

Faculty Senate Meeting
August 29, 2013

Gwyneth Williams, Faculty Senate President, Presiding

Members Present: John Aleshunas, Ginny Altrogge, Jef Awada, Larry Baden, Glen Bauer, Carla Colletti, Don Conway-Long, Paula Hanssen, Victoria McMullen, Warren Rosenblum, Chris Sagovac, Joe Schuster, J.P. Palmer-Schuyler, Marty Smith, Roy Tamashiro

Announcements

Mike Hulsizer will be the Chair of the Salary and Fringe Benefits Committee for AY 2013-2014 and will also sit on the Insurance Committee. Eric Goedereis will also sit on the Insurance Committee replacing Mary Ann Drake.

The first meeting with Provost Schuster, Greg Gunderson, and Nancy Hellerud with the budget representatives (Joe Stimpfl/Gary Renz) was held on Tuesday, August 27, 2013.

Fall Institute

Marty Smith reported that a few proposals have been received and a 2nd call for proposals was sent out last week. Department chairs will also be contacted again to encourage faculty to submit a proposal. Reservation forms were sent out today.

Report on International Studies B.A./C.I.S.

Paula Hanssen shared the rationale and reasons for requesting that the B.A. in International Studies be moved from the Center for Interdisciplinary Studies to the Department of International Languages and Cultures.

Roy Tamashiro explained that there was a task force working on the reorganization proposal throughout the summer. This move is intended to be a “trial run” for two to three years which will then be evaluated to see if it was successful. Roy and Chris Parr did a yearlong study of international models resulting in a recommendation that the B.A. in International Studies move into the Department of International Languages and Cultures. In their study of international models, they realized that this is no longer a Senate committee and needs the resources of a department. Currently, the makeup and function of international studies committee is an elected body from schools/colleges at-large. As it moves to a more academically based unit, members of the committee will need to be revised. This would come to the Senate for discussion. Looking at many different models, this change would be more like the faculty fellows model in Human Rights. The Chair of the committee can be any one of the members of the different departments

represented in that group. The first two semesters will be considered transitional and teaching/advising would systematically be moved over. The current International Studies Committee would remain as a body until a more permanent faculty body could be approved. That is where proposal stands at this point.

Silvia Navia stated that when this idea came forward, learning outcomes were analyzed to see if the program would fit within the Department of International Languages and Cultures and it is a good fit. It is felt that they have the resources to do what is required for the program. They are awaiting recommendations from the task force to see what is proposed. From the task force, it will go to ISC and then the department.

According to the University Handbook, information for the Center for International Education would have to be changed in terms of job descriptions, etc. if the change takes place. There are many different sections of the Handbook that would need to be changed, if this proposal is approved.

Representing Sustainability Studies, Karla Armbruster stated that when moving into a department, a program will not have a committee representing every school/college. The faculty fellow's model is a good place to start, but that needs to be encoded in the University Handbook so that it does not get lost and forgotten. There is concern that each program will come up with something different and if that is the case, it will cause confusion.

One Senator stated that this paradigm is a good direction and that once the details are worked out, it will be a good thing for both the students and programs.

There is much faculty concern about funding being taken away from committees and just put into department budgets with the result that the co-curricular activities might be forgotten. Someone indicated that this would be a different line item within the budget.

A question about stipends for chairs of interdisciplinary programs was asked. There are no budgetary changes at this time. Course releases were removed last year, but not stipends.

Report on Merit Pay Research – Senate Subcommittee

The sub-committee (Don Conway-Long, Glen Bauer, Ginny Altrogge, J.P. Palmer-Schuyler, and Roy Tamashiro) has met twice. They looked at the documents that Glen had presented from other institutions and shared a few with the Senate for consideration. The subcommittee also shared a list of questions for contemplation. The list contained things that the subcommittee felt was most important to be considered when looking at merit pay.

Texas A & M gave good examples for each category that is utilized in their portfolio evaluation: teaching, scholarly activities, university and community service, and evaluation by department chair.

Jacksonville University actually gives faculty a say in how merit is awarded in that they choose the percentage weight for each category: teaching effectiveness (weight range 50-65%), intellectual activity (15-35%), and university service (10-30%).

It was stated that something resembling Jacksonville University's system might be useful in measuring merit. A different mechanism would probably need to be used in each school/college allowing flexibility for variation. This would need to be discussed with SFB.

An article was also shared by Robert Engvall in the AAUP Journal of Academic Freedom addressing academic freedom being challenged by merit.

A discussion then followed regarding how to proceed in forming the policy for merit pay, whether or not focus groups should be engaged, whether to form a Senate committee, and how quickly this should be acted upon. It was stated that it is more important to do this correctly than rush forward. Provost Schuster might be okay with not having a system in place this year, if he knows that the faculty is actively working on a plan.

The statement was made that there are individuals in schools that feel they can opt out of things. In the merit pay system, parameters need to be set and has to be clear that if someone wants to opt out of certain parameters, (university service, etc.) they may lose a percentage of their raise. Right now there is much room for abuse of merit because it is subjective. There have to be checks and balances in any type of merit system. It was also stated that we lose political capital if we fight merit.

The sub-committee will bring three brief schemes of models to the September 5th Senate meeting. Senators will then schedule school/college meetings within the next 4 to 6 weeks to share the models with faculty and obtain feedback. A survey of faculty may also be conducted to see where we are in the process of coming up with a merit pay system.

The Merit Pay subcommittee stated that some items with merit pay are within the purview of SFB. For this reason, Mike Hulsizer will be invited to the September 5th Senate meeting.

Report on Administrative Council Retreat – Marty Smith

Many things that were discussed at the Administrative Council Retreat were mentioned in President Stroble and Provost Schuster's Convocation address.

Rob Parrent, Interim Chief Enrollment Officer, had many interesting things to share. He has been making a number of changes in Enrollment Management. It was suggested we invite Rob to do a presentation at the September 10th Faculty Assembly meeting.

Bun Perkinson, Interim Chief Development Officer, shared that the focus is not on dollar amounts, but percentage increases in regard to alumni donations, endowment, and fundraising.

Barbara O'Malley gave a presentation on the upcoming Centennial celebration.

President Stroble mentioned that the Sisters of Loretto mission is still being followed.

Miscellaneous

An article in the Journal on bonuses and salaries was discussed. There has been confusion regarding bonuses based on this article. Discussion followed and it was stated that if individuals would speak with the reporters to begin with, there would be much less confusion. There are larger questions about revenue and spending. Dr. Gunderson has stated that he would provide data to the Senate on anything but individual salaries.

Possible agenda items for the September 10th Faculty Assembly meeting were discussed.

If a Senator's department has by-laws that they do not mind sharing, they were asked to send them to Gwyneth Williams.

With no further business, the meeting adjourned at 3:05 p.m.