

**General Faculty Meeting  
October 27, 2021**

Faculty Council Members in Attendance:

Medora Barnes	Sebastian Brockhaus	Brent Brossmann	Chrystal Bruce	Angie Canda	Mina Chercourt	Gwen Compton-Engle
✓	✓	✓	✓	✓		✓
Deniz Durmus	Jeff Dyck	Joanna Garcia	Karen Gygli	Brad Hull O/L	Danielle Kara	Anne Kugler
✓	✓	✓	✓		✓	✓
Desmond Kwan	Sokchea Lim	Marc Lynn	Malia McAndrew	Tamba Nlandu	Tom Pace	Yi Shang
✓	✓		✓	✓	✓	✓
Earl Spurgin	Kristen Tobey	Mark Waner				
✓	✓	✓				

I. Approval of minutes of 9/29/21

Corrections noted. Approved by acclamation.

II. Announcements:

A. Retirement incentive: there are 25 faculty who have signed up

B. SAS and testing update: Mark has articulated to senior administration (including correspondence with Tiffany Galvin Green) faculty frustrations with:

- 1) timeliness of adjustments to allow for SAS-proctored exams (no remedy until after midterm grades were due)
- 2) the tone of communication ("courtesy" language about SAS providing space and proctoring for testing accommodations)
- 3) accommodation letters that now include extended times for labs, a provision about which there was no consultation, and which may be impossible to provide in terms of space, materials, and staffing.

\* \* \* \* \*

Jim Bretzke:

Point of order, faculty member on zoom, not getting recognized, wants to correct minutes that she was in attendance at the last faculty meeting.

Anne Kugler and Medora Barnes: Yes, we already know Yi Shang made that correction.

Jim Bretzke:

Chat is not getting recorded; people attending on zoom treated as second-class citizens.

Discussion followed; points were:

- Chat is primarily side conversations; for those on zoom would need to use raised hand function or other means to speak to whole group. Faculty attending in person don't know what is being said in zoom chat.
- What about conducting faculty meetings entirely online?
  - We are in person for class; unless there's a need for an accommodation so that a faculty member can teach online, faculty meeting attendance should be in person just like classes are
  - Senior administration should be delivering bad news in person, having to look us in the [collective] eye
- This is just like hyflex--technical difficulties doing zoom and in person simultaneously

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C. Search updates:

- 1) Paul Hulsman chairing CFO search; 1 faculty at-large position
- 2) Ed Peck in charge of DEI search; not clear yet how many faculty positions; more than one would be good given academic side of the job
- 3) Nominations encouraged!

III. Introductions (in the midst of terrible zoom microphone difficulties):

Nathan Gehlert for Counseling:

Mr. Yayahan Aras, Visiting Instructor, is currently finishing his degree at Texas A&M Corpus Christie. He was a lecturer in Seattle; his dissertation is entitled: *Experiences of mentors working with international doctoral students in CACREP-accredited counselor education programs: A constructivist grounded theory inquiry*. The department is excited at the ways he will help with international and cultural adjustment and enhance focus on multiculturalism.

Ms. Samantha Pfeiffer, Visiting Instructor and ABD at University of Akron; her specialty is substance use disorders counseling, working with children and adolescents. She has taught at Akron and Ursuline; her dissertation is: *The Contribution of Mindfulness and Psychological Flexibility on Burnout Among Counselor Educators*, so the department is looking forward to help there.

Barbara D'Ambrosia for Math/Computer Science:

First, the department's new name is Math, Computer Science, and Data Science.

Dr. Paromita Banerjee, Assistant Professor of statistics, has an M.A. in statistics and then a Ph.D. in applied mathematics from CWRU. She was here last year as visiting faculty member, but of course we didn't see each other much.....

Dr. Drew Duncan, Assistant Professor of data science, whose undergraduate degrees are in computer science and philosophy; he then went to work in computer science and then got his Ph.D. at the University of Kentucky in mathematics.

The department is very excited about the skills they both bring for the data science program.

Jim Krukones for Military Science:

LTC Mike Wroblewski, Professor of Military Science and Department Chair, is from Wattsburg, PA, and graduate in criminal justice from Edinburgh University of Pennsylvania. He has been on a variety of international assignments including Germany, Afghanistan and Iraq.

LTC Teresa Bodnar, Recruiting and Operations Officer, is an Ashtabula native and alum of JCU with a B.A. in elementary education. She has an M.A. in organizational leadership and an M.B.A. in Policy Administration and has been on active duty in the U.S. and Germany. She was assistant professor of military science at Pitt.

Mark Waner for the Registrar's Office:

Ms. Meghan Gibbons, Associate Registrar, comes to us from the Cleveland Institute of Art where she was Assistant Registrar under our former Registrar Marty Hendren. She has an M.A. in Higher Education and Personnel from Kent State University and will be working on credit evaluation and serving as UCEP co-chair.

Peggy Finucane for Communication (and valiantly typing into the chat in the absence of sound):

Dr. Maurice Emelu, Assistant Professor, has been a visiting professor here for two years. His degree is from Liverpool Hope University in England, on media aesthetics and religion. He will be teaching digital media and in the certificate program. He is a priest of the diocese of Orlu in Nigeria.

Mr. Nathan David, Visiting Assistant Professor who is the founder and lead consultant for his firm Meta Impact; he will be teaching in the Integrated Marketing and Communication program.

Bill Elliott for Economics and Finance:

Dr. Quing Yang, Visiting Assistant Professor of finance; who has a master's in accounting and a Ph.D. in finance from Louisiana Tech. His undergraduate degree is from Beijing University where he is from, and where he also played first chair violin in the Beijing Sunshine Philharmonic and also plays double bass.

Charlie Watts not here for MMSC so will introduce at next meeting.

Maryclaire Moroney for English:

Ms. Megan Connor, Director of the Writing Center, comes from Ashland University where she was their director. Her undergraduate work was at Wooster College, graduate work at KSU, with a specialty in curriculum instruction and a concentration in literacy. English is thrilled to welcome her for her vision and energy for all things Writing Center.

IV. Update on benefits from the faculty representatives to the Benefits Committee  
Members of the Faculty Compensation Committee--Rosanna Miguel, Simon Fitzpatrick and Earl Spurgin--were designated to serve on the new University Benefits Committee. Rosanna is the primary voice below with Simon and Earl adding comments:

A. We were asked to join the Benefits Committee to talk about the benefits proposal that HR put forth. Because of open enrollment being so soon we were asked to evaluate and provide thoughts in a short time frame. We met twice, a week apart, in October.

1) Our contribution was to let them know that as members of this new committee, we had no involvement in process (which started in HR well before October), but only information about the outcome of process, which was a new plan, which was emailed out today. We all abstained from any type of vote because we felt we didn't have involvement in the process or have any type of involvement earlier on.

2) Part of the process would be to evaluate other options. We were told we could come back with alternatives but there was no time and no all-faculty input, though we pushed for that.

3) Going forward, we are hoping for more faculty and staff input in process. For this round, we were really only there to learn about proposal. We asked a lot of questions, many of which you and the FC executive committee provided; but felt we could only give feedback, not really vote.

B. The report from the Benefits Committee to AI said that we (faculty and staff, unanimously) agreed we weren't given time to evaluate this or any other proposal to recommend or not. This is a proposal that HR has had in mind for years and we were not able to look at alternatives.

1) From the Committee the report goes to AI and the VP for finance and they can do accept what committee says or do their own thing. If they had done what we said, they would have delayed this and given the committee the next several months to seriously consider both this proposal and any other possible proposals.

2) The information given at the first committee meeting was what it would cost the university to stay where we are vs. what it would cost if the "legacy faculty" moved to an 85%/15% university/faculty contribution split, vs what it would cost if we all moved to an 80%/20% split.

C. AI received the report, asked a couple questions, took a day or two, and communicated that he had decided that HR's proposal was competitive and the university would go forward with it.

D. Everyone has to re-enroll for all benefits. HR's new plan increases "legacy faculty" (hired pre-2014) costs, and what we contribute, but the university's contribution to "legacy faculty" retirement also increases from 6% to 6.5% or 7% depending on length of service.

- 1) This new plan does cover some women's health items, such as birth control, that weren't before, so things some faculty would or wouldn't be happy about.
- 2) While there is an overall increase in premiums based on last year's high usage, and while the prescription plan changes for everyone in terms of formularies and copays, the major change in medical benefits is shifting "legacy faculty" to the plan as it is for everyone else.
- 3) Increase in monthly premiums both across the board plus on legacy plan will depend on salary. It can be as much as 100% increase in premium at the top salary scale for "legacy faculty."

E. New plan will take effect in January because we are switching quickly. We really haven't had chance to look into the plan to give any more details.

- 1) There are also changes to life insurance, but it is unclear what they are.
- 2) The new plan doesn't reduce current costs; rather it reduces the increase in costs by about 170K.
- 3) It has been suggested by at least one administrator that faculty committee members "punted". Not being given time to evaluate is not the same thing as punting.

F. Questions and answers:

- 1) How many faculty are affected? Over half the faculty are "legacy faculty"
- 2) Share slides, range of numbers on premiums? Mark will send out slides; HR site indicates monthly premiums.
- 3) Why not suspend searches for people whose salary would be on the order of \$170K? CFO position required for HLC. We were told yesterday that the DEI search is going ahead. Currently, radically reduced resources and positions in DEI (VPAC, Enrollment, Student Affairs).
- 4) Since 25 faculty are retiring, with a presumed effect on costs, was there any discussion on the Benefits Committee of what our situation would look like three years from now? No.

G. Comment (Mindy Peden) and response (Earl Spurgin):

--Thanks to committee members, but this is a failure in shared governance. It is clear that consultation was not in-depth; we were not participating in a dialog. There is nothing we can do at this point. Thanks for asking questions, but seems like there is not a tangible interest on the Benefits Committee in actually having us participate in this process.

--We made the argument in the meetings and in the report that we feared the time frame made the committee look like a sham.

--And you were right.

#### V. Report on staffing UTPC from Angie Canda, Chair of RTP

A. We have 58 full professors; but as of the end of this year there will be way fewer. Thanks to those who ran; however we have zero representation from Boler and we need 1 more each from division II and division V.

- 1) Since no provisions for what to do if unfilled seats: So do what do when committee not appropriately sized? RTP's recommendation is to have dean appoint. Also discussed other options, but this seems easiest.
- 2) Terms don't begin until Spring commencement so could keep seats/election open. Steve said he was working with UTPC to do initial work. Currently, no one who is tenure track has opted in to new process; no one who is full has opted out.

#### A. Comments and questions:

- 1) Sheila McGinn: the committee is a moot point since we don't have tenure anymore. Mark: some still believe they haven't changed tenure, but protected it. Mark vehemently disagrees, but to live up to what asked to do, need to staff the UTPC.
- 2) This committee begins after commencement? Not sure if the intention was to have had committee elected last spring? We ran out of time last year. Benefit to long startup is members can start to think about this before cases come up.
- 3) When we will know whether 1, 2, 3-year terms ? Divisions II and V have 3 year terms; III and IV 2 years; I has 1 year term.
- 4) UTPC will be meeting this academic year? Probably need to settle nuts and bolts before UTPC actually has candidates. We might have people opt in this year for third-year review.
- 5) Training? Continue asking provost to provide training; Angie will send email connecting provost.
- 6) Should RTP even exist any more?

Re: staffing UTPC, we will need to have formal written recommendation from RTP so it can go to Faculty Council then to hearings, then to full faculty vote.

Not enough time for Curriculum Committee report from Chrystal, so it's on next meeting agenda.