

## Minutes of the Faculty Senate

7:00 pm, Tuesday, September 3, 2013

### Room 140 DeBartolo

**Attendees:** Gail Bederman, Karen Buranskas, Matthew Capdevielle, Mark Caprio, Anjan Chakravartty, Annie Coleman, Antonio Delgado, John Duffy, John Gaski, Liangyan Ge, Nasir Ghiaseddin, Alexandra Guisinger, Martin Haenggi, Michael Hemler, Nancy Joyce, Danielle Joyner, Linda Major, Paul McGinn, Eric Morgan, Walter Nicgorski, Carolyn Nordstrom, Catherine Perry, Dianne Pinderhughes, Kali Rath, Denis Robichaud, Salma Saddawi, John Stamper, Marsha Stevenson, Sandra Vera-Munoz, Bruce Williams, Richard Williams

**Excused:** Christine Becker, William Berry, Xavier Creary, Erika Doss, David Gasperetti, Michael Kirsch, Sylwia Ptasinska, Jeanne Romero-Severson, Joshua Shrout,

**Absent:** Jeremiah Castle, Dennis Doordan, George Howard, Matthew Leevy, Karel Matous, Joe Urbany

1. Start of meeting 7:00; Opening Prayer
2. Approval of Minutes of the May 7, 2013 Session: Minutes are approved.
3. Introduction of New Senate Members
4. Moment of Silence for faculty members who have passed away during the 2012-2013 academic year.
5. Chair's remarks
  - a. Meeting with the Provost:
    - the Provost recommended faculty discussion about MOOCS (Massive Online Open Course).
    - The Chair addressed the issue of salary compression and requested that the Provost provide a salary distribution breakdown. The chair will follow up with the Provost. Benefits committee may wish to review the possibility of creating a faculty survey to collect data pertaining to salary.
  - b. Academic Affairs:
    - The Chair reported that Gretchen Reydam-Schils is organizing an Arts and Letters working group on faculty initiated internationalization efforts.
  - c. reminder of outstanding appointments.
  - d. Stadium renovation (possibly including a faculty club).
  - e. Discussion on the possibility of inviting the Provost.
6. Committee Reports
  - a. Academic Affairs, Rm. 140: Matthew Capdevielle was unanimously elected chair.

Academic affairs opened the conversation about MOOCS. The committee also spoke about the digital initiatives committee.

b. Administrative Affairs, Rm. 131: No report. No committee members present, Chair election postponed until next meeting.

c. Benefits, Rm. 136: Nasir Ghiaseddin

-- Benefits met a few times during the summer to discuss cost reduction mechanisms coming to health benefits.

-- For next year they are implementing pre-certification and step therapy for certain procedures. Last year step therapy was put in place for a few drugs. Next year a wide range of medications will fall under this process. The committee reported that it tried without success to convince the University to do otherwise.

-- Discussion on other possible changes that may be implemented, i.e., linking the premium cost to income (as a percentage rate).

-- There will be the possibility of having a catastrophic plan, probably for 2015, which is a low premium insurance for people who wish not to have a co-pay until they reach \$3,000 in medical bills.

-- The committee is discussing the possibility of a Roth 403b.

-- There was concern expressed that increasing health insurance costs were not being matched by the fixed amount of subsidy the University was providing retirees..

-- Denise Murphy will be invited to address the Senate.

d. Student Affairs, Rm. 136: John Gaski

-- Student affairs discussed grade inflation (CIFs) and institutional impediments that affect job placement for graduate students.

#### 7. A final round of Elections and Appointments – Traffic Committee

There was a discussion regarding the representative on the traffic committee. If no volunteers contact the chair, he will contact the traffic committee and ask that no faculty senate representative be present.

#### 8. New Business

Hugh Page and Laura Carlson are responsible to oversee minority and women hiring on campus. The Senate will request a report on their data.

#### 9. Adjournment

Meeting adjourned 8:25.

Respectfully submitted,

Denis Robichaud

## **Minutes of the Faculty Senate**

**7:00 pm, Tuesday, October 1, 2013**

**Room 212-213 Stinson-Remick**

**Attendees:** Matthew Capdevielle, Mark Caprio, Jeremiah Castle, Xavier Creary, Antonio Delgado, Erika Doss, John Gaski, Nasir Ghiaseddin, Alexandra Guisinger, Martin Haenggi, Michael Hemler, Nancy Joyce, Michael Kirsch, Matthew Leevy, Paul McGinn, Eric Morgan, Hildegund Muller, Walter Nicgorski, Catherine Perry, Kali Rath, Denis Robichaud, Jeanne Romero-Severson, Salma Saddawi, Joshua ShROUT, John Stamper, Marsh Stevenson, Sandra Vera-Munoz, Bruce Williams, Richard Williams

**Excused:** William Berry, Karen Buranskas, Anjan Chakravartty, John Duffy, David Gasperetti, Liangyan Ge, Danielle Joyner, Linda Major, Carolyn Nordstrom, Sylwia Ptasinska, Salma Saddawi

**Absent:** Christine Becker, Gail Bederman, Dennis Doordan, Thomas Flint, George Howard, Dianne Pinderhughes, Joe Urbany

1. Start of meeting 7:09; Opening Prayer
2. Introduction of Senators
3. Approval of Minutes of the September 3, 2013 Session: The minutes were unanimously approved, with a minor revision.
4. Chair's Remarks:
  - Reminder to sign up for committees, especially administrative affairs, which is in need of a chairperson.
  - The Chair spoke on the Coalition on Intercollegiate Athletics. The organization aims to include representatives from all Faculty Senates (Nationwide) to engage with the NCAA. John Gaski who serves on ND's Faculty Board on Athletics submitted a copy of the proposal from the coalition body to the Chair of the board. It was noted that F. Clark Power from ND spoke at the Coalition on Intercollegiate Athletics' meeting in Tampa last February.
  - Student Affairs: senate committees should consider reviewing the reallocation of student funding from the Graduate School to the Colleges.
  - Faculty Salaries Data: Chris Maziar from the Provost's office is working on the issue of faculty salaries data. The Chair put together a table indicating what kind of data the Faculty Senate would like to receive.
  - Traffic Board: The Traffic Board has not responded to the Chair's inquiries. Given their lack of response, the Chair is proceeding according to the assumption that the Faculty Senate does not need to appoint a representative to the Traffic Board.
5. Denise Murphy from Human Resources delivered a presentation on upcoming changes in health insurance benefits. Jennifer Addis, also from Human Resources, was present to

answer questions.

a. Affordable Care Act:

- Denise Murphy conveyed that the average cost of health care at ND is increasing steadily at an unsustainable rate. Human Resources met with faculty from ND's economics department and the University Benefits Committee to discuss the reasons and trends responsible for these increases.
- Cost drivers: ND's average age is 47 compared to 42-3 in other universities; utilization is increasing; network access; the provider community is making changes that are beyond the university's control (e.g., increase in pregnancy costs; there are no radiology centers that are not owned by hospitals).
- Affordable Care Act: increase of taxation (approx. \$700,000); cost of print publications; one-year mandate; there will be an excise tax in 2018 on plans where the cost will be more than \$10,200 for single coverage and \$27,500 for family coverage. The current individual plans are about \$9,000 and the family plans are approximately \$20,000.
- Senators discussed and questioned the interpretation of cost increase.

b. University Benchmarking:

- AAU private universities are the benchmark universities for ND (21 of the 26 have the data on their website). Denise Murphy explained that Human Resources aims at having plans that are competitive with ND's benchmark institutions.

c. Changes to Benefits for 2014:

- the out-of-pocket maximums are increasing next year.
- Prior authorization for certain CT scans will be required.
- Eliminate the "specialty not represented" option in HMO plans.
- Logan Center will be in-network for both Select Health and CHA.
- Contraceptive coverage: ND's plan will not be administering these services. The third party Meritain Health will do so instead at no cost. Meritain will be providing plan information directly to eligible participants of the medical plans. According to the University, vasectomies are neither considered contraceptives nor are they covered. These changes will be effective 1 January, 2014.
- The data shows that next year the employee's percentage of the total cost is increasing.
- Denise Murphy emphasized that responsibility for the cost increase is shared. She offered the following as ways in which the faculty can help control the cost increase: use of generic drugs; question the necessity of medical procedures; utilize in-network providers; use the wellness center (primary care, urgent care, chronic conditions, and wellness coaching); use urgent care centers; use the wellness programs (weight watchers, screenings, RecSports etc.).

d. Screenings and Health Risk Questionnaire:

- Human Resources only get aggregate data from the information collected through the biometric screenings in the wellness program, i.e., the results are anonymous.

e. Wellness Center:

-- The Wellness Center is the only retail pharmacy with a 90-day refill.

f. Open Enrollment and Other:

-- Dental: Cast restorations (crowns or onlays) will be payable every five years instead of every seven years, as it is now.

-- EyeMed Vision Plan: Effective January 1, 2014 the Affordable Care Act requires an additional fee of 2.4%.

-- There are no changes to Life Insurance for next year.

-- Flexible Spending Accounts: the account maximums for health care will be \$2,500 and \$5,000 for dependent care (per family).

There was discussion and questions from the faculty senate.

6. New Business:

-- Alexandra Guisinger discussed the need to change ND Security's victim-blaming language when it describes sexual assaults in their reports of campus crimes. She wished to know what ND is doing to address this problem.

-- Jeremiah Castle explained that there are new procedures being implemented by the Committee for Sexual Assault Prevention ([csap.nd.edu](http://csap.nd.edu)). The committee is co-chaired by William Stackman (Associate VP for Student Affairs) and Christine Caron-Gebhardt (Director of GRC). CSAP has several ongoing initiatives for 2013-2015:

1) Educational programs. This fall, 1,996 first-year students (all but 30) received the "Building Community the Notre Dame Way" training. CSAP hopes to expand to upperclassmen, graduate students, and faculty/staff soon.

2) An upcoming media campaign, including dorm posters and online components.

3) Revising legal definitions and communicating those definitions to students through multiple avenues, including the aforementioned bystander training

-- Richard Williams explained that ND's Campus Life Council is also discussing the problem of sexual assaults on campus.

7. Committee Meetings

a. Administrative Affairs: There are five members in the committee. Joshua Shroul was nominated and confirmed as the chair of the administrative affairs committee.

8. Due to lateness the Faculty Senate voted to postpone further committee business until the following Senate meeting.

9. Meeting was adjourned at 8:34.

Respectfully submitted,

Denis Robichaud

**Minutes of the Faculty Senate**  
**7:00 pm, Tuesday, November 5, 2013**  
**Room 209 DeBartolo**

**Attendees:** Gail Bederman, William Berry, Matthew Capdevielle, Mark Caprio, Jeremiah Castle, Anjan Chakravartty, Zavier Creary, Antonio Delgado, Erika Doss, John Gaski, David Gasperetti, Liangyan Ge, Nasir Ghiaseddin, Michael Hemler, Nancy Joyce, Danielle Joyner, Michael Kirsch, Paul McGinn, Eric Morgan, Hildegund Muller, Walter Nicgorski, Sylwia Ptasinska, Dianne Pinderhughes, Kali Rath, Jeanne Romero-Severson, Salma Saddawi, Joshua Shrout, Marsha Stevenson, Joe Urbany, Meng Wang, Richard Williams

**Excused:** Alexandra Guisinger, Martin Haenggi, Carolyn Nordstrom, Catherine Perry, Denis Robichaud

**Absent:** Christine Becker, Karen Buranskas, Dennis Doordan, John Duffy, George Howard, Matthew Leevy, Linda Major, John Stamper, Sandra Vera-Munoz, Bruce Williams

1. Start of meeting and opening prayer, 7:00p.m.
2. Introduction of Senators.
3. Approval of Minutes of the October 1, 2013 meeting

Minutes were approved with no changes.

4. Chair's remarks
  - a. Follow up on Sexual Assault issues - question on phrasing of notice sent out. Discussion occurred outside of the senate meetings, comparisons were made with other University's notices and feedback was sent to William Stackman and Phil Johnson.
  - b. A presentation to the Board of Trustees made a by Paul McGinn prompted an interesting discussion concerning MOOCS, Health Care costs, student grade inflation, benefits or not of being in the athletic COIA, and also future considerations on same sex marriage benefits.
  - c. Nick Entrikin came to talk to Academic Affairs committee.
  - d. Potential future visitors to senate meetings might include Tricia Bellia to discuss the COIA and Elliot Visconsi to discuss MOOCS. There is also the possibility of inviting people who have submitted new program proposals.

## 5. Freshman Physical Education and Wellness Instruction

Hugh Page asked for feedback on the Freshmen Physical Education requirement. An evaluation of this was done in 2011-12, the issue is being revisited, what is Faculty Senate's recommendation?

Main questions: Is the PE requirement consistent with ND's academic aspirations? Does requiring every first year student to spend 100 minutes a week in a PE-wellness class enhance/detract from ND's academic aspirations? Discussion of the three alternatives generated by the report included some questions about staffing, query to the undergraduate student representative about their feelings. Graduate student representative, Jeremiah Castle, contributed his thoughts about the importance of wellness for all students. Perhaps restructure the program with students' schedules in mind.

Request to add a fourth alternative: Keep the system as it is.

A suggestion was made that instead of voting, the senate adds suggestions, i.e. don't add extra fees for students, give students more input for subjects, perhaps reducing time requirement, and restructure program with students' schedules in mind.

Additional spirited discussion ensued about the importance and/or place of physical education in the curriculum, also different recommendations about how to resolve the Senate's role in this question. A decision was made to write to Hugh Page, convey that it was a good discussion that did not result in a vote, other than to recommend that the group consult with the student-body.

## 6. Committee Meetings began at 7:35, whole senate reconvened at 8:20

### 7. Committee Reports:

Academic Affairs: Presentation from Nick Entrikin, Vice President and Associate Provost for Internationalization, on the goals to enhance ND's international profile, foster relationships with other institutions, expand upon the "Gateways" across the world (i.e. Tantor, London Program, Rome Program, etc.). He explained how this office consolidates and coordinates different efforts across the campus. Not a great deal of time for questions.

Additional comments were made about the proposal for the School of International Studies that is being developed.

Administrative Affairs: A visitor will come to the next senate meeting to discuss the COIA with the committee. The issue of a non-discrimination clause was discussed, seeking information about previous consideration of the issue.

Benefits: Committee discussed salary compression, seeking a discussion

with Chris Mazier to get additional data about salaries broken down by the individual colleges and ranks, also prefer to get information on women and minorities to lend nuance to the data. An independent search for data elsewhere to make comparisons with AAU - with other universities should be done. A previous goal of the University was to get to the middle of the rankings of AAU private Universities. A suggestion to look into the Chronicle of Higher Education for data on salaries was made.

Furthermore, a meeting with HR was held on Monday, Nov. 4 to discuss same sex marriage benefits. Reaction is to follow the law. Changes in benefits, perhaps a recognition of a partner to sign for borrowing against retirement packages (please double check/rewrite this for me - I'm not sure I'm characterizing it correctly).

Express-Scripts is pulling out some of the drugs that used to be available, seeking alternatives, but this will not be in effect until April, 2014. 400 out of 10,000 people may be affected by this. Some medical exceptions were made, a letter will go out in the future about this.

Birth control pills will be handled by Meritain directly, details to be worked out and will be available starting in January.

A discussion concerning SB Clinic's merger with Memorial (Beacon Healthcare). There will be no substantial changes before January 2014. An example would be if an insured woman wishes to deliver a child at Memorial, she should select Memorial as her hospital. After the merger, eventually, the doctors associated with the Clinic will be in the CHA healthcare option.

More information on the drug issue is to come in the future, help for those affected will be available from the Wellness Center.

Student Affairs: Focusing on graduate student teaching opportunities. This is very departmentally specific, various constraints with trade-offs. There will be an attempt to reconcile these issues.

#### 8. New Business

No new business

#### 9. Next Meeting, 7:00 pm, Tuesday, December 3, 2013; 140 DBRT

#### 10. Adjourned at 8:40 pm.

Respectfully submitted by D. Joyner

**Minutes of the Faculty Senate**  
**7:00 pm, Tuesday, December 3, 2013**  
**Room 140 DeBartolo**

**Attendees:** William Berry, Matthew Capdevielle, Jeremiah Castle, Anjan Chakravartty, Xavier Creary, Antonio Delgado, Dennis Doordan, John Duffy, John Gaski, Nasir Ghiaseddin, Alexandra Guisinger, Martin Haenggi, Michael Hemler, Nancy Joyce, Danielle Joyner, Michael Kirsch, Linda Major, Paul McGinn, Walter Nicgorski, Carolyn Nordstrom, Sylwia Ptasinska, Dianne Pinderhughes, Kali Rath, Denis Robichaud, Jeanne Romero-Severson, Michael Ryan, Salma Saddawi, Joshua Shrout, John Stamper, Marsha Stevenson, Joe Urbany, Sandra Vera-Munoz, Bruce Williams, Richard Williams

**Excused:** Gail Bederman, mark Caprio, Erika Doss, David Gasperetti, Liangyan Ge, Catherine Perry,

**Absent:** Christine Becker, Karen Buranskas, George Howard, Matthew Leevy, Eric Morgan, Hildegund Muller, Meng Wang

Meeting began at 7:00 pm.

1. Opening Prayer
2. Introduction of Senators
3. Approval of Minutes of the Nov 5, 2013 meeting

Small changes made to minutes – approved.

4. Chair's remarks

a. Follow up on Sexual Assault – reworking of the language, there are still some lingering issues to be discussed.

b. Freshmen physical education for First Year students – Senate response submitted to Hugh Page. He replied that he is grateful for our input and will pass along the proposal once it is formulated.

c. Faculty Executive Committee met with Tom Burish -- Results of satisfaction survey were discussed. Dan Myers and Jim Morrison discussed some of the data and the formation of a “blue ribbon” committee that will include women, sociologists, etc. They will formulate a report to be shared likely in the spring. Notre Dame is part of the “Colonial Group,” they provide comparanda for the results.

Additional discussion considered the progress and retention of women, the place of minority groups, and ongoing efforts to better understand these issues, how various initiatives might help.

There was some discussion of the place of Arts and Letters at the University, is it changing? The answer was roughly no.

d. Tom Burish asked if the Faculty Senate might be interested in the question of how junior faculty are membered across departments/colleges.

5. Committee Meetings began at 7:25.

6. Committee Reports

a. Academic Affairs – Room 140 - Elliott Visconsi – MOOCs, online education

Some discussion of the requested survey of mentorship in the departments. Rather than having Senators describe what is happening in their departments, Senators will ask department chairs for a written description of mentoring practices.

In advance of next week's townhall meeting, Elliott Visconsi discussed their efforts in doing industry research at Universities involved in online learning, researching industries involved in the practice, and examination of what has been done so far at ND, perhaps pulling back from "Semester Online." He mentioned some recommendations that will be made, such as developing the open-source Ed-X product which might be helpful for faculty, and also the establishment of a "robust team" for helping faculty develop these products.

b. Administrative Affairs – Room 136 - Tricia Bellia – athletics coalition

Discussed the invitation of Intercollegiate Athletics, a group made of Faculty Senates at schools that play in bowl games. ND has been invited to join. There will be additional discussion in the committee and a report made in the future.

c. Benefits – Room 131

HR told people that contraceptives will be covered, that plan is on hold because the University has placed a lawsuit to ask the court to place an injunction on that. Unknown if the University will cover it. Unclear what will happen with the insurance plans.

Also some discussion about the increase in the number of staff and not of faculty, that perhaps skews some of the benefits numbers. Further study will ensue.

d. Student Affairs – Room 129 - John Lubker- grad life survey

Discussion of the results of the survey on graduate student life on issues like perceptions, satisfaction levels, etc. Fairly high levels of satisfaction recorded,

though not across the board. Some dissatisfaction about health care benefits, but satisfaction on academic experience and quality of life. Perhaps more will be done for married students, child-care initiatives, more communication for spouses. There is intent to focus more on community, communication, and attention on “vulnerable populations.”

Brief responses and discussion about challenges for married students.

7. New Business

8. Next Meeting, 7:00 pm, Tuesday, February 4, 2014; Rooms will be scheduled in January

9. Meeting adjourned at 8:30 pm.

Minutes respectfully submitted by Danielle Joyner.

**Minutes of the Faculty Senate**  
**7:00 pm, Tuesday, 4 March, 2014**  
**Room 140 DeBartolo**

**Attendees:** William Berry, Matthew Capdevielle, Mark Caprio, Jeremiah Castle, Anne Coleman, Xavier Creary, Antonio Delgado, Dennis Doordan, John Duffy, John Gaski, Liangyan Ge, Nasir Ghiaseddin, Alexandra Guisinger, Nancy Joyce, Danielle Joyner, Michael Kirsch, Matthew Leevy, Paul McGinn, Eric Morgan, Hildegund Muller, Walter Nicgorski, Sylwia Ptasinska, Catherine Perry, Dianne Pinderhughes, Kali Rath, Denis Robichaud, Frank Rossi, Salma Saddawi, Joshua Shrout, John Stamper, Marsh Stevenson, Joe Urbany, Sandra Vera-Munoz, Meng Wang, Bruce Williams, Richard Williams

**Excused:** Karen Buranskas, Martin Haenggi, Michael Hemler, Carolyn Nordstrom,

**Absent:** Gail Bederman, Anjan Chakravartty, David Gasperetti, George Howard, Linda Major

Meeting began at 7:00.

1. Opening Prayer
2. Introductions
3. Approval of Minutes of the Dec 3, 2013 meeting

The minutes were approved without changes.

4. Chair's remarks

a. Academic Council: There was no January meeting and no Executive Committee meetings from January to March. The issues of importance currently discussed are related to the School of Global Affairs. The Faculty Senate decided that one of its representatives should serve on the Committee for the School of Global Affairs.

b. Mentoring policies: The collection of data on the mentoring policies of Assistant Professors from all departments is nearly complete (all but 7 on 2/28). Academic Affairs is collating and distilling the information; the senate recommended that it also collect data for Associate Professor mentoring.

c. Banking has switched from NDCU to 1st Source in Lafortune; Nancy Majerek, Treasury Manager answered the Chair's questions on the motivations to opt for 1st Source Bank.

d. Benefits: The Benefits Committee is scheduled to meet Chris Maziar on 3/21.

e. Academic Affairs: There is a proposal for a new MS in Historic Preservation in the School of Architecture

5. Committee on Student Affairs: Resolution on Graduate Student teaching

- a. John Gaski made a short introduction for the resolution, asking to wave its reading.
  - b. Jeremiah Castle, the graduate student representative, made a short presentation on the rationale for the resolution.
  - c. The Faculty Senate discussed the nature of the resolution, as well as graduate student teaching at Notre Dame.
  - d. It was suggested that only Departmental Chairs and Directors of Graduate Studies should be included in the document among the resolution's intended audience (instead of also including Deans, Graduate School, of chairs, directors of undergraduate and directors of graduate studies).
  - e. The undergraduate representative, Nancy Joyce, voiced her opinion on why the undergraduates are not in favor of the resolution.
  - f. A motion to support the resolution passed. (4 objections; 2 abstentions; all others voted in favor of the resolution).
6. Committee Meetings began at 7:25.
7. Committee Reports:
- a. Academic Affairs – Room 140
    - Presentation by Gretchen Reydams-Schils on Arts and Letters Working Group on Faculty-Initiated Internationalization Projects
    - The Committee reviewed the AL Faculty-Initiated Internationalization Projects. The Working Group is still in its consulting phase. It is presently drafting a document that will be sent to the Faculty Senate for comments.
    - The Committee voted in favor of endorsing the MS in Historic Preservation in the School of Architecture.
  - b. Administrative Affairs – Room 136
    - Following the advice of Patricia Bellia, head of ND's faculty board of athletics, the Committee declined to join the Committee of Intercollegiate Faculty Alliance. This item will be on the agenda for Senate discussion next meeting.
  - c. Benefits – Room 131
    - The Committee will meet with Chris Maziar at the end of the month to know what information the Faculty Senate can receive regarding pay scales at Notre Dame.
  - d. Student Affairs – Room 138
    - No new business beyond the previous resolution on graduate student teaching.
8. New Business
- A Faculty Senator related that many people were not able to use the card that was circulated by the University's health care provider for contraceptive access, and were therefore not able to access birth control according to the established policy.
  - The Benefits Committee will check with Denise Murphy why there is a problem.
9. Next Meeting, 7:00 pm, Tuesday, April 1, 2014; 140 DBRT

## 10. Adjournment

The faculty senate adjourned at 8:54.

**Minutes of the Faculty Senate**  
**7:00 pm, Tuesday April 1, 2014 – 140 DBRT**  
**Room 140 DeBartolo**

Attendees: Gail Bederman, William Berry, Karen Buranskas, Matthew Capdevielle, Mark Caprio, Jeremiah Castle, Anne Coleman, Xavier Creary, Matthew Devine, John Gaski, Nasir Ghiaseddin, Alexandra Guisinger, Martin Haenggi, Michael Hemler, Danielle Joyner, Michael Kirsch, Linda Major, Paul McGinn, Hildegund Muller, Walter Nicgorski, Dianne Pinderhughes, Kali Rath, Denis Robichaud, Jeanne Romero-Severson, Frank Rossi, Joshua Shrout, Marsha Stevenson, Sandra Vera-Munoz, Richard Williams

Excused: Anjan Chakravartty, Antonio Delgado, Dennis Doordan, Liangyan Ge, Matthew Leevy, Carolyn Nordstrom, Catherine Perry,

Absent: John Duffy, David Gasperetti, George Howard, Eric Morgan, Sylwia Ptsinska, John Stamper, Meng Wang, Bruce Williams

Meeting began at 7:03 pm.

1. Opening Prayer
2. Introduction of Senators
3. Approval of Minutes of the March 4, 2014 meeting
  - a. Question were raised about a Faculty Senate member serving on the Committee for the School of Global Affairs, it stays in the minutes with Dianne Pinderhughes' name added.
  - b. Minutes approved.
3. Chair's remarks
  - a. Academic Council – No March Meeting
  - b. Mentoring Policy Survey was finished and sent to the Provost. A copy will be posted on the website.

c. Benefits Committee met with Chris Mazier on 3/21. She will visit the Senate in the late fall. There are several graphs that show general salary comparisons. Notre Dame seems to be consistently below the salaries for comparative schools. A request has been made to put the graphs on the website as well.

d. Benefits also had a meeting with HR – big change about to be announced in 403b to simplify investments. External record keeper will be Fidelity, there will be different tiers that allow people to choose how active they can be with their investments. Meetings will start with advisors in the fall to facilitate the changes.

e. Reception with Fr. Jenkins in the Library Penthouse on April 15. It is the second night of Passover, but this is the date that could work with Fr. Jenkins. Any questions to be addressed by Fr. Jenkins need to be sent to Monica within the week.

f. Elections will be held at the next meeting. Certain rules pertain to the election process Josh Shroul has agreed to chair the elections committee. 4 other volunteers were needed on the committee, representatives from different colleges. Jeanne Romero-Severson from Biology, Matthew Capdevielle, an SPF in the University Writing Program, Hildegund Müller, Classics and Mike (last name?) have volunteered to be on the committee. The slate includes a Chair, Vice Chair, 2 Co-Secretaries and a Treasurer. Candidates need to be assembled by the next meeting for the election. Chairs of committees have been asked to write reports about what the committee has done this year and what is still pending. This will help with continuity from one year to the next.

g. Physical Education – P.E. requirement is now defunct. Instead, 7 new themes were developed and students will take courses associated with those themes. The committee asked the Provost's Office to help reassign those people who will lose their jobs because of this requirement change. It is on its way to the Academic Council next.

h. Academic Council Undergraduate Studies Committee is revising the Absence Policy. No more than 2 job interviews per semester can qualify for an excused absence, and the student must provide proof of the job interview. Non-acute medical conditions are not excused. Notes from Rectors are no longer acceptable, only Health Center notes will be acceptable for an excused absence. Religious holy days, military service and legal proceedings are now considered excused absences. Instructors will need to provide an unexcused absence policy according to the Academic Code, so the Dean can review decisions made. There were several questions and discussion about details.

- i. Bill Berry has completed his second 3-year term as a representative of emeriti/ae – shout-out from the Senate! John Gaski has completed 9 years of service as well, shout-out to him too.

4. Joshua Shroul presented the Administrative Affairs committee work on the Vote to join the Coalition on Intercollegiate Athletics.

- a. The committee unanimously recommends that the University decline the invitation to join. The invitation is to Faculty Senates to join an independent committee that would then perhaps exert influence on the NCAA. The Academic Affairs response clearly spells out the Pros & Cons of their findings. Questions and discussion ensued.

- b. Put to a vote. 23 members voted to decline / 0 voted to accept / ? voted to abstain.

5. Break for Committee Meetings at 7:53 pm.

6. Committee Reports.

- a. Academic Affairs – Room 140

- i. Brainstormed about questions to take to Fr. Jenkins

- ii. Topics for next year's committee, spending time either in committee or entire Senate discussing possibilities for action rather than just reaction. What are the strengths and possibilities of the Senate? How can the time be best used to solidify bridges across colleges and disciplines to allow for more cohesion.

- b. Administrative Affairs – Room 136

- i. Raised question about what is the purpose of the Senate, how it can affect change at the University.

- ii. Raised possibilities about business for next year. One is a concern for emeriti/ae, such as benefits, frozen health subsidy, and also that there is no organization for emeriti/ae faculty as there is at other universities (also no faculty club!), as well as a tendency in the university to drop emeriti/ae from various lists once they retire so the professors are “out of the loop” of communication.

### c. Benefits – Room 131

- i. Committee meets regularly with HR to discuss various issues concerning benefits and health care. Recent 2 meetings with Chris Mazer about salaries and with HR about changes in retirement funds.
- ii. Faculty salaries have not been improving the last several years – there was no answer forthcoming from Chris Mazer. Only assistant professor salaries increasing to compete against the market.
- iii. Big changes in retirement investments, moving to a single record-keeper that will reduce administrative costs for faculty. Going to a flat fee for the administrative portion of the costs regardless of how much money is invested. Fidelity was chosen as record-keeper based on various criteria. It will be a four-tier system. Roth will be added as an option as well. Questions about TIAA Cref raised and discussed.

### d. Student Affairs – Room 138

- i. Student comporment faculty survey is finished and it is currently being issued to a selection of faculty members.
- ii. Concern about the University’s policy on undergraduate audits, that is the prohibition against undergraduate auditing. Perhaps the registrar can explain?
- iii. New policy about “interview absences” which seems potentially problematic. The University ought to provide samples/models to offer language to faculty for their newly required need to put policies into their syllabuses. The faculty should not have to judge the validity of medical absences either. University should make clear to students how to request and appeal decisions.

## 7. New Business

- a. Issue of background checks raised again. Mismanagement of funds, sexual misconduct, and violent behavior are the three things that “get faculty in trouble.” An outside source would gather records for new hires and search for activities that are associated with the three categories of behavior mentioned above. Already employed faculty will not be checked. They are still working on the policy. Some discussion ensued.
- b. John Robinson had major knee surgery but he is better and now back on campus.

8. Next Meeting, 7:00 pm, Tuesday, May 6, 2014; 140 DBRT

9. Adjournment at 9:05.

**Minutes of the Faculty Senate**  
**7:00 pm, Tuesday, May 6, 2014**  
**Room 140 DeBartolo**

**Attendees:** Gail Bederman, Karen Buranskas, Matthew Capdevielle, Mark Caprio, John Duffy, John Gaski, David Gasperetti, Liangyan Ge, Nasir Ghiaseddin, Alexandra Guisinger, Michael Hemler, Donald Kommers, Paul McDowell, Hildegund Muller, Walter Nicgorski, Sylwia Ptasinska, Catherine Perry, Dianne Pinderhughes, Denis Robichaud, Jeanne Romero-Severson, Joshua Shrou, Marsha Stevenson, Joe Urbany, Meng Wang, Richard Williams

**Excused:** Anjan Chakravartty, Anne Coleman, Martin Haenggi, Danielle Joyner, Michael Kirsch, Linda Major, Paul McGinn, Sandra Vera-Munoz,

**Absent:** Xavier Creary, George Howard, John Stamper, Bruce Williams

Please note: Our committee meetings will be in rooms 131, 136, 138, 140

1. Opening Prayer
2. Introductions
3. Presentation of slides regarding faculty salary from Chris Maziar. Paul McGinn showed this information to the board of trustees. Non exempt staff salary growth has been much higher than the growth in faculty salary. ND faculty salaries are trailing in all faculty levels compared to all AAUP salaries.
4. Approval of Minutes of the April 1, 2014 meeting: Minutes were unanimously approved with a minor addition on the item pertaining to student auditing.
5. Elections – Josh Shrou -Chair of the Nominating Committee officiating

Chair-	Nominees	Paul McGinn was nominated
Vice Chair-	Nominees	John Duffy
Co-Secretaries (2)	Nominees	Alexandra Guisinger (still a second co-secretary is needed)
Treasurer-	Nominees	Jeanne Romero-Severson

The executive committee was unanimously elected.

6. Committee Reports:
  - a. Academic Affairs: Did not elect a chair. Agenda for the fall: AP courses; foreign language acquisition; criteria for evaluating programs.
  - b. Administrative Affairs: Josh Shrou will be acting chair for the fall. Agenda for the fall: look into the university's relationship with emeriti.
  - c. Benefits: Nasir Ghiaseddin was elected chair. Benefits will meet several times over the summer with HR to discuss health benefits. The committee also plans to discuss with HR about retirement

benefit changes. Given the fact that a large portion of the faculty was upset with the way in which the changes were implemented, the committee will discuss with HR whether more options are available to faculty. The committee will also discuss the possibility of different levels of university emeriti.

d. Student Affairs: John Gaski was elected chair. Agenda for the fall: student auditing; a draft on a report on student comportment.

7. New Business

8. Next Meeting, 7:00 pm, Tuesday, Sept 2, 2014; 140 DBRT

9. Adjournment

Motion to adjourn accepted at 7:53.