

**General Faculty Meeting
September 29, 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	Danielle Kara	Anne Kugler
✓	✓	✓	✓	O/L	✓	✓
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 4/21/21
Approved by acclamation.

II. Announcements:

A. Hardship: There are two steps:

1) Declaring hardship which involves budget review committee. The meeting is happening next Friday or following Monday; membership includes administration, board, faculty, maybe staff.

2) Board voting on a resolution of hardship. The resolution invokes making job cuts. Right now it is not the plan to get to this step.

B. The Academic Resource Plan developed over the summer to present to board to make the case that the University can reduce in some areas and grow in others so as to avoid a hardship resolution. The Academic Resource Plan informed the retirement buyout offer. Provost Steve Herbert is here to outline and answer general questions. For more detailed questions he is having an open meeting time on Friday where those questions can be aired.

III. Steve's presentation: The Board's response to the Academic Resource Plan has been positive. They have seen what we're proposing as overall plan; there is still some work to be done.

A. The plan aims to align student demand and faculty capacity. Looking at efficiencies now and also as we grow, how to not just re-set to where we were before.

1) Student demand (credit hours) is calculated by program and by department. Number of majors, minors, core courses taught, including Boler core, support courses (like MT/CS support STEM), interdisciplinary courses.

2) Then scale to number of students we have. We started the year at 2640. The plan assumes 2500-2600 students; we are expecting to drop below 2500 next year because of big outgoing class and not that big incoming class next year.

3) Assume a 4/4 load then subtract of all relevant course releases to find how many sections a department can support with full-time faculty.

4) Average class size was 21; we want to drive it to 25 as soon as we can; it'll take a little while.

5) Expectation is 450 student credit hours per FTE per department plus a minimum of 20 seats each for individual classes on average. Flexibility for upper level classes to be enrollments of 12-15; then upper levels enrollments of 25-30. As we grow, then decide on backfill positions.

6) We average about 70-75% taught by full-time faculty though there is a lot of variation. So that's the benchmark the plan aims for re: the proportion of full-time to part-time faculty.

B. Presented to Board that there will be 18 (maybe 17-20) fewer faculty lines.

1) Retirement buyout tiers by academic division because of Academic Resource plan, above. Flexibility in dealing with overall number; can cope with 15 retirements; 30 would be a challenge. Plan by school is:

- Humanities and social sciences: aiming for 11 retirements
- Professional studies: aiming for 3 retirements
- STEM: aiming for 2 retirements
- Boler: aiming for 2 retirements

2) Board was supportive of this plan; they have been presented with the data by department as to what capacity was, but are not concerned with individual department overcapacities.

3) Target size for each department calls for roughly evenly distributed reductions; basically 0 or 1 or 2 positions reduced per department.

a) (responding to Anne Kugler question about whether Steve will share specifics of which departments are targeted for what number of reductions): at this point, Steve doesn't see value in identifying department by department what those targets are. He's happy to answer more detailed questions at his Friday open meeting. (It won't be zoomed; can do so in future if needed.)

a) (responding to Rodney Hessinger comment re: fungibility of core classes across departments): If we get 7 retirements in HaSS, we can make that work.

c) (responding to Jim Lissemore question about variability): there is awareness of variability in seat counts due to labs, etc. But, "If I said some aren't going to make it than everybody won't make it." Deans are going to ask if departments are below targets.

4) Plan is to endow new programs as far as possible. Will have to invest back into faculty but over the next 3 years this is the staffing level that will let us get by. Any new positions will be tied to growth.

IV. Domestic Violence Awareness Month (Amy Wainwright)

A. Student Affairs the main leader; Jamie Greenwald (Health and Wellness Coordinator) and Dan Fotoples (Title IX Coordinator); would be great to get faculty more involved.

1) Purple lights as visible indicator that domestic violence happens.

2) How to recognize signs of possible domestic violence within classrooms, office hours, supporting colleagues, too. Identifying resources available to us.

3) Kickoff tomorrow, Thursday September 30, 10 am O'Day Room of the Student Center. RSVP please. Check Inside JCU or email Amy Wainwright re time/events, purple lights.

V. Reminder: University Committee on Administrative Policies. Public comment period, Non-Discrimination, Non-Harassment, and Bias-Related Incident Policy, <https://jcu.edu/university-committees/ucadp/ucadp-polices-review>

VI. Benefits Committe composition and activities:

A. Composition: From faculty: Executive Committee and Compensation Committee (since overlap in charge with Faculty Compensation Committee). Three Compensation Committee members will be Earl Spurgin, Simon Fitzpatrick, and Rosanna Miguel. Just today first meeting set up for Thursday next week. Will report back. Steve is administrative representative.

VII. SAS Office re: accommodations for testing:

A. Heard from many, especially part-time faculty regarding the extra time, room logistics, and proctoring challenges for administering exams in the absence of SAS support. Mark has been told that there is a plan to identify spaces empty classrooms and

proctors (graduate assistant? upper-level undergrad?) to be able to provide exam accommodations. Information should be coming out in the very near future.

VIII. Update on COVID task force and protocols (Sherri Crahen and Garry Homany):

A. Thanks for keeping safe; indoor mask mandate and protocols such as handwashing have gone pretty well all things considered.

- 1) As of last Thursday, 29 students have tested positive since mid-August; pretty low number compared to peers.
- 2) 100 students have gone to the Health Center because some type of symptoms, but tested negative. More typical upper respiratory infections.
- 3) Vaccination update--percent vaccinated:
 - Undergrad student residential population: 77%
 - Overall, undergrad students who have shared vaccination record with us: 68%
 - Graduate students: 35%
 - Employees: 82%.

B. COVID task force meets weekly. New issue: Ohio HB 435 passed today (just the House) which limits vaccine requirements for universities, opens up "natural immunity exemption." Looking at Biden's mandate, OSHA guidelines--will make adjustments. In Fall Pivot; new word is "things are fluid".

- 1) Exemption forms are due October 14; Vaccination forms due Nov 15.
- 2) Surveillance testing: for residential students who are not vaxxed, will expand within next few weeks, as for asymptomatic employees. Need to line up staffing with part-time nurses. If symptomatic, shouldn't be on campus. Not authorized to treat employees, only students.
- 3) What is timeline for exemption replies? October 29.

C. Covid dashboard for September 18-23: 5 positive tests 1 presumed recovery 7 active cases; total since August 15 is 29. As for employees per se, September 18-23 1 positive case; maybe 2 total since August 15.

D. Mask compliance:

- 1) Question (Amy Wainwright): How are we defining "well" regarding masking compliance? While mostly going well in classroom, not going well in library or fitness centers. Are there monitors in classroom building hallways?

Answer: Don't have staff to hire monitors in classroom building hallways. Sherri confronts student every single day, as do library staff (Amy has confronted over 1100 students so far this Fall; 2500 students last Spring). Please talk to students if they're not wearing masks. Compliance in classroom buildings during day is ok; it's after 6:00 that it gets sketchy.

2) Question (Earl Spurgin): What about the fitness center where less than half are masked? What are consequences?

Answer: There are monitors making the rounds every 30 minutes in the fitness center.

E. Mask Mandate:

1) Question (Anthony Tescavarage): What was basis for mask mandate?

Answer: CDC recommendation, Ohio Board of Health, increasing cases in Cuyahoga County.

2) Comment (Tescavarage): we should follow the experts who have done the research.

Reply (Mike Martin): Yes, CDC are experts and if we unmask, rates go up. Concern here is about being able to continue the operations of the University.

3) Comment (Tescavarage): We have the ability to look at research ourselves. Appeal to authority is not a form of reason. A study with randomized controlled trials indicates no significant difference masked/unmasked.

Reply (Jim Lissemore on zoom chat): Masking does indeed make a difference in transmission:

<https://journals.asm.org/doi/10.1128/msphere.00637-20?permanently=true&>

<https://jamanetwork.com/journals/jama/fullarticle/2776536>

<https://apnews.com/article/fact-checking-600561870345>

<https://www.acpjournals.org/doi/10.7326/m20-6817>

<https://journals.asm.org/doi/10.1128/msphere.00637-20?permanently=true&>

<https://med.stanford.edu/news/all-news/2021/09/surgical-masks-covid-19.html>

<https://www.nature.com/articles/d41586-021-02457-y>

<https://pubmed.ncbi.nlm.nih.gov/34538699/>

<https://www.pnas.org/content/118/4/e2014564118>

Reply (Earl Spurgin): University has every right to take safety/public health measures.

[In general faculty meetings, is it the expectation that those speaking are masked? Does six-foot distance make a difference?]

Reply (Paul Murphy): Regarding expertise, as an historian of early modern Italy, (as with all other experts in fields not epidemiology or public health) Paul does

not expect to understand the current science on masking *better* than the CDC. That's preposterous. It's not appealing to authority to accept the advice of experts.

F. Reporting:

1) Question (Sara Schiavoni): what proportion of students have shared vaccine status with us and does that mean vaccinated?

Answer: Yes, proportions noted earlier mean those students are vaccinated.

2) Question (Phil Metres): Do we know all positive cases have reported?

Answer: We don't know that all positive cases have reported. Of the 130 with symptoms who were tested, 29 tested positive. The only students being surveillance tested are residential and athletes.

IX. Update on Enrollment (Stephanie Levinson)

A. Action plan for improved enrollment: Headcount and revenue goals for years 1, 2, 3: 140 schools "key account schools" because they constitute 65-70% of enrollment. (For example, St Ignatius, Walsh, St Edward, Orange HS cluster plus out of state clusters)

B. Enrollment managers out on the road this year; working on building awareness in younger high school students.

1) Kyle O'Dell in leadership went out to key schools to do workshops; perhaps also writing workshops? Financial literacy? Entrepreneurship? STEM?

2) Aim to strengthen relationships with college counselors.

3) Also areas where have strength in engaged alums, education rates: Boston, NYC, DC for instance growing.

4) Our legacy yield dropped from 28% to 23% last year; inquirers who did not subsequently apply are being surveyed.

5) Partnering with Tiffany re: increasing of diversity; training on DEI

6) Since 33% of first-years are athletes, working on how to leverage athletics.

C. New staffing: additional enrollment manager; assistant director of enrollment communication

D. Open house next week; pre-open-house meeting to walk through goals, talking points; helpful to have our students at tables.

D. Working on website: best marketing tool we have; featuring 8 students in new program pages

E. Excited about new programs especially nursing; also Ignatian heritage competition, videos; inviting faculty and staff to participate as graders of the videos for the competition. Thanks for faculty support.

F. Answers to questions:

1) Library not being invited to open house was an oversight; please do come.

2) 104 students registered for the open house. For comparison, November 2019 had 150 attend; hoping with social media to get to 150 this time. Generally 30 % no show rate.

3) For information on graduate student recruitment invite Rebecca Drenovsky, perhaps on the agenda for the next meeting.

X. Elections: Please run for a seat on something! Nominations close Friday.

XI. New program proposals in: B.S. Nursing; M.A. Sports Leadership; Minor Business Analytics; Certificate and M.A. in Digital Marketing and Strategy.

Faculty Council business: Earl Spurgin moved, Kristen Ehrhardt seconded to send these new program proposals to CAP.