

**College Assembly  
October 18, 2001 (Revised Minutes)**

1. **CALL TO ORDER**

The regular meeting of the College Assembly was called to order at 12:45 p.m. on Thursday, October 18, 2001 in room 332 of Bobet Hall. Dean Frank Scully chaired the assembly, secretary was present. Father Leo Nicoll led the invocation.

2. **APPROVAL OF MINUTES** – Minutes of September 13, 2001 were approved.

3. **ANNOUNCEMENTS** – Dean Scully introduced the new speaker of DSAC, Beau Dupre.

Dean Scully announced that the Dean's Evaluation that had been sent out needed to be returned and that a signature was not required. Mary McCay stated that Lydia Voigt had mentioned at the Chair's Retreat that she would send out a new evaluation form. Dean Scully stated that he would send out another e-mail for clarification.

Dean Scully stated that the President had set aside funds for equity adjustments and he, Dean Scully, will be making recommendations for allocations. He had compared faculty salaries relative to CUPA quartiles in each discipline and also looked at performance evaluations of the past couple of years. He made recommendations to adjust salaries across the college, although not everyone would get an adjustment. Dean Scully called a meeting with SORC to discuss his recommendations. No recommendations would go forth to the President until they had reached an agreement.

The University Strategic Plan was moving forward. A University Town Meeting has been planned as feedback was necessary to approach Academic Affairs as a group.

A UBC meeting had been held and the President was discussing a differential pricing plan for the University. Loyola College of Baltimore is using this plan and Fordham has used it. Loyola University salaries are in the second quartile from the bottom among its reference group universities, but its tuition is in the lowest quartile. We need to have tuition that is comparable to the tuitions of the schools we aspire to be like.

4. **OLD/NEW**

Dean Scully stated that he had a very productive retreat with the Chairs talking about the proposal that he had presented last month. He was convinced that his earlier faculty evaluation proposal was not the way to go. He presented something coming out of the Ad Hoc Strategic Faculty Salary Committee to develop a proposal for assessing faculty in the College of Arts & Sciences.

A motion that had been presented by Julian Wasserman was approved in the last college assembly to approve minus grades. Marcus Smith read a statement from Julian Wasserman in his absence. Dean Scully asked if there was any discussion. Kurt Birdwhistell asked why they had not gone to the minus system in the first place. Marcus Smith stated that it was to fine tune it. Steve Scariano asked how the quality point would work in that system. Dean Scully answered "A minus" = 3.7, "B plus" = 3.3, "B" = 3.0, and "B minus" = 2.7 and so on.

Conrad Raabe asked if there was a legal problem with students who came in under the contract with plus grades. He had taught Newcomb women and they had a problem because they had “plus” and “minus” grades and there was always the threat of legal action. The question was called. All were in favor. Dean Scully stated that this was to make a recommendation down the line. Marcus Smith asked who had the authority to make a decision about the grades. Dean Scully stated that the final decision would be made by the Provost. Mary Blue asked if a quorum was present. Dean Scully answered in the affirmative. The Motion was passed, but not unanimously.

Dean Scully asked David Estes to come forward and present the Strategic Plan for the College which he did. David Estes recognized the members of the Strategic Planning Committee. Three members of the committee gave two-minute presentations: Georgia Gresham, Mark Fernandez, and Eric Gorham. Georgia Gresham discussed why there was a strategic plan and why now. She stated that it is a very important time for the College of Arts & Sciences to form a strategic plan since the University is forming a strategic plan. This is an opportunity for the College of Arts & Sciences to be proactive and get the attention of the Administration with a unified voice spoken in their language. She urged the assembly to accept the plan unanimously because it would be a strong voice. Mark Fernandez discussed his excitement about the plan because the College of Arts & Sciences recognizes that it is part of the University’s mission to become a leading comprehensive university. This plan will show that our College is united and we are behind our Dean. He thinks it will have a positive impact on both the College and the University in the future. Eric Gorham quoted Mary Blue by saying “Although I don’t have an agenda, I do have a guiding value. That value is faculty governance. In the ideal I think faculty governance means the administration is guided by the stated needs and wishes of the faculty, not the lower levels of administration. In the 12 years since I last did this job, I think we’ve lost ground in the area of faculty governance.” He stated that he would like to suggest that the A&S Strategic Plan may help us regain some of that ground lost in the last 12 years. He read from the Preface of the A&S Strategic Plan regarding faculty governance opportunities and asked for serious consideration and support of the plan.

Dean Scully stated that it was a terrific opportunity both in this College and the University for enhancing faculty governance. The proposal to have an on-going College Planning Team was also very important to make sure that we are on track or re-tailoring the goals to make sure that they are achievable. A motion was made to accept the Strategic Plan. Dean Scully asked if there was any discussion or comments. Marcus Smith stated that he was impressed with the presentation and the unified vision of the need for the faculty in this college to really drive this college, run it, and compel the Administration to respond. He stated that the planning seemed to be based on the assumption that we are going to have at least as much money coming in as we have had before and we will probably will have more. But increasingly, this University has mortgaged itself on the premise of cheap, safe airlines. He wanted to know when they would start getting numbers that will tell us the impact of this for next year and we need to think about that. But, he wanted to affirm the spirit that he saw at the assembly, the insistence upon faculty governance is going to be even more critical because it will be challenged. 35 years ago he was at the American University of Beirut during the six-day war. He now finds himself having run from that environment only to be at yet another university that is being affected by war. That university still survives and the faculty still runs things there. Marcus Smith stated that we must move ahead with this plan, no matter what the money situation is. Dean Scully stated that the deadline for all scholarship students was December 1, 2001. At that time, we

will know how many applications we have received and whether they predict lower or higher enrollments. Mary Blue stated that all the plans that are now in progress should be consistent. Georgia Gresham stated that they would address things as they come up. Mark Fernandez stated that the plan created a mechanism for continued planning. Dean Scully stated that these things need to be brought up at the town hall meeting next week as we now have members who are on the committee who can have an impact in shaping the final plan. Cathy Rogers stated that we have the largest college and want to lead the University and she thinks it is important to present our plan first. Conrad Raabe stated that approving this plan was going to be a real challenge although he recommended that the plan be approved. It was moved to accept the motion to suspend the rules to vote on the proposal at the current assembly. All but two present voted to suspend the rules. The parliamentarian ruled that it required acclamation and, therefore, the motion failed.

A motion was made to adjourn. The meeting adjourned at 1:35 p.m.