

Minutes of the Faculty Senate Meeting  
September 1, 2009

**Members Present:** Katrina Barron, William Berry, Philip Bess, Seth Brown, J. Randy Crist, Antonio Delgado, Morten Eskildsen, Judy Fox, John Gaski, Nasir Ghiaseddin, Timothy Gilbride, Tom Gresik, Vijay Gupta, Chris Hamlin, Maxwell Johnson, Jessica Kayongo, David Ladouceur, J. Parker Ladwig, Chris Mahmood, Tom Marullo, Joyelle McSweeney, Connie Mick, Catherine Perry, Yael Prizant, J. Keith Rigby, Carolyn Rodak, Salma Saddawi, Robert Schmuhl, Robert Schulz, D. Katherine Spiess, Mark Suckow, Anthony Trozzolo, Julain Velasco, Ryan Brellenthin, Richard Williams, Anita Kelly.

**Members Excused:** Mark Beudert, Michael Brownstein, John Griffin, Kim Kwan, Kevin Mongrain, Dianne Pinderhughes

**Members Absent:** Alan Johnson, Robin Rhodes, Juan Rivera, Vikas Tomar.

**Departments without a Senator:** Chemical and Biomolecular Engineering; Computer Science and Engineering; Electrical Engineering; Irish Language and Literature; Philosophy.

The meeting began at 7 PM in 159 Mendoza.

1. Introductions: Senators introduced themselves by name and constituency to the group at large.
2. Opening Prayer: An opening prayer was offered by Katherine Spiess, Finance.
3. Memorial Resolution: A memorial resolution honoring faculty members who have recently passed away was approved and a prayer was offered by Fr. Paul Kollman, C.S.C. The faculty members so honored included:

*Terrence J. Akai, Aerospace and Mechanical Engineering*

*Alfons J. Beitzinger, Political Science*

*Joseph Bobik, Philosophy*

*Charles Craypo, Economics*

*Gregory L. Curme, Economics*

*Ernest Ludwig Eliel, Chemistry and Biochemistry*

*Cecil B. Mast, Mathematics*

*James S. Phillips, Music*

*Michael A. Signer, Theology*

*Robert P. Vecchio, Management*

4. Chair's Report: The Chair addressed the Senate on the following matters.

A. Events since May

- The Senate resolution regarding undergraduate absences for job and graduate school interviews was sent to the Academic Council for review.
- John Affleck-Graves created an ECDC Review Committee consisting of 10 persons, including faculty, staff, and administration. Salma Saddawi was named Senate representative to the ECDC Review Committee pending ratification by the Senate (see below)
- The Chair met with Gordon Wishon, the head of OIT, to open lines of communication.
- The Chair met with Dennis Jacobs regarding the CIFs. The meeting covered such matters of faculty concern as low student participation, the use of the CIFs in promotion and tenure cases, and student inducements. The Provost's Office is in the process of developing and implementing university inducement procedures to improve participation rates.
- The Chair described a meeting with other members of the faculty who serve on the Academic and Faculty Affairs Committee of the Board of Trustees; of these faculty members only the Chair of the Faculty Senate is routinely invited to present a report to the Trustees. The Chair's ability to address the Trustees is a valued privilege extended to the Faculty Senate which the Chair works to maintain.
- The Faculty Senate Office was moved to 719 Flanner, and a new assistant, Shanelle Felder, was hired.

B. Rhythms of Senate Work: The Chair reminded Senators of the general contours of the Senate calendar:

- September: Committees define and focus agenda items
- October-February: Committees studies issues and develop resolutions
- March/April: Committees bring resolutions to the Senate for final consideration
- Throughout the year: The Senate addresses other matters which arise.

C. Key Issues for 2009/2010: The Chair then charged the committees to take up the following matters in their meetings:

- The Academic Affairs and Administrative Affairs Committees were charged with planning initial meetings with representatives from the Provost's Office to follow up on the implementation of recommendations regarding hiring and retention of women and minority faculty
- The Academic Affairs Committee was charged with bringing their resolutions on student academic honesty to the floor of the Senate
- The Benefits Committee was charged with continuing their regular discussions with HR and with the administration regarding salary and benefit changes.
- The Academic Affairs and Student Affairs Committees were charged with addressing faculty concerns about the CIFs
- The Academic Affairs Committee was charged with considering the matter of library holdings and the current petition among some faculty members to expand such holdings.

5. Ratification of Appointments: The Senate ratified Salma Saddawi's appointment to the ECDC Review Committee and Tim Gilbride's appointment to the Bookstore Advisory Committee

6. Committee Meetings: At 7:30 PM, the Senate broke for committee meetings for 40 minutes.

7. Committee Reports: At 8:10 PM, the Senate reconvened and chairs of the various committees announced the following objectives for 2009/2010:

--Student Affairs: The Student Affairs Committee will take up the Chair's charge to address the CIFs and to form a joint task force with Academic Affairs for this purpose. In particular, they will follow up on the plan for university-implemented inducements and will consider the matter of what if any resolutions need to be taken up re. faculty concerns with the CIFs.

--Benefit Committee: The Benefits Committee will address the terms under which health benefits are available to children of faculty members who are at college out of town and thus out of network. It will investigate the plan by which H1N1 flu shots will be administered (cost, coverage, distribution, etc.). It will continue to monitor faculty salaries viz. peer institutions. It will follow up on handicap access, infant nursing stations, and other matters of accessibility on campus. It will investigate the faculty 'Death Benefit', the effect of St. Joseph Hospital's new location on faculty access to services, and HR's efforts to modify how care is rendered to those who require regular, doctor- or nurse-administered injections for health maintenance.

--Administrative Affairs: Administrative Affairs will follow up on the recommendations made in last year's report regarding the retention and hiring of women and minority faculty, in conjunction with Academic Affairs. They will follow up on the Administration's plans and policies regarding Catholic hiring. They will form a working group regarding changes in the Academic Articles as to the duties of SPFs. They will investigate the fate of the Queer Film Festival. They will study whether compensation and support for Department Chairs should be uniform across colleges or across the university or scaled to the size of departments. They will communicate with the Administration regarding the 'Workplace Standards' initiative. They will communicate with the Athletics Department regarding the as-yet-unset football schedule for Fall 2010 and the special problems this creates for academic planning.

--Academic Affairs: Academic Affairs will complete and submit its academic honesty resolution; will engage in fact-finding regarding faculty satisfaction with library holdings; will address faculty concerns with the CIFs in conjunction with Student Affairs; will recommend actions regarding the hiring and retention of women and minority faculty, per last year's report; will study how outside activities by faculty such as consulting are monitored by the University.

8. Closing Remarks by the Chair: The Chair enjoined Senators to poll their departments regarding faculty satisfaction both with health benefits for college-aged children and with library holdings. He announced plans to have a presentation on upcoming changes to faculty benefits at the October meeting.

The meeting was adjourned at 9:15 PM.

Minutes respectfully submitted by Joyelle McSweeney, Department of English.

**Faculty Senate Meeting  
Tuesday, October 6, 2009  
MINUTES**

**Members Present:** Katrina Barron, William Berry, Philip Bess, Mark Beudert, Ryan Brellenthin, Seth Brown, Michael Brownstein, J. Randy Crist, Richard Cross, Antonio Delgado, Morten Eskildsen, Judy Fox, John Gaski, Nasir Ghiaseddin, Timothy Gilbride, Tom Gresik, John Griffin, Chris Hamlin, Thomas Fuja, Maxwell Johnson, Jessica Kayongo, Anita Kelly, Kim Kwan, David Ladouceur, Tom Marullo, Sarah McKibben, Connie Mick, Kevin Mongrain, Dianne Pinderhughes, Yael Prizant, Robin Rhodes, J. Keith Rigby, Carolyn Rodak, Salma Saddawi, Robert Schmuhl, D. Katherine Spiess, Anthony Trozzolo, Julian Velasco

**Members Excused:** Vijay Gupta, J. Parker Ladwig, Joyelle McSweeney, Catherine Perry, Juan Rivera, Robert Schulz, Mark Suckow

**Members Absent:** Alan Johnson, Cynthia Mahmood, Karel Matous, Richard Williams

**Departments without a Senator:** Chemical and Biomolecular Engineering; Computer Science and Engineering

Chair Thomas Gresik called the meeting to order. After the customary round of introductions the opening prayer was offered by J. Parker Ladwig, Library.

**Chair's Report (Tom Gresik)**

Tom Gresik congratulated the Delgado family on the birth of their son, and conveyed the following recent news:

- The Faculty Handbook is now linked to the faculty Senate web page
- The Senate will forward its student absentee recommendation to the Kaneb Center; note that the policy is already listed in the Faculty guide
- We have received a request from John Affleck Graves to discuss parking issues on campus; this has been referred to the Benefits Committee.

**Committee Agenda**

- Each senator serves on one committee, senators are self-allocated, and self-reassigned
- Likely committee topics for 2009-10:
  - Academic Affairs – Monitoring CIF implementation; Academic honesty
  - Administrative Affairs – Workplace standards; post-tenure reviews
  - Benefits – Monthly HR meetings; salary improvement
  - Student Affairs – Regular interactions with student senate; integrate teaching and research

### **Presentation by Denise Murphy (Director of Compensation and Benefits)**

- Changes to Health Plan
- Open Enrollment
- Health Quotient

### **Resolutions (Tom Gresik)**

- Thanks was conveyed to the standing committees for their timely adoption of ambitious agendas for the year
- Football game schedule resolution was introduced by Seth Brown
  - Administrative Affairs Committee reported the resolution to the Senate floor
  - Discussion was invited
  - Resolution passed unanimously
- Academic Honesty Resolutions (see attachment)
  - Resolution 1 was introduced by Keith Rigby
    - Seth Brown offered an amendment which was adopted
    - Resolution carried with one abstention
  - Resolution 2 was introduced by Keith Rigby
    - The Chair conveyed that according to Dennis Jacobs there were 65 cases of dishonesty last year, including those which were disposed of at the faculty-student level
    - Amendments to the resolution were introduced by Max Johnson and Seth Brown
    - An amendment to strike all but the first sentence of the resolution was proposed and passed 20-0 (1 abstention)
    - Seth Brown proposed amendment to first sentence of resolution
    - Resolution carried with unanimous support and 2 abstentions
  - Resolution 3 was introduced by Keith Rigby
    - Judy Fox introduced an amendment that carried with 5 abstentions
    - Seth Brown offered an amendment that carried with 4 abstentions
    - Final passage 15 yea 11 Nay with 2 abstentions
  - Vote on final passage of the report in its entirety
    - Carried unanimously, with one abstention

### **Committee Meetings**

- Postponed until November meeting

### **New business (Tom Gresik)**

- None

Tom Gresik adjourned the meeting at 9:17 p.m.

**Resolution Regarding Academic Consequences of  
Delayed Notice of Home Football Scheduling  
Administrative Affairs Committee of the Faculty Senate  
October 6, 2009**

For the sake of necessary academic planning, the Faculty Senate strongly encourages the Department of Athletics to complete work on the Notre Dame football team's schedule of games at least fifteen months prior to the beginning of a season. Without a finalized schedule, it is impossible to know which fall weekends are available—or unavailable—for University-organized conferences and meetings that involve reserving rooms and hotel accommodations on or near the campus. Not having certainty about dates reduces the time for required planning, and in some cases might lead to abandoning the prospect for conducting conferences at the University. Many of these academic gatherings significantly contribute to the national and international stature of Notre Dame and to its wider scholarly reputation. The Faculty Senate respectfully requests that the schedule for the 2011 season and subsequent years follow the terms of this resolution.

**Resolutions on Academic Honesty  
Academic Affairs Committee of the Faculty Senate  
October 6, 2009**

The Academic Affairs Committee of the Faculty Senate has been researching issues of academic honesty since the beginning of the fall semester of 2008 and is concerned about issues of academic honesty at the University. In a year-long investigation, the Senate has identified points of contact between students and faculty where interventions and information could have a positive effect on the problem. Research done both at the University and by external entities suggests a disconnect between what students and what faculty consider cheating. Therefore we recommend (1) additional and more detailed orientation for students on The Academic Code of Honor and the implications of violations, (2) annual updates to faculty on the types and relative frequencies of violations, and (3) reminding faculty of their obligations to explicitly inform students of academic honesty standards for each type of assignment.

**Student Orientation to The Academic Code of Honor**

**Recommendation 1:** The Faculty Senate recognizes that incoming undergraduate students need a more detailed explanation of what types of actions constitute academic dishonesty than can be provided during the orientation period at the beginning of the Fall Semester. Furthermore, understanding that freshmen are trying to incorporate a lot of information in a short period of time, this initial orientation should not be the final one students receive. The Faculty Senate therefore recommends that a second orientation be provided to all undergraduate students following the declaration of an academic major.

The second orientation in Recommendation 1 should explain The Academic Code of Honor and other issues of professionalism and norms of conduct in the student's chosen discipline. We discovered in our fact-finding that certain matters, such as the degree to which collaboration is appropriate, when sharing is stealing, etc. can be different across disciplines. We see this second orientation as having benefits beyond the honor code and being a general introduction to professionalism in a discipline.

### **Informing Faculty of the Scope of Academic Dishonesty**

Different kinds of honor code violations may have different solutions. For instance, cheating in an exam may be resolved by having multiple versions of an exam, while plagiarism can be policed through some of the available computer programs. Trying to solve the problem requires targeted interventions. Moreover, faculty reported to the committee that the lack of information about the types of violations common at Notre Dame makes it harder for them to design assignments and exams that could minimize opportunities for academic dishonesty. This concern was especially true for new faculty despite the fact that all incoming faculty are given an orientation to The Academic Code of Honor. The information collected by the University and provided to the committee contained rare numbers, with no break down by type of violation.

**Recommendation 2:** The Faculty Senate recommends that the Office of the Provost provide the faculty annual updates about the number of each type of honor code violation as well as any trends in this information.

### **Faculty Responsibilities Under The Academic Code of Honor**

Research done by the University and outside entities have demonstrated that faculty and students do not always agree on what constitutes "cheating." As a result, the Faculty Guide to The Academic Code of Honor states that each instructor is "responsible for articulating the principles of academic integrity" to his or her students and for "explaining how these principles apply to work done" in the course.<sup>1</sup>

**Recommendation 3:** The Faculty Senate recommends that prior to the beginning of every semester, each department remind faculty of their obligations under The Academic Code of Honor and encourage all faculty members to place on their syllabi specific instructions describing the principles he or she will use to judge whether an action constitutes a violation of The Academic Code of Honor for each category of assignment or exam.

During the course of the committee's investigation of academic honesty issues, several faculty practices were identified that the committee feels should be shared, and recommended, to the faculty in general. These are measures that faculty members can take to minimize the number of honor code violations that occur as part of their courses and to reduce claims that a student "did not know an action was cheating". One measure that is expected of all faculty in the Faculty Guide to The Academic Code of Honor is to explain the amount of collaboration allowed on each type of assignment. Recommendation 3 encourages faculty to include this information on his or her syllabus.

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<sup>1</sup> Faculty Guide to The Academic Code of Honor, University of Notre Dame, p.6.

**Faculty Senate Meeting**  
**Tuesday, November 3, 2009**  
**MINUTES**

**Members Present:** Katrina Barron, William Berry, Mark Beudert, Ryan Brellenthin, Seth Brown, Michael Brownstein, Richard Cross, Antonio Delgado, Morten Eskildsen, Judy Fox, John Gaski, Nasir Ghiaseddin, Timothy Gilbride, Tom Gresik, Vijay Gupta, Maxwell Johnson, Jessica Kayongo, Anita Kelly, David Ladouceur, J. Parker Ladwig, Tom Marullo, Paul McGinn, Joyelle McSweeney, Connie Mick, Catherine Perry, Dianne Pinderhughes, Yael Prizant, Robin Rhodes, J. Keith Rigby, Juan Rivera, Carolyn Rodak, Salma Saddawi, Robert Schmuhl, Mark Suckow, Anthony Trozzolo, Julian Velasco, Richard Williams

**Members Excused:** Philip Bess, J. Randy Crist, Thomas Fuja, John Griffin, Chris Hamlin, Kim Kwan, Karel Matous, Kevin Mongrain, D. Katherine Spiess

**Members Absent:** Cynthia Mahmood, Sarah McKibben, Robert Schulz,

**Departments without a Senator:** Computer Science and Engineering

1. The meeting was convened at 7 PM by the Chair of the Senate.
2. An Opening Prayer was offered by Professor Anita Kelly, Psychology
3. Announcements: The Chair called to our attention the upcoming birthday of Shanelle Felder, and also invited nominations and self-nominations to fill the vacancy in the position of co-secretary for the Spring 2010 term. The vacancy will be created when Joyelle McSweeney, English, goes on maternity leave. Such nominations may be submitted by email before the December meeting of the Senate.
4. Chair's Report: What is the business of the Senate *between* monthly meetings?
  - A. Standing Committees and Ad-Hoc Committee work goes forward.
  - B. The Executive Committee meets to set agenda and vet issues arising from standing committees. It also meets with the Provost once per semester.
  - C. The Chair follows up on Faculty Senate resolutions.

Example: The Honesty Resolution was shared with the Student Senate

Example: The Football Schedule Resolution was sent to the Provost, Father Jenkins, and the Athletics Director. A response was received in the form of admonition that the Faculty Senate had not raised the matter directly with the Athletics Director; the Chair in turn responded that it had contacted the Athletics Director's staff prior to issuing the resolution and that this prior effort at communication was apparently not relayed to the Athletics Director. The Chair concludes that this incident underscores the need to open clearer channels of communication with the various units of the University.
  - D. The Chair manages and develops relations with various units of the University, including OIT, Student Government, Library, Human Resources, Athletic



Department, Deans, Office of the General Counsel, Executive Vice President, Office of the Provost, Office of the President, and Board of Trustees. The Chair would like all units of the University to understand that the Faculty Senate's charge is to represent the interests of the faculty as a whole as well as in matters where individual faculty members are affected. To this end the Chair is endeavoring to

--Enhance visibility of the Faculty Senate among Faculty, students and administrators

--Develop channels of communication across the University and collect feedback for the Standing Committees

--Strengthen the reputation of the Faculty Senate as a body which engages the entire University community in a positive, constructive manner

5. Veteran's Day Resolution: A resolution recognizing the military service of past and present students, faculty, alumni and staff was raised, seconded, and approved unanimously. The resolution will be presented by the Chair at the Veterans Day event next week.

6. Library Resolution: A multipart resolution on Library Acquisitions and Operations was presented by J. Keith Rigby, Chair of the Academic Affairs Committee. The resolution as approved can be read on the Faculty Senate webpage. The resolution was passed after one rejected and three accepted amendments.

A. The first amendment involved Recommendation One, and proposed that Departments draw up an immediate and, thereafter, biannual report on their relations with the Library and relay this report simultaneously to the Director of Libraries and to their own Deans and Provost; this amendment was rejected, since it was felt most Deans would like to review such reports prepared by Departments before the reports were forwarded to the Director of Libraries.

B. A second amendment regarded Recommendation Two and proposed that the Director of Libraries work in conjunction with the relevant academic units when reviewing the number, assignment, resources and responsibilities of subject librarians. This amendment was approved unanimously.

C. A third amendment regarded bullet point two of Recommendation 3 and allowed that this provision would apply to the hiring of "faculty", rather than just "tenure and research faculty". This amendment was approved unanimously.

D. A fourth amendment regarded the third bullet point of Recommendation 4, and held that a steering committee study the best ways in which the University shall manage duplicate materials so as to maximize benefit to the University and minimize the disappointment of donors. The amendment passed with abstentions by two senators and one vote against by Parker Ladwig, Library Faculty representative, who felt that the wording of this

amendment might create hesitation on the part of library staff to accept donations. The entire recommendation was approved with one abstention.

7. The Senate then broke for Standing Committee meetings.
8. The Senate reconvened for reports from individual standing committees.
  - A. Administrative Affairs Chair Seth Brown reported that his committee was following up on the University's initiatives regarding Catholic hiring. Brown reported that initiatives were underway and resources were available to assist units of the University with Catholic hiring. Administrative Affairs had also followed up regarding the University's report on women and minority faculty; a database is being developed to provide data on the status of women and minority faculty at Notre Dame. The committee is also awaiting word from Academic Council about potential revisions to the tenure appeals process for SPF, Library and Research faculty.
  - B. Benefits Committee Chair Nasir Ghiasedden reported that the committee was looking into potential changes to campus parking, including plans to charge for parking and plans to expand or revise handicap parking on campus. The committee also plans to follow up on expressed administration desires to bring faculty salaries up to the median of peer universities, and to give attention to proposed changes to the retiree health plan.
  - C. Student Affairs Committee Chair John Gaski reported that the committee is working to finalize a list of questions regarding past and future implementations of the CIF.
  - D. Academic Affairs Committee Chair J. Keith Rigby reported that, in addition to the Library Resolution, the committee is also joining the Administrative Affairs committee. In following up with the administration regarding the status of women and minority faculty, particularly as regards data collection, availability and analysis and the new Moreau Fellows program. The committee will also address the matter of uniform final exam slots as it adversely affects the pedagogical aims of various disciplines and departments. The committee will also take up the conflict-of-interest/commitment guidelines being drafted by the administration for faculty. It will also address the functionality of the Notre Dame website.
9. The meeting adjourned at 9:15 PM.

**Faculty Senate Meeting**  
**Tuesday, December 1, 2009**  
**MINUTES**

**Members Present:** Katrina Barron, William Berry, Philip Bess, Mark Beudert, Seth Brown, J. Randy Crist, Richard Cross, Antonio Delgado, Morten Eskildsen, Judy Fox, Thomas Fuja, John Gaski, Nasir Ghiaseddin, Timothy Gilbride, Tom Gresik, John Griffin, Chris Hamlin, Maxwell Johnson, Anita Kelly, David Ladouceur, J. Parker Ladwig, Tom Marullo, Karel Matous, Paul McGinn, Connie Mick, Kevin Mongrain, Catherine Perry, Dianne Pinderhughes, Robin Rhodes, J. Keith Rigby, Carolyn Rodak, Salma Saddawi, Jeffrey Schorey, D. Katherine Spiess, Mark Suckow, Anthony Trozzolo, Richard Williams

**Members Excused:** Ryan Brellenthin, Michael Brownstein, Vijay Gupta, Kim Kwan, Joyelle McSweeney, Yael Prizant, Juan Rivera, Robert Schmuhl, Robert Schulz, Julian Velasco

**Members Absent:** Jessica Kayongo, Cynthia Mahmood, Sarah McKibben,

**Departments without a Senator:** Computer Science and Engineering

Chair Thomas Gresik called the meeting to order. After the customary round of introductions the opening prayer was offered by Mark Beudert, Department of Music.

**Chair's Report (Tom Gresik)**

Tom Gresik conveyed the following recent news:

- Update on Honesty Resolution (action by Honor Committee of Academic Council)
  - Recommendation 1
    - Regular Training – Approved
    - Professional Standards – Remanded to Committee
  - Recommendation 2 (Regular updates to Faculty)
    - Approved
  - Recommendation 3 (Faculty Reminders)
    - Approved
- Veteran's Day Resolution
  - Presented at ROTC reception
  - Thank Yous from ROTC, Fr. Hesburgh, Fr. Jenkins
- CIF Implementation
  - New University-wide incentive to be introduced – early grade receipt
  - Dennis Jacobs Letter
    - Recognize anxiety based on low participation rate
    - Discourage class-specific incentives
  - Noted that vendor suggestion to offer prizes and/or extra credit still present on web site

- Parking
  - 2009 ImproveND Survey
  - “I am satisfied with the availability of parking in my assigned lot”
    - 66% Favorable, 6% Neutral, 28% Unfavorable
    - Varies across University
  - “I am willing to pay to guarantee a reserved spot”
    - 33% Favorable, 13% Neutral, 55% Unfavorable
  - Concern that newly planned building will erode existing parking
  - At present no faculty/staff fee, only students pay a fee
  - Issues
    - Distance of parking from buildings
    - Shortage of spaces for disabled
    - No garages may be built near stadium to preserve tailgating
    - Parking cost might be built into cost of new buildings, not done at present
    - Parking study committee being organized by John Affleck Graves, on which the Faculty Senate will have one representative, please volunteer

#### **Employment Data Release Discussion (John Affleck Graves)**

- Conducted in Executive Session (no minutes)

#### **Committee Meetings**

- Postponed until next meeting

#### **New business (Tom Gresik)**

- Joyelle McSweeney on leave Spring 2010; need to elect replacement co-secretary
- Nomination of Anita Kelley, invite other nominations
- Nomination seconded and approved by acclamation
- January 12 meeting cancelled after discussion regarding its necessity

Tom Gresik adjourned the meeting at 9:19 p.m.

Minutes of Faculty Senate Meeting  
February 2, 2010

**Members Present:** Katrina Barron, William Berry, Philip Bess, Ryan Brellenthin, Seth Brown, J. Randy Crist, Richard Cross, Antonio Delgado, Morten Eskildsen, Judy Fox, Thomas Fuja, John Gaski, Nasir Ghiaseddin, Timothy Gilbride, Tom Gresik, John Griffin, Vijay Gupta, Chris Hamlin, Maxwell Johnson, Jessica Kayongo, Anita Kelly, David Ladouceur, J. Parker Ladwig, Tom Marullo, Karel Matous, Paul McGinn, Sarah McKibben, Connie Mick, Kevin Mongrain, Catherine Perry, Dianne Pinderhughes, Yael Prizant, J. Keith Rigby, Juan Rivera, Carolyn Rodak, Salma Saddawi, Robert Schmuhl, Jeffrey Schorey, D. Katherine Spiess, Mark Suckow, Anthony Trozzolo, Julian Velasco, Richard Williams

**Members Excused:** Mark Beudert, Kim Kwan, Joyelle McSweeney

**Members Absent:** Michael Brownstein, Cynthia Mahmood, Robin Rhodes, Robert Schulz

**Departments without a Senator:** Computer Science and Engineering

Chair Thomas Gresik called the meeting to order at 7:05 pm. Birthday wishes and tributes were made by Thomas Gresik and John Affleck-Graves to Tony Trozzolo, the first octogenarian senator. Provost Thomas Burish was present for the tribute. The opening prayer and a tribute were offered by Father Jenkins.

Minutes from December faculty senate meeting were approved.

**Chair's Report (Tom Gresik)**

Tom Gresik conveyed information about the following:

- Recent Issues:
  - Proposal to allow chair to inform faculty of renewal, tenure, and promotion decisions.
  - Proposal to dissolve Economics and Policy Studies
  - Proposal to create Department of Applied and Computational Mathematics and Statistics
  - Campus Life Council request.
    - Student legal representation on campus, alumni involvement with students proposed. Task force decision postponed for a couple of weeks.
- Upcoming Issues:
  - Conflict of Commitment Policy
  - Travel Policy Committee
    - Faculty Senate representative: Mark Beudert
    - John Affleck-Graves: There are potential savings to the University if we use preferred partners for travel, lodging and perhaps restaurants. Booking through Anthony Travel could also be used to complete expense reimbursement forms automatically.

- Committees should begin to wrap up work on any resolutions they wish to bring to the floor this year.
- Annual meeting with Fr. Jenkins is coming up.

### **Proposal to dissolve Economics and Policy Studies**

Tom Gresik recused himself as chair for the purposes of leading the discussion of this proposal and took his seat as the senator from Economics and Econometrics. Vice chair Morten Eskildsen assumed the responsibilities of the chair. Seth Brown introduced specific proposals regarding dissolving the Department of Economics and Policy Studies. At issue was tenure and departmental affiliation. Professor Brown explained that the position of the Administrative Affairs Committee is that the University cannot remove a tenured professor from his or her department without that person's consent. He raised the question, "What happens when the department is dissolved?" The University can terminate a faculty member.

Seth Brown presented the first proposal:

- The Faculty Senate maintains that *tenure includes protection against removal of a faculty member from a continuing department without his or her consent, barring demonstration of serious cause for removal.*
  - Following some discussion 33 voted in favor, 3 opposed. The proposal was approved. (Tom Gresik requested that his vote against this proposal be recorded.)

Seth Brown then presented the second proposal, which was as follows:

- The Faculty Senate holds that, *should a Department of Economics be reestablished at Notre Dame, faculty members tenured in the original Department of Economics should be allowed, if they so choose, to be members of that department.*
  - Faculty discussed this proposal at length. Several faculty voiced concerns that the Dean's written arguments for the dissolution of Economics and Policy Studies were not sufficiently compelling. Tom Gresik described promises made to new faculty hires in Economics and Econometrics that no ECOP faculty would have a say in ECOE deliberations concerning renewal, tenure, or promotion and that several faculty in ECOE have written guarantees from the Provost's Office that no one from either ECOE or ECOP would be reassigned to another department except by mutual consent.
  - The vote was called. 24 voted in favor, 11 opposed, 2 abstained. The proposal was approved. (Tom Gresik requested that his vote against this proposal be recorded.)

The final statement approved by the Faculty Senate can be found on the Faculty Senate website at [http://facultysenate.nd.edu/documents/documents/ECOP\\_Resolution2010.pdf](http://facultysenate.nd.edu/documents/documents/ECOP_Resolution2010.pdf) .

Tom Gresik resumed his position as chair and adjourned the meeting at 9:06 pm.

**Faculty Senate Meeting  
Tuesday, March 2, 2010  
Minutes**

**Members Present:** Katrina Barron, William Berry, Philip Bess, Ryan Brellenthin, Seth Brown, Michael Brownstein, J. Randy Crist, Richard Cross, Antonio Delgado, Judy Fox, Thomas Fuja, John Gaski, Nasir Ghiaseddin, Timothy Gilbride, Tom Gresik, John Griffin, Vijay Gupta, Maxwell Johnson, Jessica Kayongo, Anita Kelly, Tom Marullo, Karel Matous, Paul McGinn, Connie Mick, Kevin Mongrain, Dianne Pinderhughes, Robin Rhodes, J. Keith Rigby, Salma Saddawi, Robert Schmuhl, Jeffrey Schorey, D. Katherine Spiess, Anthony Trozzolo, Julian Velasco, Richard Williams

**Members Excused:** Mark Beudert, Morten Eskildsen, David Ladouceur, J. Parker Ladwig, Joyelle McSweeney, Catherine Perry, Yael Prizant, Mark Suckow

**Members Absent:** Chris Hamlin, Kwan Kim, Cynthia Mahmood, Sarah McKibben, Juan Rivera, Carolyn Rodak, Robert Schulz

**Departments without a Senator:** Computer Science and Engineering

Chair Thomas Gresik called the meeting to order. After the customary round of introductions the opening prayer was offered by Judy Fox.

**Chair's Report (Tom Gresik)**

Tom Gresik conveyed the following recent news:

- The Faculty Senate's meeting with Fr. Jenkins will take place on April 26, 2010 from 5:00 to 7:00 p.m. in the stadium press box.
- The Academic Council has voted to dissolve the Department of Economics and Policy Studies
- A working group has prepared a draft conflict of commitment policy
  - Currently under review by the Administrative Affairs Committee
  - Being presented to College Councils for input
  - A special Faculty Senate meeting will be needed on March 25 at 5:15 p.m. to discuss the proposed policy. It is anticipated that this meeting will be held in lieu of an April Senate meeting. At the 3/25 meeting, reports from Senate members with representational responsibilities in other bodies will report on their activities. Then, the Senate will discuss the conflict of commitment policy.
- The Senate will discuss a possible resolution concerning the proposed creation of a new Department of Applied Computational Mathematics and Statistics
- Faculty Senate elections will be held in May. Nominations should be directed to the Nominations Committee members.

### **Committee Meetings**

The Faculty Senate then met in committees. After returning from the committee meetings, the following reports were presented by the committee chairs.

- Benefits
  - The committee has held monthly meetings with HR. Topics discussed include educational benefit procedures, a health advocate program, and a retiree focus group. A meeting was held with Chris Maziar in December 2009 to discuss faculty salaries.
- Student Affairs
  - The committee is discussing a proposed policy concerning student behavior in the classroom.
- Administrative Affairs
  - The committee is developing a written reaction to the draft conflict of commitment policy.
- Academic Affairs
  - Keith Rigby offered a resolution concerning the proposed Department of Applied Computational Mathematics and Statistics.
  - The proposed resolution was passed in amended form and is posted on the Faculty Senate web page.
  - It was agreed that the second paragraph of the draft resolution, which was removed by amendment, would be placed in the minutes. It read,

"For a proposal that emphasizes the benefits of collaboration, the Faculty Senate is struck by the lack of collaboration that appears to have taken place with the Department of Mathematics to address the coordination of courses and faculty interaction. There is no provision in the current proposal to address the possibility that splitting the Department of Mathematics into two new departments may have adverse consequences for either or both departments. Recent events related to the Department of Economics suggest the need for careful assessment of the contingencies."

### **New business (Tom Gresik)**

- None

Tom Gresik adjourned the meeting at 9:10 p.m.



Minutes of Faculty Senate Special Meeting  
March 25, 2010  
158 Mendoza

**Members Present:** Katrina Barron, Philip Bess, Mark Beudert, Seth Brown, J. Randy Crist, Morten Eskildsen, Judy Fox, Thomas Fuja, John Gaski, Nasir Ghiaseddin, Timothy Gilbride, Tom Gresik, Vijay Gupta, Chris Hamlin, Anita Kelly, J. Parker Ladwig, Tom Marullo, Paul McGinn, Joyelle McSweeney, Connie Mick, Catherine Perry, Dianne Pinderhughes, Robin Rhodes, J. Keith Rigby, Carolyn Rodak, Salma Saddawi, D. Katherine Spiess, Mark Suckow, Anthony Trozzolo, Richard Williams

**Members Excused:** William Berry, Ryan Brellenthin, Richard Cross, Antonio Delgado, John Griffin, Maxwell Johnson, Jessica Kayongo, David Ladouceur, Sarah McKibben, Yael Prizant, Juan Rivera, Robert Schmuhl, Jeffrey Schorey

**Members Absent:** Michael Brownstein, Kwan Kim, Cynthia Mahmood, Karel Matous, Kevin Mongrain, Robert Schulz, Julian Velasco

**Departments without a Senator:** Computer Science and Engineering

Chair Thomas Gresik called the meeting to order at 5:18 pm. Opening prayer was offered by Dianne Pinderhughes.

Minutes from the March 2 Faculty Senate meeting were approved.

**Chair's Report (Tom Gresik)**

Gresik provided an update on the following issues.

**Applied Math proposal**

Following the March 2 Faculty Senate meeting, Gresik advised the Provost and Dean Crawford on the Faculty Senate statement. Keith Rigby and Tom Gresik interviewed additional affected faculty prior to the Academic Council vote on March 18.

**Executive committee meeting with Provost on March 19.**

The main item of discussion was the need for more time for the Faculty Senate to vet proposals that come from other groups. The Executive Committee recommended a more intentional scheduling process and clearer decisions about when a proposal is available for broader input.

**Ad hoc committee of bioethics and healthcare policy**

The ad hoc committee report suggested four possible strategies for ND to adopt. Gresik asked what level of input would be desirable from the Faculty Senate at this point in the process. Following discussion, the Faculty Senate agreed that the current approach by the provost to seek input from individual faculty and departments was appropriate and it asked Gresik to convey to the provost its thanks for his offer to provide his office with input and that the Faculty Senate looks forward to considering any specific proposals that follow the current feedback period.

## Conflict of Commitment Policy

Gresik provided some background concerning the development of this policy including the reason for the new policy and benchmarking efforts. He emphasized the goals of the working group to make clear that the University does value some non-University activities and the need to respect disciplinary differences. He then offered introductory comments related to each of the four statements within the proposed Faculty Senate response, noting that the draft policy does not require disclosure of common “academic” activities, that the draft does not include a minimum time threshold due to intellectual property, potential legal conflicts, and time management issues within departments, that regular faculty remain employees during the summer, and that the enforcement aspects of the policy need to be worked out in more detail.

Seth Brown then led discussion of suggestions to working group. He presented four proposals or statements for revising the proposed Conflict of Commitment Policy. The first proposal was to clarify the definition of conflict of commitment such that it focuses only on faculty behaviors that compromise their professional allegiance to the University.

Discussion followed regarding the possibility that the policy is insulting or demeaning to faculty. Senators raised the following questions: What is the evidence that this is problematic? Does it apply to administrators? Seth Brown clarified that the policy does not apply to staff. The vote was unanimous to approve the first statement to revise the Conflict of Commitment Policy: 25 yes, 0 no.

Discussion regarding the second statement to revise the Conflict of Commitment Policy then began. Questions were raised concerning to whom faculty are accountable. Questions also were raised about whether the policy too much micro management. Why are we doing it? Concerns were expressed that the tone of it is problematic. The vote on Statement 2 as amended was unanimous 22 yes, 0 no.

Discussion regarding the third statement began. Debate ensued regarding the necessity and accuracy of the arguments put forth in the statement. Ultimately, the statement was approved as initially moved, 17 yes, 2 no.

Discussion regarding the fourth statement began and was brief. The statement was approved, 18 yes, 1 no.

A further amendment was proposed by a senator as item 5: The definition of Non-University Activities should be amended to included "other service to the profession" in addition to scholarship, research or seminars. Amendment carried 19-0.

Discussion of the preamble then ensued. The same senator moved deleting the sentence beginning "The general approach ... conflict of commitment." Amendment carried 18-1-0.

An amendment to include a sentence in the preamble saying "We question the necessity of changing the current Outside Activities policy. If changes are made, a " before the existing

sentence "... more concrete and ..." was moved. Gresik mentioned that the Outside Activities policy may no longer apply since conflict of interest policy has been created; hence a new policy is needed. Amendment carried 18-0-1.

A senator mentioned that the policy is insulting. Gresik responded by saying that the policy is trying to lay out means to avoid activities detrimental to the University by faculty, and information about repercussions to the University may not be available to individual faculty members.

A senator moved amending the sentence "In order to ... the following changes" to "In order to make the proposed policy less objectionable, we propose the following changes:" Amendment carried 17-2-0.

The same senator moved amending the sentences "However, the current ...tone" to "However, the feedback from faculty on the current proposal has been overwhelmingly negative. It is overly broad in scope and micromanaging in tone, and many faculty find it insulting." Amendment carried 18-0-1.

Preamble voted on as amended. Motion carried 19-0-0.

Gresik thanked the committee, and the Faculty Senate. The meeting was adjourned.

Minutes of the Faculty Senate Meeting  
May 4, 2010

**Members Present:** J. Douglas Archer, William Berry, Seth Brown, Michael Brownstein, Richard Cross, Antonio Delgado, Jeffrey Diller, Morten Eskildsen, Thomas Fuja, John Gaski, Nasir Ghiaseddin, Timothy Gilbride, Chao-Shin Liu, Kate Marshall, Alexander Martin, Karel Matous, Paul McGinn, Catherine Perry, Yael Prizant, John Robinson, Carolyn Rodak, Jeffrey Schorey, Stephen Silliman, Richard Williams, Yongtao Zhang

**Members Excused:** Philip Bess, Mark Beudert, J. Randy Crist, Judith Fox, John Griffin, Jessica Kayongo, David Ladouceur, William Leahy, Tom Marullo, Dianne Pinderhughes, Robin Rhodes, Salma Saddawi, Robert Schmuhl, Robert Schulz, D. Katherine Spiess, Mark Suckow, Anthony Trozzolo

**Members Absent:** Cynthia Mahmood, Patricia Maurice, Sarah McKibben, Kevin Mongrain

**Departments without a Senator:** Computer Science & Engineering, Psychology, Theology, Undergraduate Student Government

Tom Fuja, chair of the election committee, called the meeting to order at 7:05 p.m. After the customary round of presentations, the prayer was offered by William Berry.

Elections of Officers:

Nominees:

Chair – John Robinson

Vice Chair – Morten Eskildsen

Treasurer – D. Katherine Spiess

Co-Secretary – Judy Fox

Co-Secretary – Antonio Delgado

John Robinson was elected unanimously; then he chaired the rest of the meeting. First of all, he proposed the rest of the officers-slate to the Senate, which approved each name on the slate unanimously. Then he sought the Senate's approval of the proposed Senate representatives on two university bodies: the Campus Life Council and the Bookstore Committee. Randy Crist and Paul McGinn were elected unanimously to the former body and Michael Brownstein was elected unanimously to the latter body.

The election for Traffic Appeals was postponed until the first meeting in the fall. With regard to the Senate's representative on the Student Senate, the Faculty Senate decided to delegate to the student affairs committee the task of selecting that person, suggesting that rotating service in that position among the members of the committee might be the best way to go.

The Senate then broke into committees to elect committee chairs and to develop provisional agendas for the coming academic year. When the Senate reconvened, the following electoral results were announced by the different committees:

Academic Affairs—Judy Fox  
Administrative Affairs – Seth Brown  
Benefits – Nasir Ghiaseddin  
Student Affairs – John Gaski

Each committee chair (or surrogate) then sketched the committee's provisional agenda.

The Academic Affairs Committee identified the following issues:

- (1) The possibility of having longer final exams. A survey will be conducted to see if there is significant interest in this matter.
- (2) A study of diversity within departments, especially as it relates to the recruitment and retention of women and minorities.
- (3) Possible investigation into how uniform the service requirements within departments are.
- (4) How well (or poorly) the tenure process works in the case of interdisciplinary hires

The Administrative Affairs Committee then identified the following issues:

- (1) The articulation of a conflict of commitments policy
- (2) The possibility of a faculty-shuttle between Chicago and ND.

The Benefits Committee then identified the following issues:

- (1) Determining the effect of the new health care bill on ND
- (2) Studying the progress of faculty salaries to a point that matches the median salary of similarly situated faculty members at AAU peer institutions
- (3) Continued study of parking issues. (While the possibility of certain parking spaces being put up for lease each year is now off the table, handicapped parking issues remain.)

The Student Affairs Committee then identified the following issues:

- (1) The possibility of an inquiry into changes in student department in the classroom and into how best to address any negative changes that are discovered.
- (2) Further investigation into how well the CIF process is working
- (3) Exploration of Honor Code issues

There being no new business, the meeting was adjourned at 8:25 p.m.