

**General Faculty Meeting
January 19, 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 11/10/21
Approved by acclamation.

II. Announcements:

Welcome back; the next Faculty Council meeting is February 2, so please do keep in touch if issues arise that you'd like discussed there.

III. Updates from the Provost:

A. Retirements: 22 faculty elected to take the retirement buyout, plus there were 2 faculty already on phased retirement, so a total of 24 distributed as follows:

	Target	Realized
Humanities and Social Sciences	11	8
Professional Studies	3	4
STEM	2	8
Boler	2	4
<i>Total</i>	18	24

Those faculty are:

Accountancy: Karen Schuele

Biology: Carl Anthony, Jeff Johansen

Chemistry: Mike Setter

Classical and Modern Languages and Cultures: Enrique Luengo

Communication: Doug Bruce, Carrie Buchanan, Jackie Schmidt

Counseling: Paula Britton

English: Karen Gygli

Management, Marketing, and Supply Chain: Brad Hull, Marc Lynn, Charlie Watts

Mathematics and Computer Science: Patrick Chen, Barbara D'Ambrosia, Dan Palmer, Linda Seiter, Paul Shick

Philosophy: Patrick Mooney

Political Science: Dwight Hahn, Pam Mason

Theology and Religious Studies: Sheila McGinn, Paul Nietupski

Plus one more.

The administration is working on planning as to how to deal with this many departures.

They will be recognized at Commencement.

B. The cost savings for 20 faculty lines is 2.17M. The remaining 4 lines will be used on new hires; one each in Management Marketing and Supply Chain, and Counseling (those ads are posted) and two in Math/Computer Sciences (the ads will be posted soon). Counseling's growth (they have 185 students this year) means they need hires to comply with accreditation staffing requirements.

C. With the addition of Nursing, Grad programs, the University would use that growth to backfill faculty lines where needed. Nursing will be off-budget for the first few years and gift funding is being pursued (recently received 300K). The new Board Certified Behavior Analyst program is also receiving gift funding. We will still need to pay attention to efficiencies in class staffing.

B. The UTPC and Steve will be meeting tomorrow to discuss training opportunities, looking at department criteria. Alternates are also invited so that they can all organize how they will be doing the work.

C. The University has reviewed the 1994 agreement with Borromeo and there are some gaps that need to be addressed so a new document is being drafted that includes the status of part-time faculty, Title IX, harassment, and cybersecurity. The plan is to reach out to Borromeo and put that new agreement into place this semester.

IV. Boler Dean Search (Bonnie Gunzenhauser, Scott Allen, Steve Herbert):

A. Now that the ad has been posted for 28 days, the committee is pleased with the number of applications received and has a rubric to work through them.

1. The timeline is on February 11 to interview 10 on zoom then narrow down to 3 or 4 by end of February; first week of March on campus.
2. Thanks for participating in the survey and listening sessions; feedback was incorporated.

B. Job ad process?

1. Steve: he made clear to the committee that he was not in favor of requiring the rank of full professor as a qualification because that excludes the current occupant of the position. Also there might be very good candidates who did not have the record to be a full professor. So he agreed that the position could be listed with full professor preferred, not required. Steve indicated to the committee both perspectives, and that not required but preferred, that they should take that input and craft the position and he honors their result. He saw and signed off on the final position description.

2. Bonnie: The issue of academic qualification drew the most polarizing feedback on the survey and listening sessions. Given the guidance, the committee decided to cast as wide a net as possible, not being at a point where they wanted to be exclusive.

3. Earl Spurgin: He already made clear that he believes that any dean should be qualified as a full professor. Having said that, he also thinks that if this dean will be on COAD unless the dean is at the rank of full professor, should not be voting on candidates for promotion to a rank the dean does not hold, but should recuse. Apparently, there was no recusal from COAD this year, though it has happened in a previous case. In the case of a dean who is not a full professor, the work of COAD should be separated from the rest of the job and moved to someone else. We should not be having an assistant professor voting on promotion to full professor. (4 affirmations of this point on the chat)

4. Medora Barnes: In the evaluation of initial candidates, is academic qualification in the evaluative matrix?

Bonnie and Scott: The committee is using the rubric from the CAS dean search, which is not super-detailed, but broadly, yes, there is a line item on how highly the candidate matches the academic credentials. Let's see what we can get. We value this conversation.

V. New Program Proposals (Chrystal Bruce for CAP):

There are four program proposals, plus one more in the hopper, and possibilities of others in preparation for next year. Thanks to faculty for engagement on Canvas and in open hearings.

There are two friendly amendments; one to the Law and Society interdisciplinary minor which needs a course added to the listing; the other to the third Digital Marketing certificate which also can be stacked to complete an M.S. (not an M.A. as the agenda says).

A. Law and Society interdisciplinary minor:

1. provides pathways into legal, policy, and corrections careers;
2. Grows out of Political Science concentration within the major
3. Mainly draws from existing Political Science, Sociology, History, Philosophy, Theology and Religious Studies courses

4. There will be one new gateway course to offer in the Fall

B. Sports Studies Masters

1. Fully online
2. Multiple entrance points from JCU undergrads and professionals
3. Benefits from well-connected, accomplished advisory council feedback
4. There is room within the Ohio market

C. Digital Marketing and Communication Third Certificate (it is stackable with a capstone into a masters degree)

1. Interdisciplinary Communication and Boler
2. Combines with digital media and analytics, provides unique marketing opportunities

D. BS in Nursing

1. This is an enrollment generator from a new market
2. It's in a field with a labor shortage
3. Nursing fits JCU's mission very well
4. Even though there are lots of nursing programs in our area, BSNs are still needed
5. \$1M gift received by Advancement will cover half of the startup costs

Final versions of these proposals that take into account the faculty feedback on the Law and Society Minor and the BSN (there were no comments on Canvas on the other two proposals) went out last week. Thanks to CAP for hard work, done quickly.

Dan Kilbride moves, Jim Lissemore seconds, that we send all four proposals to a full faculty vote. (Brent Brossmann clarifies there would be separate votes for each proposal on the electronic ballot.) 59 yes, 0 no, 2 abstain

VI. COVID Update (Garry Homany, Steve Herbert)

A. Cautious optimism; Cuyahoga county is trending down.

1. Students on sports teams returned December 28 so we are already experiencing a bump-up in cases; there were basketball cancellations because of cases.
2. Anticipating a number of cases the first few weeks. Twenty-nine students postponed return to campus because of a positive test.
3. Undergrad vaccination rate is 84%; hearing anecdotally that lots of students had COVID over winter break.
4. The health dashboard will continue to report cases weekly.

B. JCU has 3400 rapid antigen tests; the FDA extended the expiration date 9 more months on tests we already had. Surveillance testing for exempted students starts Monday.

C. Masks: new signs went up this week about wearing masks indoors; there are KN95s available at the Mail Center and Chemistry Stores for faculty, staff, students.

D. Questions:

1. Zoom: the first three weeks of class as per email the Provost is asking faculty to be flexible about students who are positive or exposed; same for faculty who themselves need to be on zoom during the first three weeks. That time frame probably won't be extended. And while it is fine to teach two classes in a row online, faculty need to communicate with chair, deans beyond that.

2. Mask enforcement (multiple questioners, including Dianna Taylor, Amy Wainwright, Mina Chercourt): while classroom masking is pretty compliant (we have a conduct policy, support of deans and provosts, recourse), outside of the classroom there is pretty widespread noncompliance. The rate at the library is over 80% unmasked. Attempts to enforce get rude and aggressive responses—and we can't collect hundreds of names. So why are there no consequences for not wearing a mask? Shouldn't there be a robust administrative message that there will be some kind of negative consequence to not wearing a mask?
Steve: For classrooms it's easier, but elsewhere, don't have a good answer—it's a hard question, asking to legislate behavior.

Angie Canda and Dianna: assuming eventually the university-wide mandate will be lifted, can individual faculty mandate masks in their classroom?

Steve: First response is yes, but will need to talk to the COVID Task Force.

3. Vaccine rate: (multiple questioners): why are only 84% of undergraduates compliant with the mandate? What are the consequences for not complying with the mandate?

Steve: There are 300 students with an exemption and so have weekly surveillance testing. There are another 200 students who are “non-compliant”—that is, they have not reported whether they are vaccinated or not, nor sought an exemption. Those students are currently being contacted and anticipate going through a student conduct process. Are we going to kick them out? What would be the usefulness? Prohibit them at commencement?

Chris Sheil: What about the “Tobacco Free Campus” policy as a model—it has enforcement measures specified. So do the “Student Conduct” standards—there are consequences.

4. Dashboard: When is it going to be updated?

Garry: Probably it will take until Monday for the first results (since first surveillance tests are today and tomorrow), but then every Friday.

5. What kind of tests for surveillance?

Garry: Abbott rapid test; if positive, then PCR test. If symptomatic with rapid test, then assume positive, no PCR.

Jim Lissemore: Rapid tests do indeed detect a large proportion of cases

6. Positivity rate: Kathy Lee and Mark Waner: is there a number of cases/positivity rate at which we go back to online?

Steve: We are not expecting to go back online, but can. (Marymount saw surge, remote, now coming back down). We are not doing random surveillance testing now, so have less of a handle on positivity rate, even with reports. Athletes and unvaccinated are the ones getting tested. Maybe if the absence rate hits a certain percentage? 30%? 40%? 25%?

Amy: What about looking at the number of positive cases?

VII. New business

A. Steve will have monthly listening sessions this semester again

Keep an eye out for the ballot for voting regarding new programs.