

Draft

**Report of Faculty Council Meeting
April 7, 2021**

Faculty Council Members Present:

Brad Hull	Marc Lynn	Sokchea Lim	Joanna Garcia	Deniz Durmus	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				
✓	✓	✓				

1. 3/10/21 FC meeting minutes: approved by acclamation.
2. Announcements
 - 1) Two more grievances (total of five)
 - A committee has met about one of them.
 - Second committee meeting on Thursday.
 - Almost everyone of the 14 members of the grievance committee has served at least twice this year.
 - 2) Administrative Assistant award
 - 6 applicants so far. Committee will meet soon.
3. Compensation – for a more detailed update see “preliminary report on sustainability metric” in supplementary documents
 - Earl Spurgin

- The measure of faculty productivity, or sustainability measure, was initially devised by Webinger to measure faculty productivity, later changed to measure department productivity instead. Courses such as independent studies or theses, that are not counted as course load, are included in this measure.
 - The measure of faculty productivity is a function of average salary of the department, the total credit hours taught by the department, and support costs.
 - The measure is not completely worked out yet, e.g. for some departments that look good on the measure, it's not clear if it's because they are efficient or if they are underpaid; Some other departments, contrary to the common perception, do not look good with this measure, because their salaries are high.
 - Part of the committee's concern is that the measure may be weaponized against the faculty.
 - The committee believes that faculty must be a part of any effort to create a sustainability measure, but needs a guarantee that we will be listened to.
 - The committee argues that JCU's difficulty with financial stability is not a function of faculty salaries. Rather, it stems from a large, fixed-asset base that is maintained by debt.
 - The committee suggests an in-depth examination of the possibility of raising lab fees, and differential tuition rates in Boler and CAS (Boler departments tend to have negative returns according to the current sustainability metric).
 - The committee is still waiting to get the CUPA data from Todd Bruce to interpret some of the measurement results, i.e. is positive return due to efficiency or low salary.
- **Brossmann:**
- The committee's report criticizes the EAB metric for assuming a 4 course load per faculty member every semester, in fact they assume a 3-course load, which how the 360 credit hour is derived.
 - Another clarification is that the number of full-time faculty as of this spring is 177.
 - Brossmann has talked to Herbert about whether they would consider using Webinger's faculty sustainability metric. Herbert answered that without a good understanding of what these metrics are they are unsure about how to use it or if they will use it. The vision is to put them on the same platform of the EAB measures for the public to see and to consider.
- **Spurgin**
- Once the committee has the most update data they will have to regenerate the measures.
 - Some departments have faculty members who are not teaching but serving as administrators, which may have skewed their productivity metric.
 - The committee is considering whether they should provide the sustainability measures to the departments to manage their sessions, and *not to* the administration to be used to evaluate departments/faculty.

- **Brossmann**
 - All measures could be used to help departments or to hurt them. Information is amoral.
- **Lynn**
 - Some very large or very small classes should be treated as outliers. Instead of being mixed with all other classes and skewing the results, they should be examined individually.
- **Dyck**
 - Lab courses tend to be small. There was talk that Jennifer Dylan will help the science departments assessing how the lab fees should be rated. It's not clear if this will be followed through.
 - Also in small departments, heavy service load of 1-2 faculty member could easily skew their productivity measure. So Herbert is right that this measure is a piece of the puzzle. It's an important one, but it still doesn't include all the factors.
- **Spurgin:** it's also unclear if it's the provost or the executive VP who's going to drive this.
- **Canda**
 - A big concern with differential tuition rates is that it might exacerbates tensions between colleges (which may get worse if we add Nursing). An across-the-board 1% reduction of tuition discount might generate more revenue than only raising Boler tuition, and it's less controversial.
- **Spurgin**
 - The committee has not considered the differential tuition rates in depth. Webinger raised this idea as a way for Boler to come to terms with how expensive their classes are. Right now it looks like the low CAS salaries are supporting the high Boler salaries.
- **Lynn:** administrator efficiency should also be looked at besides faculty efficiency.
- **Marsili:** timeline of using the measure? **Brossmann:** Herbert hopes that the EAB measures can be published in the fall.
- **Canda:**
 - No measures are perfect. Several imperfect measures can provide a good overall assessment. I would encourage the committee to make their recommendations sooner rather than later.
- **Spurgin:**
 - Committee is not yet comfortable to suggest how this measure should be used or to put it in the hands of the administration, because Webinger is not ready.
 - But there is no reason to believe that recommendations cannot be made in the fall. When the EAB dashboard is set up, it's very likely that the sustainability measure could be published there as well.

4. University Curriculum Committee

➤ Zeki Saritoprak

- The current system has a gap which does not address the issue of sunseting programs. There is no mention in the CAP document about who should be in charge of this.
- CAP is currently drafting a proposal for the development of a university-wide curriculum committee, which could be UCEP in a modified form, and CAP is in communication with some Jesuit universities and other sister institutions about their practices.
- CAP will ask CAS to develop a curriculum committee similar to that of Boler. Decisions from these committees would be funneled to the university committee for final approval.
- The hope is to complete the work in the 2021-22 AY with the new structure in place for 2022-23.
- In the meantime CAP members felt it was important to give CAP review authority over any program sun setting. It may be necessary for FC to pass a resolution about this.

➤ Brossmann

- I spoke with Johanson about this. It may not be feasible to amend the faculty handbook to achieve this.
- The interpretation of Appendix C of Faculty Council Constitution which was adopted in 2012 specifically asks what constitutes a new academic program. It does not ask what happens to an old program. However, it does say that the things that do not need CAP review include anything that poses no academic change to an existing degree, and the elimination of a program *is* a change to an existing degree, so there is an argument that can be made.
- We would need the faculty to approve a process to be put in place for the two year period while CAP is working to set up the new structure.
- It's possible that I will work out something with Zeki to be discussed in the general faculty meeting in two weeks. But the first meeting of the fall is a more likely timeline.

➤ Canda

- What's the rationale to have a CAS committee, a Boler committee, and a university-wide committee?

➤ Saritoprak

- The Boler system is working well. But CAS doesn't have such a committee. Currently everything comes to CAP which can be overwhelming. Having such a committee in CAS will make it easier to make decisions and less burdensome for CAP.

➤ Brossmann

- CAS and Boler sometimes teach identical courses. A university-wide committee could process such information and decide if it's necessary to have redundant courses in the colleges.
- Barnes
 - It makes me uncomfortable that we don't have any kind of process in place. We need to avoid what happened last August when a committee was thrown together and people were appointed. Is it possible to get an emergency vote next week? If we put together a simple statement saying that CAP is authorized to review program closures, it provides some faculty oversight for managing the curriculum.
- Brossmann
 - Logistically, getting the regulations of long-term implications put into place would be very difficult. In the short term, getting an agreement between the faculty and the administration about how we'll do things for the next two years is probably simpler. It may be feasible to put together a proposal that faculty could vote on and take that to the administration and get an agreement with the understanding that handbook-style language would go into effect when a full curriculum committee was formed two years from now.
- Marsili
 - Any form of stipulation that indicates that faculty should be in charge of sunseting programs is better than not having anything in place.
- Brossmann
 - I will talk to Steve and Zeki. We may call a quick FC meeting or a circulated vote if we have a proposal.

5. Elections

- Barnes
 - We have a very big election coming up in the next month with many FC seats.
 - There is no term limit this time—anyone who currently has a set at FC can run again.
 - The faculty council webpage is a good place to see what committee positions are available.
 - In the 5/19 FC meeting we will elect the FC executive committee.
- Dyck
 - There was a positive vote of the faculty on the establishment of the university tenure promotion committee. When will the board vote on this and is it possible to hold an election this semester should that board vote positively on this?
- Brossmann
 - The board will vote on it in their May meeting. The meeting is typically after the exam so it's unlikely we can hold an election for the tenure committee this spring.

- We can do an early election in the fall. Once the committee members are selected they need to be trained by professionals about how to review tenure application in a variety of academic fields. The provost will arrange the funds for the training.