

**Faculty Council Meeting
December 8, 2021**

Faculty Council Members in Attendance:

Medora Barnes	Sebastian Brockhaus	Brent Brossmann	Chrystal Bruce	Angie Canda	Mina Chercourt	Gwen Compton-Engle
✓	✓		✓	✓	✓	✓
Deniz Durmus	Vacant	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 11/3/21
Approved by acclamation.

II. Announcements

A. The Faculty Council resolution re: Borromeo and Title IX is being addressed by the Legal, Title IX, and Provost's Offices. They're working on wording to clarify the JCU and Borromeo relationship. Dan Fotoples has left the Title IX position; the interim is Lisa Brown Cornelius.

B. Retirement buyout results: currently (things will not be firm until December 10) 22 faculty took the offer and there are also 2 faculty on step-down retirement.

1. In HaSS, the target was 11 and 8 took the offer; STEM the target was 2 and 8 took the offer; in Professional Studies the target was 3 and 4 took it; in Boler the target was 1 and 2 took it.

2. Of those 24 lines there are 4 that will get replacements; the administration is still evaluating for other possible hires.

3. Mark has communicated to Steve the expectation that faculty should be hearing about who is retiring, and plans for restaffing. This is a huge percentage of the faculty to leave.

4. Questions/Comments:

Tamba Nlandu: Is this number of retirements regarded as a success by the Board and administration? Yes. That means no plans for further reduction of faculty.

Angie Canda: how does this affect credit hours taught, given unevenness of area retirements? Since we're past the target of 18-20, some room for rehiring, but unevenness anticipated and we'll see how it plays out.

Marc Lynn and Karen Gygli: Concern that there will be a problem staffing linked courses; the Core Committee is alarmed. The idea was full-time faculty would take them over, but we may need to welcome retired people back to teach links.

Mark: additional worries: reduced number of sections so increased scheduling conflict particularly with athletics. Contracting the schedule may go too far.

This probably will increase the number of vacant slots on faculty committees. We still need to have more conversations about Faculty Council Constitution restructuring: we need ad hoc 2-4 people to work on this. Gwen Compton-Engle: has Mark been in touch with Barbara D'Ambrosia who offered the restructuring proposal in the first place? She's retiring.

C. Vaccination rates

1. Among full time faculty the rate is 96%. There are still a few full-time faculty who have not reported their vaccination status. The rate is 86% for part-time faculty; among all employees the rate is 89%. There have been 39 approved exemptions. There are still about a dozen employees not in compliance with reporting status.

2. There are still 300 students not in compliance with reporting status.

D. Boil alert: some first-years didn't know when it happened this year because they were not on JCU alert; it wasn't automatic this year. Malia McAndrew: what about alerts for shelter in place, tornadoes, too.

III. New Program Proposals (Chrystal Bruce reporting):

A. CAP voted to send to Faculty Council the proposals for a B.S. in Nursing, an interdisciplinary concentration in law and society, a Masters in Sports Leadership, a certificate/last part of a Masters in Digital Marketing and Strategy. The first general faculty meeting of the Spring semester is the second day of classes in January, which is when CAP would like to bring the proposals to the full faculty.

B. Caveats: There are revisions to all four of them that need to be made and noted in Canvas page. Plus, there are no comments on the latter two proposals yet on Canvas; so we would need deadline for submitting revised proposals. (Mark says would need final proposals by the Monday before MLK day.)

1. Nursing: Steve responded to questions about budget and timeline on the Canvas discussion thread. Donor meeting happened last week and open hearing was well attended. The proposal is ready to be brought to faculty. There are still conversations with BL and CH about whether there will be labs.

Earl Spurgin: This is a done deal, right? Why stress over it so much?

Mark: We need to hold the administration accountable for program proposals being done the right way. Mike Martin and Steve have both agreed that conversations about CH and BL courses (and labs) should happen in CH and BL.

2. Law and Society: very minor change is to add courses that were inadvertently omitted in the most recent version.

Earl moved, Marc seconded, to move these two proposals to consideration by the full faculty at the next meeting, provided that the changes CAP has asked for are made, and provided the revised (final) proposals are received by the Monday before MLK day deadline. 17 yes, 0 no, 0 abstentions

3. Digital Marketing and Sports Leadership: no comments yet on Canvas; CAP says unless significant questions emerge they are ready to go to the full faculty.

Gwen moved, Tamba seconded, to move these two proposals to consideration by the full faculty at the next meeting, provided that proposers address any questions that may come up from faculty and then that they meet the Monday before MLK deadline for submitting the final proposal. 15 yes, 0 no, 0 abstentions

C. There is one more proposal waiting for a letter (minor in business analytics) so CAP will be aiming for February. Mark: Is there no conversation yet about Bachelors in Health Sciences? Chrystal: No. Most work next semester will be on a proposal for a university curriculum committee.

IV. New Business

A. According to the 990, JCU paid 616K to Michael Johnson last year. Michael Johnson said he had taken a 30% pay cut for 2020-2021. We won't know until next year's 990 whether AI is getting Michael Johnson's salary level; this year we are paying two presidents. Worth further discussion as to comparative salary levels.

B. Concerns for capital campaign: leadership turnover, alumni unhappiness regarding tenure elimination.

C. Updates on Bo and Gerry? No. Faculty Council wishes them well--anything we can do--