

Report of the General Faculty meeting

November 18, 2020

1. Approve minutes

- General Faculty Meeting minutes of 9/23/20 and 10/21/20 are approved by acclamation.

2. Presentation of Great Colleges Data (Jen Rick)

- Strengths of John Carroll: employees' relationships with direct supervisors
- Areas needing improvement at John Carroll: trust in senior leadership team, compensation, staffing (improved from 2017, and on par with peer institutions, but percentages are still low and need improvement).
- The SLT has seen the data. The board may not have seen it.
- The powerpoint presentation will be posted on the faculty council website.

3. UCEP - Major Declaration and Internal Transfer (CAP- Zeki Saritoprak)

- The proposed policy allows incoming freshmen to declare major, but doesn't require them to do so. Students must declare major by the time they have earned 45 credits. They can now declare sooner. But individual departments may choose to revise their policies accordingly.
- CAP has unanimously accepted the current version of the policy.
- Brent Brossman: 4-5 years ago, when Boler was interested in direct admission, the faculty council decided that it was a procedural change instead of a substantive change, thus didn't require a vote from the faculty. Theoretically we could do it again this time through CAS, although we are being specifically asked to vote for this proposal. There's more to the proposal than just the declaration of major as incoming freshmen.
- Chris Sheil: many freshmen intending to major in biology are advised outside of the department in the first year. The new policy seems to make it easier for chairs to identify these students and reach out to them so they get the proper advising messages. One concern of the CAP committee is that there needs to be intentional work with academic advising in the first year so students understand that if they don't reach certain benchmarks then they don't pursue a major beyond a certain point. All in all, we recommend sending it to the full faculty for consideration.
- Barbara d'Ambrosia: when does it go into effect? The bulletin change is due by Jan.
- Zeki: as soon as possible. We are trying to expedite it for that purpose.
- Earl Spurgin moved to send the proposal to the full faculty for vote, Gerry Weinstein seconded, yes-64; no-0

4. UCEP - Graduate Student Academic Standing and Probation (CAP- Zeki Saritoprak)

- Unanimously accepted by CAP

- Earl Spurgin moved to send the proposals to the full faculty, Jerry Weinstein seconded, yes-72; no-0

4. Review and possibly send to Faculty - University Tenure Committee Proposal – (RTP - Jeff Dyck)

- Jeff Dyck presented the proposal.
- Medora Barnes: Current Associate Profs who are going up for Full in the next 24 months, seem like they should be Grandfathered in and have the option to use this, but not the requirement. Why do people on the tenure-track have an option, and not those about to go up for Promotion?
- Angela Canda: If I recall correctly, the difference is because of how promotion works at both of those levels currently. When hired, tenure-track faculty are held to the requirements/procedure at time of hiring; for associate-to-full, though, it's the requirements/procedure at the time of application. So that was just left unchanged
- Brent Brossman: confirmed with Jeff Johanson on the process. Given the number of changes this proposal requires within the Handbook, it is now subject to 30-day open hearings. The document will be posted on canvas site for discussion. Brent will work with Jeff Dyck and Jeff Johanson to set up times for specific open hearings. The proposal will be revisited early in the spring semester in 2021.

5. Response to Student Senate request on HyFlex

- Earl Spurgin moved to send the response to Student Senate, Dan Kilbride seconded, yes-60; no-1

6. Response to Student Senate request on Pass/Fail

- Earl Spurgin moved to send the response to Student Senate, Jerry Weinstein seconded, yes-58; no-5

7. Brent Brossman announced that there is a brief faculty council meeting after this meeting regarding Bylaws for our JCU Faculty Legal Fund, and Mariah Webinger's proposal of Faculty Financial Sustainability to Committee on Finance, Faculty Compensation, and Work-Related Policies.

8. Handbook Amendment Issues:

- Jeff Johanson: FHB committee has given formal recommendations to the faculty regarding the three final proposals by the board. We felt the board's revisions insufficient. We are recommending that the faculty not vote for the three proposals. The justifications are provided in the recommendation, which can be found on the faculty business sensitive site. The FHB committee has submitted 3 counter-proposals, which are also posted on the faculty business sensitive site. They are currently open for revisions. If the faculty vote for the counter proposals, they gave the board some necessary concession while still protecting tenure and shared governance, and not

causing undue work during the summers. We are hopeful that the board will take the alternative proposals if they were positively voted and not force theirs which I anticipate will get a strong negative vote. There will be open hearings on 11/30 2pm and possibly 12/9 2pm.

- Brent: we all agreed that we need to make efforts to ameliorate the financial difficulties, the disagreement is on the protection of tenure. Brent has sent request to Donnelly for another small-scale meeting for more negotiations. Donnelly has agreed to the meeting. Please send your ideas to save money on the faculty side that doesn't include cutting tenure. Executive committee will meet on 11/19 to open account for Faculty legal fund.
- Johanson: We are now at the 30-day review stage, at which time we can revise the counter proposals. we could conceivably bring forth a final proposal during the finals week, which means we may be voting on the proposals and counter-proposals at the same time in Jan.
- Amy Wainwright suggested that we keep a running document for the ideas of saving money so everyone can see.
- Margaret Farrar: need written clarification of timeline.
- Brent: we don't have another general faculty meeting until Jan. 2021. We could call a meeting in Dec. if ten faculty members call such a meeting. The counter proposals were sent by Brent last week, thus starting the 30-day clock for review. The board expects a vote on their proposals in the Jan. general faculty meeting, and the counter proposals could be voted at the same meeting.