

**Faculty Council Meeting
February 2, 2022**

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 December 8, 2021.

Approved by acclamation.

II. Announcements

A. Search updates

1. Vice President for Diversity and Inclusion: plenty of applications; zoom interviews are anticipated mid-February. Title IX Officer is outsourced for the moment (contact information would be from Ed Peck), but then once the VP is hired they would hire a Title IX Officer.

2. Chief Financial Officer work is on narrowing down to about seven for zoom interviews then anticipating three on-campus interviews.

3. Boler Dean search has seen a fair number of applications; the plan is to narrow to 10 zoom interviews and then have on-campus finalists, even for international applicants.

B. Town halls: Please let Mark know if you want to see something at these; the FC executive committee meets monthly with Al and with Steve, plus Mark meets weekly with Steve.

C. AAUP email regarding legislation on teaching "divisive concepts" and universities formulating response resolutions: There will be a zoom discussion February 17. Mark will forward the announcement to anyone who asks; he is open to putting a resolution on the agenda.

D. Student Accessibility Services and accommodations that may infringe on academic freedom or pedagogical expertise

1. FC Executive committee met with Steve Monday and discussed this; Steve met with Ed Peck and asked him to work on resolving. Tuesday it also came up at CAS chairs' meeting; they have a subgroup of chairs and deans who will be discussing with SAS.

2. Questions and comments:

Earl: Why Ed Peck?

Because SAS reports to DEI which is temporarily reporting to Ed Peck.

Wherever SAS is located, we need more recognition of academic concerns, faculty autonomy, and better communication.

Karen: Specifics of infringements?

- All-semester online accommodation: we were told faculty could say yes or no based on what pedagogically worked for the class, but SAS approved remote accommodations after the drop/add date.
- Intermittent online accommodation which was supposed to cease after the first three weeks of class.
- Absence accommodations: SAS's policy requires faculty to send in syllabus, and SAS is approving or rejecting syllabi.

Angie: what types of disabilities afford attendance accommodations? Faculty can't just take a week off....

Anxiety, depression.

Anne: Received an LOA (after drop-add) with both online AND attendance accommodations

Earl: the law requires *reasonable* accommodations

Mark: In the case of lab accommodations, SAS talked to Colleen and they decided what was reasonable rather than talking to STEM faculty.

Tamba: When did we lose verification of class list from Registrar? Carlo says policy of dropping student from classes after absence of first four classes no longer exists.

Joanna: Does early warning system replace class list verification?

Mark: There is no option to say "I have never seen that student" in early warning. Be sure to fill out the early warnings, by the way--

Kristen: Received an LOA and emailed Allison that it wasn't reasonable. Never heard back from Allison but the student is still coming sporadically-- what to do?

Anne: Emailed SAS that the online and attendance accommodations were not reasonable or appropriate given the format of the class, got no acknowledgement.

Mark: Steve appeared surprised that these new online accommodations had not been discussed with him.

E. Borromeo: The administration/legal is currently drafting a new memorandum that deals with Title IX, bias training, Borromeo faculty's relationship to JCU. They are planning to send it to Borromeo soon.

III. Minor in Business Analytics: (Chrystal)

The entire proposal has been posted to Canvas (as of Monday). It is comprehensive as to definition. CAP has voted to send to Faculty Council with the caveat that we are still awaiting Canvas comments as was the case with a couple of previous proposals. So moving ahead would be provided the proposers respond to comments in Canvas, by a deadline in advance of faculty meeting. No comments posted so far.

A. The next faculty meeting is February 16, so the agenda needs to be out week before (the 9th).

B. Mark: Did CAP have concerns or questions?

Chrystal: No--they talked about it in October. It's a minor; there are not huge resource needs; and they've already revised in response to CAP questions.

Brent moves to forward the business analytics minor proposal to the general faculty provided any faculty questions on Canvas are addressed by the proposers over the next week. Joanna seconds. Vote: 16 yes, 0 no, 0 abstentions

IV. Outstanding administrative assistant award will run through Faculty Council in parallel with Staff Council's process and timeline.

A. Mark has updated nomination form; is there anything else we should add to the form?

B. We will need an ad hoc selection subcommittee (in March) to do the selection.

C. (Brent recommends) Faculty Council will hold a vote to affirm the selection subcommittee's choice, either at a Faculty Council meeting or electronically.

D Joanna: Last year there wasn't a requirement of letters, so some didn't send in letters. Should we require? Mark will add wording to the preamble along the lines of: "a strong nomination would typically involve one or more letters of support with specifics of what the nominee has accomplished."

V. Working with Staff Council: Mark had a couple conversations with Adam Nichols, chair of staff council, but he's been called up in national guard to help with COVID. He's interested in working on ways to address faculty/staff divide. Mark his appy to talk with him about it; will need to involve other faculty and staff in groups, maybe then Councils, then full staff, faculty.

A. No meetings this year between FC, SC, Steve. Mark is trying to stay in touch with Adam to be alert if issues come up.

B. Brent visited Staff Council last year; maybe Staff Council officer(s) visit Faculty Council this year? Maybe on March agenda?

VI. Constitution changes for Council:

A. We need to be thinking about it especially in light of retirements.

B. We have a proposal, but it didn't go to the Handbook and this year we talked about how to handle vacancies. We need 3-4 more faculty to hash out details of an updated proposal. Please email Mark if willing to participate.

VII. Proposed alternate class schedule: Last week Steve contacted Mark to ask whether Faculty Council ever approved or endorsed? The answer is no.

A. Steve doesn't want to implement it without wider buy-in and so would like Faculty Council to discuss and make a recommendation. Some people would like it for Fall 2022. Rodney's email says it won't be until Spring 2023 at the earliest.

B. Brent: do we have final version? No; Steve showed Mark the old proposal, not the one Rodney revised, where the Tuesday/Thursday times stay as is. (During this meeting Rodney sent the revised proposal.) So here we are with another communication and consultation with faculty issue.

C. Time and constraints:

1. Angie: Chairs have to do scheduling for Spring 2023 in August/Sept 2022

2. Mark: This is a really big change and we are already with 24 fewer colleagues. Reducing the number of sections, is an extra burden on chairs since students won't have choices (Physics example where they dropped from 2 sections down to 1 causing huge problems). Recipe for problems if we do all these things at once.

3. Brent: maybe easier to do it all at once than incrementally. Set new basis once rather than shift.

4. Earl: If we do schedule based on old schedule then do we redo the entire thing?

5. Brent and Angie and repeatedly others on chat and in the room: Change in Fall not Spring: wait for incoming class, beginning of academic year, time to adjust.
6. Mark: administration hasn't talked with chairs about it yet, and uncomfortable without chair conversation
7. Angie and Medora and Earl: we need a current, complete, final, single proposal that has also been vetted by department chairs. (Like with CAP proposals).
8. Brent: what about student opinion? A schedule change will affect athletics, jobs. Mark: There were 300 responses to a survey. Some said 8:30 was good; some said it affected job schedule. Maybe Student Union should address? Reinforces change in Fall, not Spring.
9. Sebastian: Proposer should give short presentation at faculty meeting on the proposal and feedback we've gotten thus far, making case as to why we should adopt and why now.
10. Feedback for Steve, then: Chairs should see and respond to the proposal, then Faculty Council, then Student Union, then presentation to full faculty on one model. Mark will follow up with Steve and Rodney.

VIII. New Business:

- A. Size of first year class? We won't know until May
- B. Salary pool 2% to be decided by March 15, before we know class size.
- C. Sebastian: What are leadership plans for addressing the effect of the buyout? It's going to be a skeleton crew. For instance in his department there will be only one full professor. How to handle tenure/promotion? Is it on the minds of the SLT?
Communication?
Mark: In one of the upcoming town halls Steve will be presenting on his resource plan, what positions are we filling now, what in middle term and what later.

