechanisms in the report.

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The full Senate discussed how to involve faculty in further discussion of the report. A town hall meeting format would provide the advantage of open conversation on the topic, but an anonymous survey might also be desirable due to the sensitive nature of the topic. For either format, the discussion would have to be structured to produce a constructive product. Kristin Lewis noted that small group sessions might provide a more conducive environment for conversation. Tom Noble reminded Senators that the document is not the law of the land but rather an opportunity to begin an open conversation, and the Senate should explore the issue broadly rather than just respond to the report. Seth Brown confirmed that this was the intention of the Committees. Tom Gresik noted that Catholic hiring has already been the main topic of conversation in small group meetings of the Provost, President, and Faculty, so a Faculty Senate response would not be the only response coming from the Faculty. Colin Jessop stressed that the Faculty as a whole would expect Senate to respond to such an important issue and this would allow Faculty to communicate with the Administration anonymously via the Senate.

Sara McKibben noted that untenured faculty members need an anonymous mechanism for response, and that a questionnaire can also be used to provide information and spark discussion. Tom Noble commented that the Faculty Senate should be careful not to duplicate efforts of Colleges or Departments. Alan Johnson proposed that each Senator be charged with soliciting and reporting views from their individual Departments, an environment in which Faculty might feel more comfortable discussing this issue. It was noted that even with Departmental discussions, it was still important to have an anonymous method for comment. Tom Gresik commented that it might be best to solicit anonymous comments first to gauge overall faculty response, and then judge whether an open forum would be effective. Claudia Polini suggested that Departmental discussions would provide a more quantitative response, while a blog or similar mechanism would provide a qualitative response.

An *ad hoc* committee composed of Kristin Lewis, Meredith Chesson, Judy Fox, Keith Rigby, Seth Brown and Colin Jessop will investigate different options for soliciting faculty response to the report.

3. Student affairs: Tom Noble

The Student Affairs Committee discussed the method of communication between the Student Senate and Faculty Senate. A letter in resolution format would be sent from the Student Senate to the Chair of Faculty Senate. At the Chair's discretion the letter would be forwarded to the appropriate Committee, and then brought before the whole Faculty Senate if appropriate. Seth Brown confirmed that setting up such a mechanism does not require a change in bylaws, and also clarified that this would not give the Student Senate a right of agenda in the Faculty Senate.

At the request of the Graduate Student Union (GSU), the Student Affairs Committee will also investigate career and professional development in the Graduate School. As a starting point, the GSU will survey its members to assemble a list of current best practices in each Department. For undergraduates, the Committee will consider the intellectual culture on campus, classroom behavior, and the balance between expanded

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courseloads and outside activities. An effective manner in which to structure these issues is still under consideration.

The meeting adjourned at 9:15 PM.