

## Report of Faculty Council Meeting

December 2, 2020

Faculty Council Members Present:

Brad Hull	Marc Lynn	Sokchea Lim	Joanna Garcia	Gerald Weinstein	Desmond Kwan	Jeff Dyck
✓			✓	✓		✓
Christopher Sheil	Elena Manilich	Mark Waner	Medora Barnes	Mina Chercourt	Malia McAndrew	Angie Canda
✓		✓	✓	✓	✓	✓
Colin Swearingen	Karen Gygli	Brent Brossmann	Sejung Park	Bo Liu	Gerald Guest	Yi Shang
	✓	✓		✓	✓	✓
Kristen Tobey	Earl Spurgin	Zeki Saritoprak	Deniz Durmus			
✓	✓	✓	✓			

1. Approve minutes for October 7 meeting, November 4 meeting, and the November 18 (very brief) meeting  
All three minutes approved by acclamation.
2. Announcements
  - A. Update on JCU Faculty Legal Fund and vote to pay first bill
    - JCU Faculty Legal Fund account is set up at the Huntington Bank
    - As of 12/2/20, there are \$4,428.65 deposited in the account. We also have a legal bill from the attorney Mulhul for \$2337.70, for crafting the arguments we used in the Faculty Handbook counter proposal and the following negotiations with the board.
    - Mark Waner transferred, on 12/2/20, \$436.35 from paypal to the bank, still being processed; Yi Shang has received 1 check of \$100.
    - A total of 39 faculty members have donated. Jerry Weinstein paid for the setup fee.
    - Brent will talk to the mail room so they know where to forward the mails addressed to "JCU Faculty Legal Fund."
    - Earl Spurgin moved to pay the attorney, Jerry Weinstein seconded, yes-19; no-0

B. Update on UCEP initiative votes: Passed

C. A 2<sup>nd</sup> Grievance case has been filed.

- The FC discussed if the 2<sup>nd</sup> grievance committee should be drawn from the original pool of 14 (including 1 on sabbatical) members or to exclude the 5 on the first committee. There is no specific guideline in the handbook on how to process this.
- There is historical precedence that members were sampled repeatedly from the original pool, but it was proposed that, since the first grievance committee is still in work, they should be excluded from the second draw.
- Earl Spurgin moved to exclude the members on the first committee, Jerry Weinstein seconded, yes-19; no-1

D. Faculty providing award for administrative assistant:

- Background: The Faculty Council and Staff Council executive committees are now meeting monthly and trying to find ways to build relationships.
- We proposed to provide an annual award for a staff member, specifically an administrative assistant in 2021.
- Brent calls for ideas about criteria etc.
- The FC may have a small budget that can be used to pay for the award.
- Brent, Mark, and Yi will bring a proposal in January 2021.

3. Faculty Productivity Measure – invited Mariah Webinger to discuss the proposal and answer questions

Webinger:

- The purpose of the proposal is not to create a policy; but rather to have a guidance of gathering internal information for internal decision-making. currently the university doesn't have any internal managerial accounting.
- This could also be seen as a faculty-led initiative to work towards financial sustainability, to counter the stereotype of faculty being obstructionist.
- The productivity measure is created intentionally at the level of individual faculty members, not at the level of departments, but it will need to be adjusted based on departmental differences.
- Next step: to be reviewed by the committee of Finance, faculty compensation, and work-related policies (CFCP); to be reviewed by FC; and perhaps to be reviewed by Todd Bruce.
- The administration would then create a report that chairs will get annually, which will provide a measure of financial sustainability in the deployment of faculty work.
- The final draft has been sent to the committee of finance, faculty compensation, and work-related policies. The most important revisions that was made on the previous draft is that an earlier proposal to combine departments was removed.

Mark Waner: 1) we are judged annually based on teaching and advising, advising of both undergraduate and graduate students should be incorporated in the measure; 2) the fringe benefit rate is said to be 30%, however, in 2015, when doing a detailed accounting of the

Woodrow Wilson Program, I was told that the fringe rate was 36.4%. If the salary is not increasing, why is the fringe benefit rate falling?

Webinger: 1) the productivity measure doesn't include research and service either. This is not to identify excellent faculty member. It's only about achieving financial sustainability. Since teaching is what drives revenue, nothing else is included. 2) The fringe rate of 30% was given by Herbert, and lines up with earlier data, so it's a reliable number. The reason why it went down maybe due to the change of the health benefit—different faculty members are provided with different kinds of plans based on when they came into JCU.

Weinstein: The key issue is that as long as we use the constant rate for fringe benefit, the comparison (among faculty members) is valid.

Webinger: The productivity measure suggested by the EAB report does not serve our need as well as the currently proposed measure for reasons explained in the cover letter provided by Webinger.

Joanna Garcia: Have you run through some examples from different departments with the faculty measure to see how they stack up?

Webinger: Boler has higher salary as well as bigger classes. Both CAS and Boler faculty are teaching enough students to pay for themselves. The proposed measure still need program adjustments. They are also very conservative metrics. The purpose is to identify the areas for improvement.

Mike Martin: Who gets credits for a major? Do all 120 credits go towards the major departments?

Webinger: in the current draft, in Appendix A, faculty members get credit for teaching courses (including major and core); in Appendix B, they don't get credit for teaching core courses. Adjustments need to be made at the departmental level. As to the question "who earns the revenue?" there is a direct measure and an indirect measure. The direct measure is the number of students taught by each faculty member. But the majors offered by departments are what drew the students to the university, so the indirect measure of revenue generated gives credit to the major departments, and recognizes the indirect cost with course releases and administrative assistants.

Brossmann: plenty of our students come to JCU because they are drawn by the notion of Jesuit education, and the core is the backbone of that Jesuit education.

Webinger: that's a good argument of why departments providing core courses should be provided with course releases and administrative assistants, measured in a different way. But this argument won't work for departments such as accounting.

Brossmann: would productivity measure be used for part-time faculty as well?

Webinger: no. part-time faculty does not have financial sustainability problems.

Weinstein: the committee of compensation (CFCP) has one more meeting this semester, will meet with Krukones about salary. The committee has received Mariah's proposal, and will take it up next semester.

4. Fond thanks and goodbyes for Jerry Weinstein (and discussion of replacement)
  - Jerry is a faculty representative with the Board. FC approved the appointment of a member of the CFCP (Finance, faculty compensation, and work-related policies) to be the new board rep. This person doesn't have to be an FC member.
  - We also need a nominee for the chair of the CFCP, which has to come from the council; Brossmann called for nomination, Earl Spurgin volunteered to chair the committee. Jerry has asked Dianna Taylor to be the acting chair.
  - Earl pointed out that there are 3 philosophy faculty members on the committee. Voted Earl to be chair for one semester: yes-20; no-0.
5. New Business (if any)
  - Brossmann proposed another meeting to Donnelly between the board and a small number of faculty members to discuss ways of resolving the financial difficulties without the elimination of tenure.
    - Reply from the board on 12/1/20: doesn't believe the proposal will eliminate tenure, but the board is willing to continue the discussion. The meeting should be limited to 2-3 board members, 3-4 administrators, 3-4 members of the FC and Faculty handbook committee, would not like to include anyone from AAUP as they are not officially part of faculty leadership.
    - Medora: Is there any update about pursuing conversations with attorney about the breach of contract? We need to make sure that the board understands that their proposal is a breach of contract.
    - Brossmann: we may still need more contributions to the legal fund. We will continue to indicate to Donnelly that we are willing to cooperate, but if we can't resolve the tenure issue in a peaceful way, there will be a fight.
  - The Italian major and minor program:
    - Zeki: CAP plans to take it to the next meeting.
    - Gwen Compton-Engle: it's a proposal to make official for something that already exists under the category of self-designed majors and minors for quite a long time now. In essence the program already exists, but is not accounted for in any of the university's data.
    - Luigi Ferri: the program is ready with the changes implemented for the suggestions we received after the first meeting.
    - Brossmann will put it on agenda for FC January meeting.