

**General Faculty Meeting  
February 16, 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 1/19/22  
Approved by acclamation.

II. Announcements

A. Global Ed Director hire: as per meeting yesterday (Steve, Jim, eleven faculty with particular global engagement, including Matt Berg, Paul Murphy, Phil Metres, Julia Karolle-Berg, who had drafted a request for reorganization of Center for Global Ed and for more faculty involvement).

- 1) Steve said it was a mistake not to have involved faculty before posting the job ad. But it's out there, so they're going to go ahead.
- 2) There will be a faculty advisory committee. Both sides articulated their positions and listened. Faculty are not pleased with where things are but there is at least some openness moving forward since the administration is interested in working together. If you're interested in learning more, or participating in the advisory committee, reach out to Mark or any of the above-named.

B. Signature Programs: the administration decided not to offer the \$5,000 scholarships for Arrupe, Leadership, Honors, Social Innovation (the latter is grant-funded) this year, nor did any new or different marketing of those programs take place. So numbers of applications plummeted. 19 applications for Arrupe, 39 for Leadership.

- 1) Dan Kilbride (Honors Director): because Honors is academic, it was easier to target admitted students, so we automatically admitted 510 "applicants" then 59 who applied the old fashioned way with a separate application.
- 2) Although there was a meeting with Steve yesterday about this, there was no satisfactory conclusion. Al is not in favor of these scholarships.

3) Malia McAndrew (in chat): for the class of 2021 there were 298 Arrupe applications that turned into 66 offers that resulted in 40 deposited students. Leadership had 411 applications, 67 offers, 42 deposited students. Honors had 328 applications, 159 offers, 52 deposited students.

4) Dan: Arrupe and PJHR are trying to figure out what to do to recruit. At this point it's just trying to salvage a class

Rodney Hessinger: the programs will essentially be on hiatus because we can't run classes for a tiny number.

C. Student Accessibility Services Office: There are issues arising with student getting remote accommodation and sometimes even after the drop/add date. Pedagogically, some students being on zoom does not work with all classes (small group discussions, for instance, may not work at all). But SAS did not consult with faculty or figure out beforehand. Some faculty are getting pushback from SAS as to attendance accommodation.

1) There has not been faculty discussion with SAS about what is "reasonable." That needs to happen. Steve and Al are aware. Steve reached out to Ed Peck who is overseeing DEI, to which SAS reports. Chairs talked in CAS meeting.

2) Bonnie Gunzenhauser: We talked about why this is happening: SAS has double the number of students with accommodations. We tried to talk about solutions. There is disagreement about what it means to say: "If it doesn't fundamentally alter the nature of the course." Timing is significant, so could SAS work on accommodations earlier. Rodney is going to talk to the Registrar about coding courses so that it's more obvious which ones work for remote and which don't. The idea also is to push the timeline back so faculty get advance warning, maybe even right after registration. And fundamentally we need better communication. Allison and Colleen are going to meet with chairs next month to figure out how to approach this for Fall; perhaps they can come to faculty meeting. Progress is incremental, but there is some progress.

3) Mark: In the past we have had excellent discussions with SAS, so this is not about particular persons; it speaks to a need to have proactive discussions. Also testing center logistics should be on the accommodation letter, rather than just now being informed when the testing center is available. That should be set before semester so that it is known. If folks are having issues, let us know.

D. RTP (Angie Canda): the committee is looking at two possible handbook amendments, so if you want input before clock starts, contact Angie. One is about membership on COAD and one is about filling possible vacancies on UTPC. For the latter, they are leaning toward having the Chair, or all, of Faculty Council do the appointment (in line with faculty governance purview).

E. Mask Mandate: This changed quickly. Faculty Council Executive Committee knew that the COVID Task Force was looking at markers, both re: our numbers and the county's numbers for cases, hospitalizations, etc. In discussions with Steve, Executive Committee said that if the mask mandate is changing, the last place we should change is the classroom. Neither students nor faculty can choose not to be in the classroom should

they be concerned about being in class with unmasked people because of being health-compromised or living with someone who is. If we are ratcheting down, the classroom should be the last place to go mask-optional. Even then, faculty should be able to say their own classroom should be all masked.

- 1) Angie: If there are changes, will we know beforehand? (Need to do ADA changes, for instance, which take time). Mark: surprising because Executive Committee had met with AI late Friday, so we knew were talking about it, but abrupt announcement shortly thereafter. Medora Barnes: We said the classroom should be the last place to go mask-optional; talking to faculty would be good.
  - 2) Brent Brossmann: any indication for time frame, parameters, when classroom mandate might be lifted. Mark: we don't know. Those who have specific concerns should reach out to Sheri Crahen and Garry Homany. Mike Martin (associate dean) is the only faculty-affiliated person on the COVID Task Force.
- Malia (on chat): AI gave a teaser at the town hall  
Amy Wainwright (on chat): it has happened before that faculty get an announcement email a couple hours before students do, why not this time?  
Maria Marsilli: has emailed the COVID task force with questions and no reply. So contact Steve? Mark: Yes, and contact me if you'd like me to follow up.

Timing, nature, quality of communication are all issues. And on that theme.....

F. Budget and Strategic Plan: UCSLA meeting was this morning: one of the things discussed was a plan for a field house which has a significant budget impact.

(Rodney: Ask for the slides that were presented to UCSLA.)

Mark: the administration asserted a structural deficit of 10M and that was why both creating a nursing program was necessary and also why we would need to fundraise to pay for it so that the costs for the new program wouldn't come out of operating until nursing was producing 2M. Further, that 10M structural deficit was the justification for destroying tenure and eliminating faculty lines. A field house is not in the strategic plan, nor was it mentioned in any of the groups where that would be a topic of discussion (UCSLA, UCRA, USPG). We have taken out bonds already. Debt service for 20 years, plus operating expense (Dolan is an example of how much it costs), and there's depreciation with GAP accounting that affects the operational budget. These costs will dwarf savings. Nobody has made the argument as to how this is all going to work. Rather, "it's going to be fine; we'll get more students". With a goal of 3500. We're not in an easy recruiting situation. Faculty need to be aware and asking questions.

- 1) Earl Spurgin: have they already taken out bonds? Mark: We have been told that the Board has taken out bonds and that Belvoir lot will close in July as construction commences.

Mark: Executive Committee meeting with AI went two hours, we expressed our concerns, were told we need to do this as an institution and the decision has been made. Both sides want JCU to succeed, but with adequate communication.

2) Simon Fitzpatrick: were there projections as to how many students we would bring in? Rodney: no; They had survey and group discussion data, what the plans look like; the biggest worry was parking. Simon: surely there is evidence that we'd need to show that it would actually bring in more students?

Mark: This adds a permanent expense to the budget—something the Board always says about faculty.

III. Update on Dean Search (Bonnie and Scott Allen): The committee interviewed 7 semifinalists on zoom last week; now in the process of extending campus visit invitations. The first will be next week; four candidates so unlikely to fit them all in before Spring Break. Interviews include a session with Boler faculty plus a campus-wide session. Will share dates, and then information about each candidate closer to the time.

A. Four candidates indicates strength of pool and strong opinions about which strengths most important. There were ca. 30 applications. All 7 semi-finalists were strong; it was difficulty to narrow down to 4. The search committee encourages attendance at these meetings and sharing thoughts.

Mark: DEI and CFO searches are moving along as well with reasonable pools.

IV. Business Analytics Minor (Chrystal Bruce for CAP): Highlights: this proposal was driven by the Boler Undergraduate Curriculum Committee because 18 competitors have a degree in business analytics. This makes use of core courses in Boler and presumes mostly Boler students will be interested, but open to other majors across both colleges.

Earl moved to send the proposal to vote of the general faculty; Scott Moore seconded.  
47 yes, 0 no, 0 abstentions

Back to II. F. Budget, Strategic Plan, Bond, and Field House:

Jim Lissemore (on chat): newspaper article says JCU has undertaken a 100M bond over 30 years.  
<https://www.yahoo.com/video/john-carroll-university-oh-moodys-220305840.html>

F. Re: absence of communication and discussion in multiple bodies where it should have been discussed: Margaret Farrar: How did this not come up? The Board has apparently been talking about it since Fall; but it hasn't come up in UCRA, USPG, Faculty Council, Deans, anywhere?

1) Dan Kilbride: he's a representative on both UCRA and USPG and it was not discussed ever.

2) Mark: it was not discussed with Faculty Council.

3) It was not discussed while faculty were present in any of the Board committee meetings (Academics, Finance, Properties)—attested by Mark, Sebastian, Anne

So was the decision made between board meetings?

4) Malia: re: Advancement committee, Doreen says she has donors who are only interested in a field house, but it's always just been theoretical.

- 5) Scott Moore: It came up in the December board meeting (Academic Affairs) but did not see a vote. Surprised at pace.
- 6) Rebecca Drenovsky: it was pitched as "here are some ideas": so presumably it was discussed in executive session, when none of the deans were there.
- 7) Scott Moore: President brought up at Town Hall? Earl: At the Christmas town hall--but characterized as a pipe dream. Medora: lots of caveats Mark: heard from a first year student on the track team that she was told she will be able to run inside by her senior year.

Margaret: Why do we have USPG, UCRA, etc. meetings if we're not going to be discussing the biggest investment JCU is going to be making in a generation?

- 5) Amy: The reason I knew is because Michelle Millet knows about it from COAD. She was under the impression that Steve had discussed with deans and they were updating their people, because the Library has known about it for months.
- 6) Mark: Health Sciences College maybe where Millor is is what was said a few months ago.
- 7) Earl: But even if some people knew decision was made months ago, that still doesn't address that the decision was made without consultation.
- 8) (Mixture of chat and in-person): Michael Johnson was not interested in the field house idea; it was not part of the strategic plan during his regime; why bother with developing a strategic plan if it's not followed?
- 9) Amy and Joanna Garcia: The bond is not just the field house, it also includes significant other renovations—Pacelli, Library. (The Library is in the strategic plan.). Joanna: "Field house" doesn't indicate the scope of building; the intention is also classrooms/labs for Exercise science, meeting rooms, maybe food, student space. Mark: When JCU built Dolan we were told we wouldn't break ground until had half the money in hand. This time, Mark has been told we don't have time to raised that scale of money. So sure, there may be academic space envisioned, but easy to imagine it getting cut. Earl: Throwing in academic space doesn't change the fact that data needed that this will not be another underutilized fixed asset.
- 10) Earl: Have we talked to University Heights about this (given JCU/UH issues over time, especially)? Mark: have to assume they have, but not such a good assumption; Steve indicated the other day that would have to talk with UH because maybe close down Belvoir.

We are out of time but all are encouraged to reach out to Faculty Council, Executive Committee, with concerns. This will require a lot more conversation.