

HNS COLLEGE ASSEMBLY
March 19, 2009
Minutes

I. Call to Order

The College Assembly was called to order by Dean Jo Ann Cruz at 12:30 p.m. on Thursday, March 19, 2009 in Room 332 of Bobet Hall. Attended: Adams, B. Anderson, Bell, Berendzen, Bernardi, Biguenet, Birdwhistell, Blundell, Bourgeois, Brazier, Brice, Brungardt, Butler, Calzada, Chambers, Clark, Cook, Cotton, Doll, Dorn, Ewell, Gerlich, Gnuse, Goforth, Gossiaux, Henne, Herbert, Hood, Hrebik, Jordan, Kargol, Koplitz, Kornovich, Mabe, McHugh, Moazami, Moore, Mui, Nicoll, Nielsen, Rosenbecker, Ross, Russell, Salmon, Saxton, Schwartz, Sebastian, Smith, Spence, Tucci, Underwood, Warner, Wee, Willems, Yakich, Zucker, Zuniga, and Associate Dean Hunt.

II. Invocation

Rev. Leo J. Nicoll, S.J., led the invocation.

III. Approval of Minutes

The minutes February 19, 2009 were approved, with one spelling correction: Boyd Blundell.

IV. Announcements

1. Parental Leave – Dean Cruz distributed the revised version to be brought to the Board (attached).
2. Faculty and Staff Awards – Dean Cruz distributed additional copies of the guidelines as mailed to academic departments. She announced nomination deadlines: March 31 for faculty awards and April 17 for the staff excellence award.
3. Parliamentary Matters – Dr. Marcus Smith, Interim Parliamentarian, distributed copies of a single-page abbreviated parliamentary motions guide (attached). The page contained excerpts from *Robert's Rules of Order, 10th Edition*, purchased for and donated to HNS by Dr. Smith. Dean Cruz said that she is willing to purchase additional copies for interested faculty and may ask that it be stipulated in the handbook. Dr. Smith said that his replacement has volunteered and will be announced soon.
4. William Germano Presents Faculty Publication Seminar – Dr. Nathan Henne invited faculty to attend the April 17, 3:15 p.m. seminar and to enjoy wine and cheese. He credited Dr. Melanie McKay, Office of Development, and cited QEP's sponsorship of the event.
5. Computational Science Minor Publicity Party – Dr. Ralph Tucci announced that the Department of Chemistry will host a reception on Thursday, March 26 at 12:30 p.m. in their space on the first floor of Monroe Hall; students from all majors are invited to attend.
6. Peace Summit – Dr. Behrooz Moazami announced that the Student Peace Conference will be held at Loyola on March 23-27, 2009, with details available on the University's website, campus bulletin boards, and mail distributions.

V. Reports

1. Strategic Plan Update – Dean Jo Ann Cruz reported that the former group is returning until the election, and Drs. David Moore, Patrick Bourgeois, Maria Calzada and Duane Randall were asked to consult with chairs. She said that she anticipates distributing a draft to faculty for consideration at the college assembly in April. She urged faculty to keep inserting feedback until the plan goes to the Board.

2. Faculty Salary Equity Study / SORC – Drs. Lynn Koplitz and Maria Calzada presented slides (attached). They said that slides give results of their analyses of the available six-years of internal data, and plots represent the college, not the university. Dr. Koplitz indicated that UBC had set aside \$500,000 equity-issues money for each of three years for faculty and staff combined. She presented totals needed to adjust inversion cases and to internally adjust all salaries. Dean Cruz commented that the college is “data ready.” They next displayed slides of the ratings for teaching, research, service, total ratings, weighted ratings and distributions. Dr. Koplitz noted that SORC guidelines were not yet in the protocol. Dean Cruz said that Dr. Calzada will give separate departmental ratings to respective chairs. Dean Cruz observed that her own evaluations showed very few significant differences; however, she was surprised that 1/3 to 1/2 of faculty had appealed, either individually or through the chairs. She said the process was fairly lengthy. Regarding extraordinary faculty, she said she received resumes, consulted with chairs, made significant adjustments and sent them forward; she will meet with chairs after contracts are prepared, and will need to correct very serious differences. She said that she wants to have a committee next year.
3. Common Curriculum Review Task Force (CCRTF) Report and Panel Discussion
Panelists included four of the college’s CCRTF representatives: Drs. Boyd Blundell, Maria Calzada, Eileen Doll and Thomas Spence. At the start of discussion, Dr. Patricia Dorn suggested that the committee representatives determine “what works” and present it for a vote up or down. Dr. Calzada replied that the college doesn’t get a vote. Dr. Blundell outlined the approval process from committee to Board. Parliamentarian Dr. Smith observed that the college may make a motion. Responses and comments continued: codified goals are on-line; seminars are nebulous and will change as the committee gets more information; common denominator among reports is that there are too many hours and CC is not common; tier options are being considered; how much the college will be able to claim is uncertain; possibility for “double dipping” was noted; topics that seem restrictive are being reconsidered; advanced CC course content might apply to seminar format; rooms for seminars will be problematic; incentives to retool courses need to be devised; writing courses are two beyond current requirements. Concerns regarding the committee’s composition outside the college were raised; in particular, shortage of members having long-term knowledge of Jesuit values and Jesuit liberal arts education. Dean Cruz said that once the committee’s recommendations are made to the Board in May, it should be declared defunct.

VI. Move to Adjourn

Adjournment was at 1:50 p.m.

Parental Leave (proposed revision)

“Full-time faculty members at the University will be eligible for eight weeks paid parental leave (or 16 weeks at half pay). Parental leave for birth or adoption of a child, or the assignment of a foster child will begin at such time as may be determined by the University and the full-time faculty member, but such leave must commence and conclude within a 12-month period. Because parental leave is foreseeable, faculty must ordinarily provide at least 30 days advance notice, and must arrange with the concurrence of his or her dean and department such logistics as course coverage, supervising majors, and committee assignments. Paid parental or maternity leave will run concurrent with FMJLA leave entitlement if the faculty member is entitled to FMLA leave.”

Parliamentary Motions Guide

Based on Robert's Rules of Order Newly Revised (10th Edition)

The motions below are listed in order of precedence. Any motion can be introduced if it is higher on the chart than the pending motion.

YOU WANT TO:	YOU SAY:	INTERRUPT?	2 ND ?	DEBATE?	AMEND?	VOTE?
§21 Close meeting	I move to adjourn	No	Yes	No	No	Majority
§20 Take break	I move to recess for	No	Yes	No	Yes	Majority
§19 Register complaint	I rise to a question of privilege	Yes	No	No	No	None
§18 Make follow agenda	I call for the orders of the day	Yes	No	No	No	None
§17 Lay aside temporarily	I move to lay the question on the table	No	Yes	No	No	Majority
§16 Close debate	I move the previous question	No	Yes	No	No	2/3
§15 Limit or extend debate	I move that debate be limited to ...	No	Yes	No	Yes	2/3
§14 Postpone to a certain time	I move to postpone the motion to ...	No	Yes	Yes	Yes	Majority
§13 Refer to committee	I move to refer the motion to ...	No	Yes	Yes	Yes	Majority
§12 Modify wording of motion	I move to amend the motion by ...	No	Yes	Yes	Yes	Majority
§11 Kill main motion	I move that the motion be postponed indefinitely	No	Yes	Yes	No	Majority
§10 Bring business before assembly (a main motion)	I move that [or "to"] ...	No	Yes	Yes	Yes	Majority

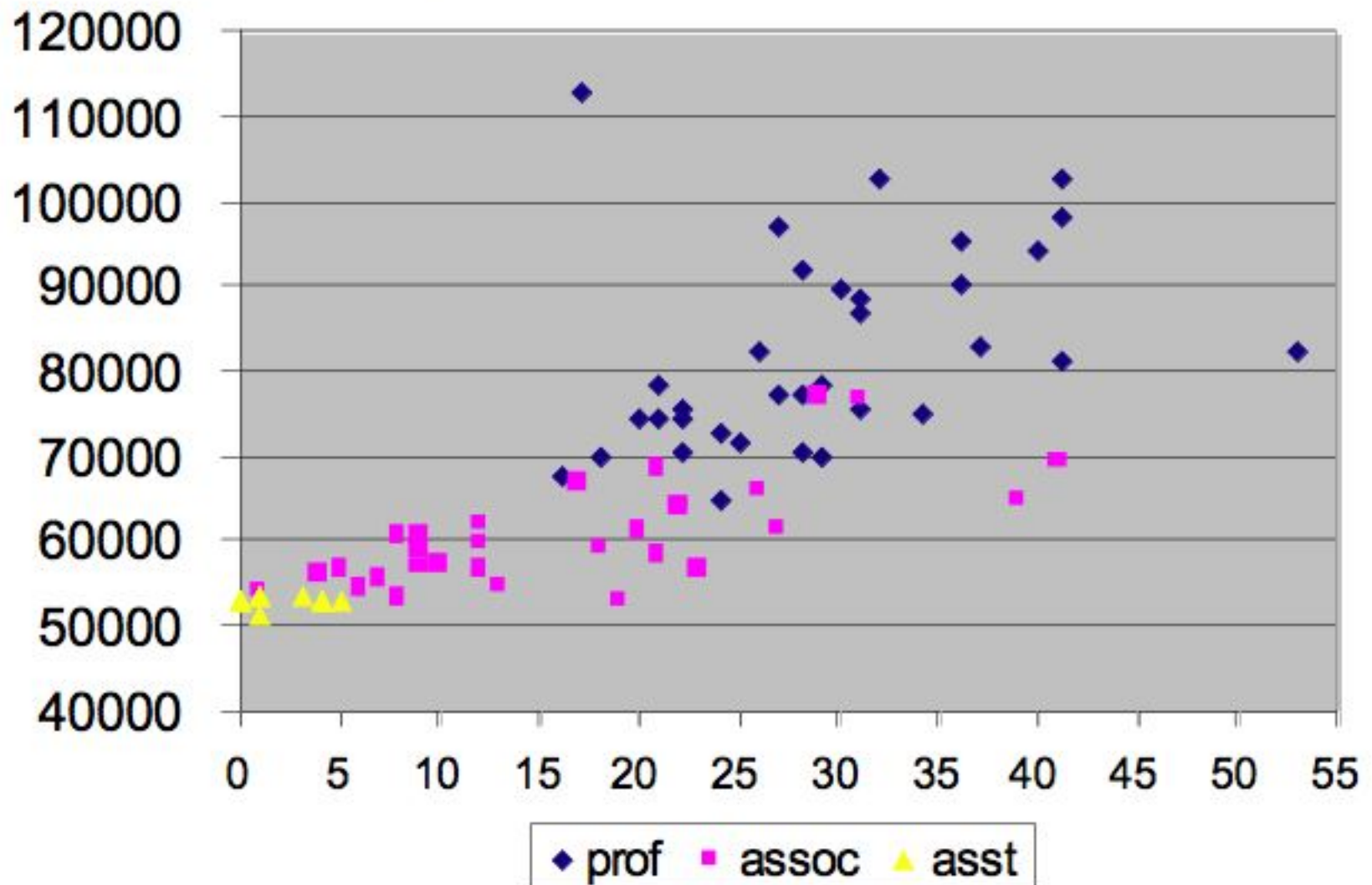
Incidental Motions - no order of precedence. Arise incidentally and decided immediately.

YOU WANT TO:	YOU SAY:	INTERRUPT	2 ND ?	DEBATE?	AMEND?	VOTE?
§23 Enforce rules	Point of order	Yes	No	No	No	None
§24 Submit matter to assembly	I appeal from the decision of the chair	Yes	Yes	Varies	No	Majority
§25 Suspend rules	I move to suspend the rules which ...	No	Yes	No	No	2/3
§26 Avoid main motion altogether	I object to the consideration of the question	Yes	No	No	No	2/3
§27 Divide motion	I move to divide the question	No	Yes	No	Yes	Majority
§29 Demand rising vote	I call for a division	Yes	No	No	No	None
§33 Parliamentary law question	Parliamentary inquiry	Yes	No	No	No	None
§33 Request for information	Point of information	Yes	No	No	No	None

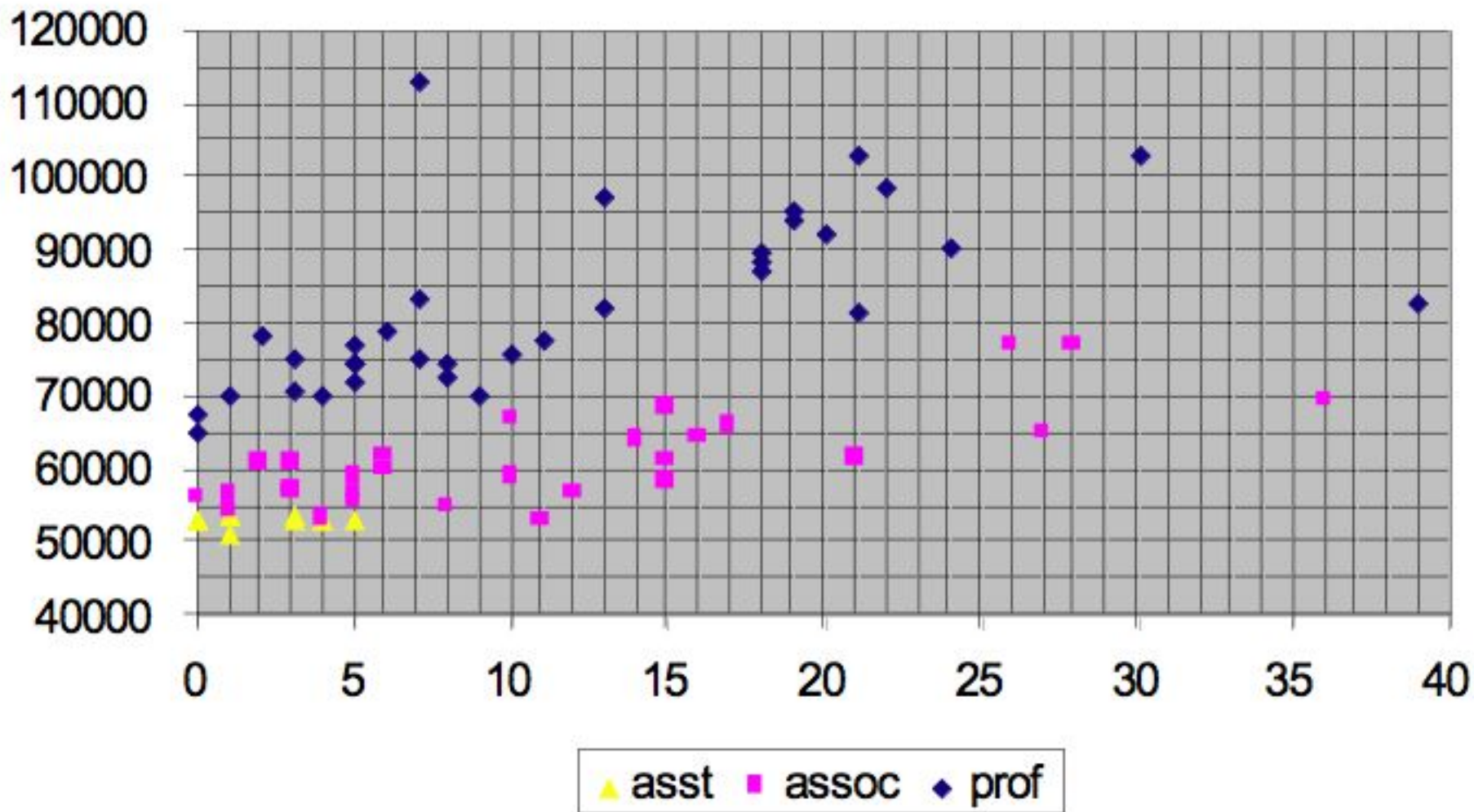
Motions That Bring a Question Again Before the Assembly - no order of precedence. Introduce only when nothing else pending.

§34 Take matter from table	I move to take from the table ...	No	Yes	No	No	Majority
§35 Cancel previous action	I move to rescind ...	No	Yes	Yes	Yes	2/3 maj. w/ notice
§37 Reconsider motion	I move to reconsider the vote ...	No	Yes	Varies	No	Majority

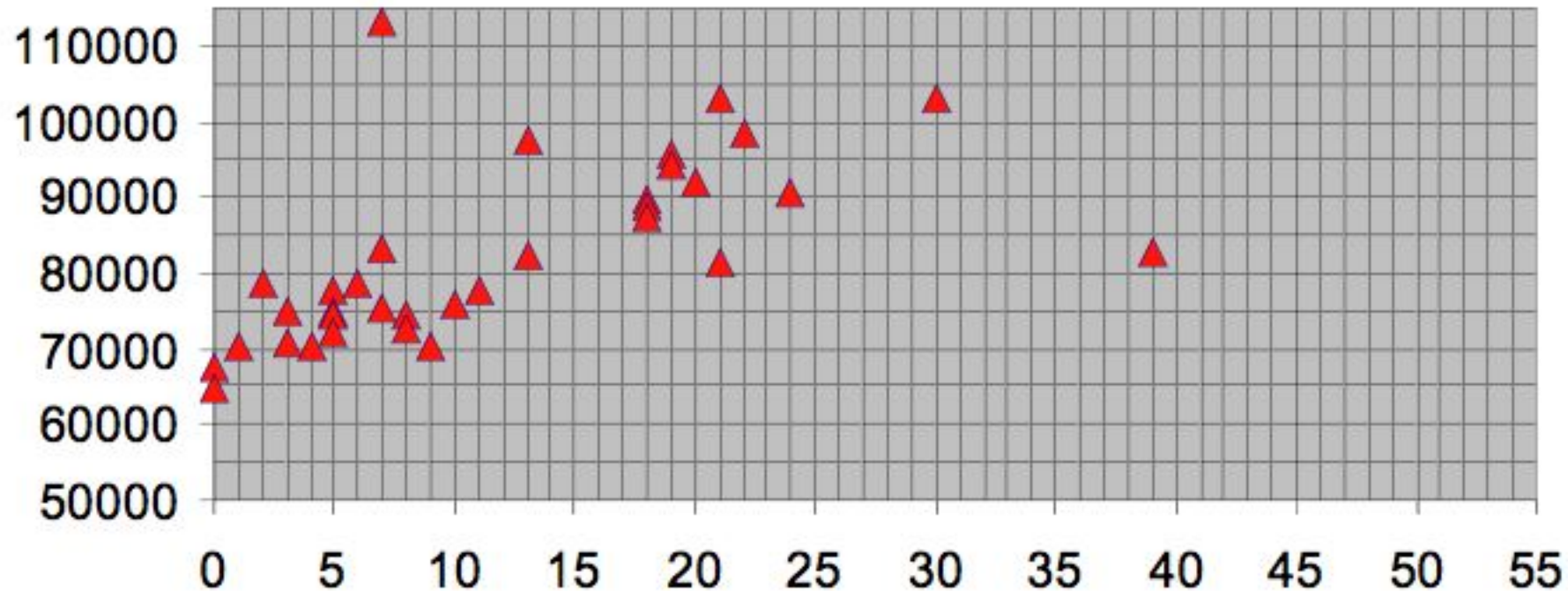
HNS 2008-09 salaries by rank and years of service



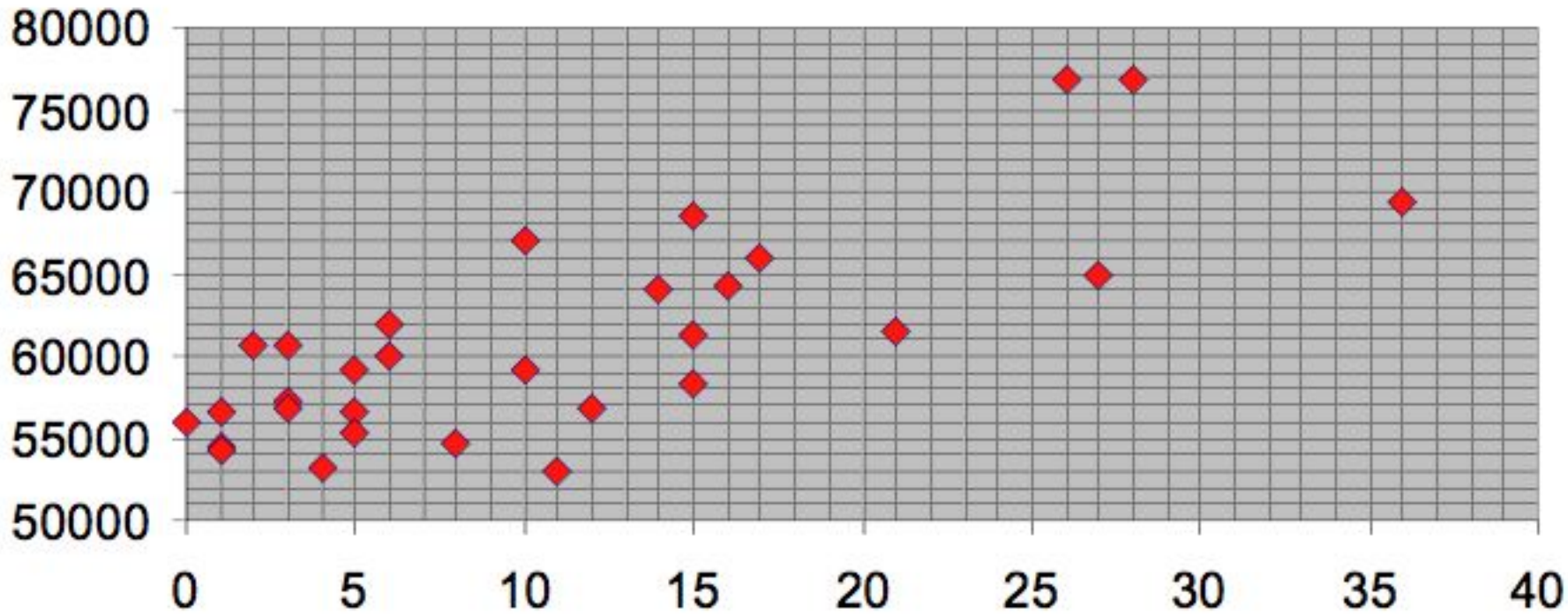
08-09 HNS salaries by rank and YIR



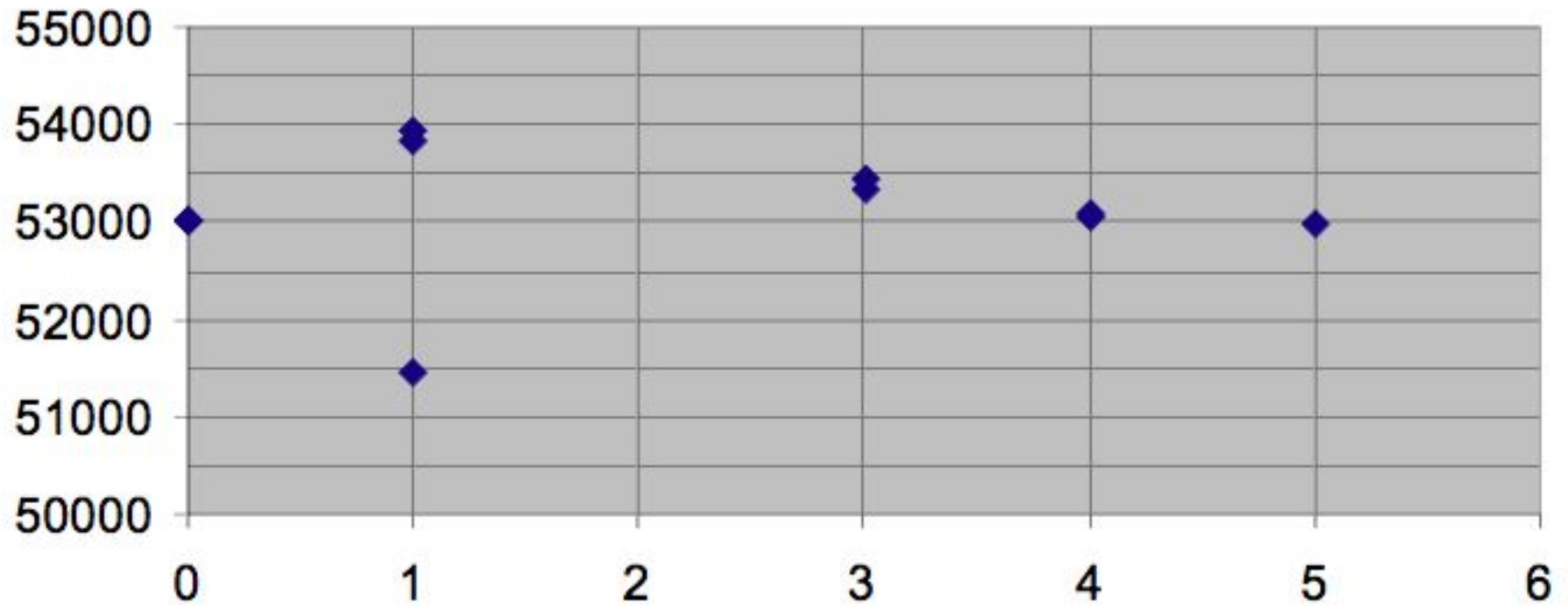
08-09 HNS Prof Sal vs. YIR



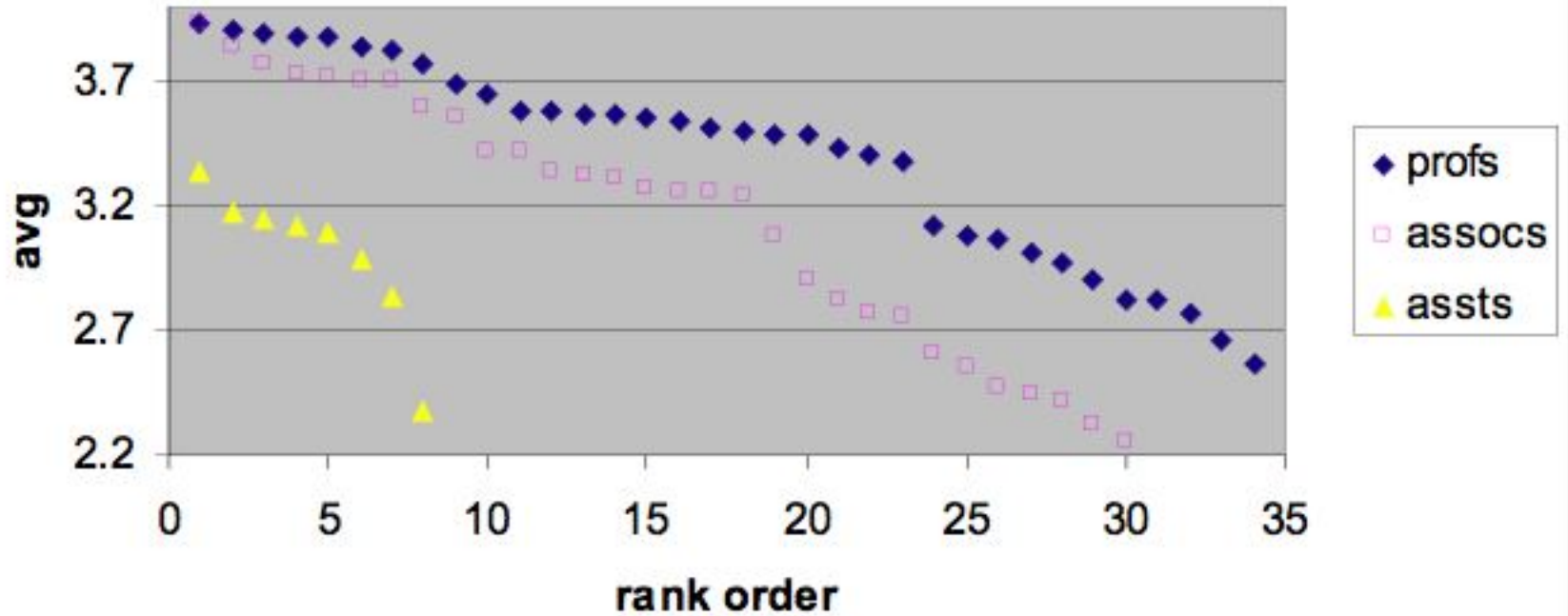
08-09 HNS Assoc. Sal vs. YIR



08-09 HNS Assist Profs Sal vs. YOS/YIR



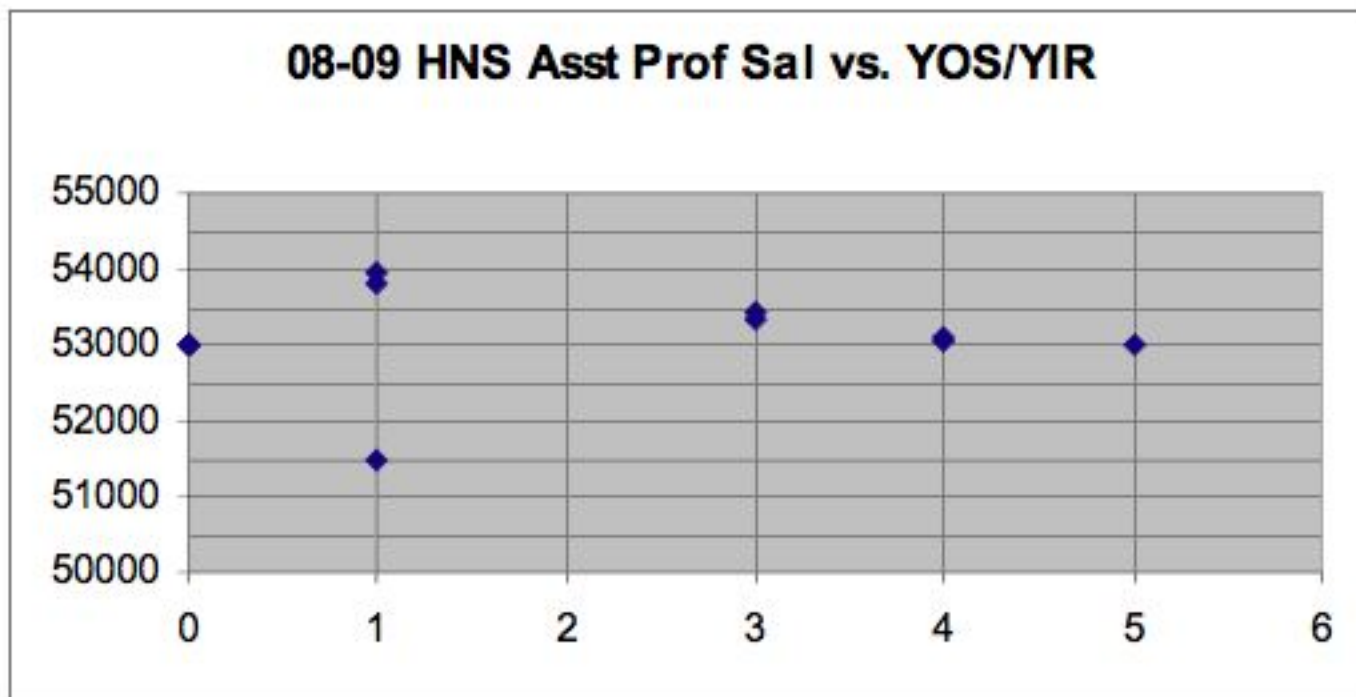
SORC avg ratings 03-08



Optimized weighted overall ratings over the past six years.

Internal model using YIR and SORC ratings.

No external comparisons. Discipline differences not considered.



Total to adjust all asst profs by linear interpolation up to \$55k.

\$6,984

$$\text{adjusted salary} = (\$2000/6 \text{ years})\text{YIR} + \$53000$$

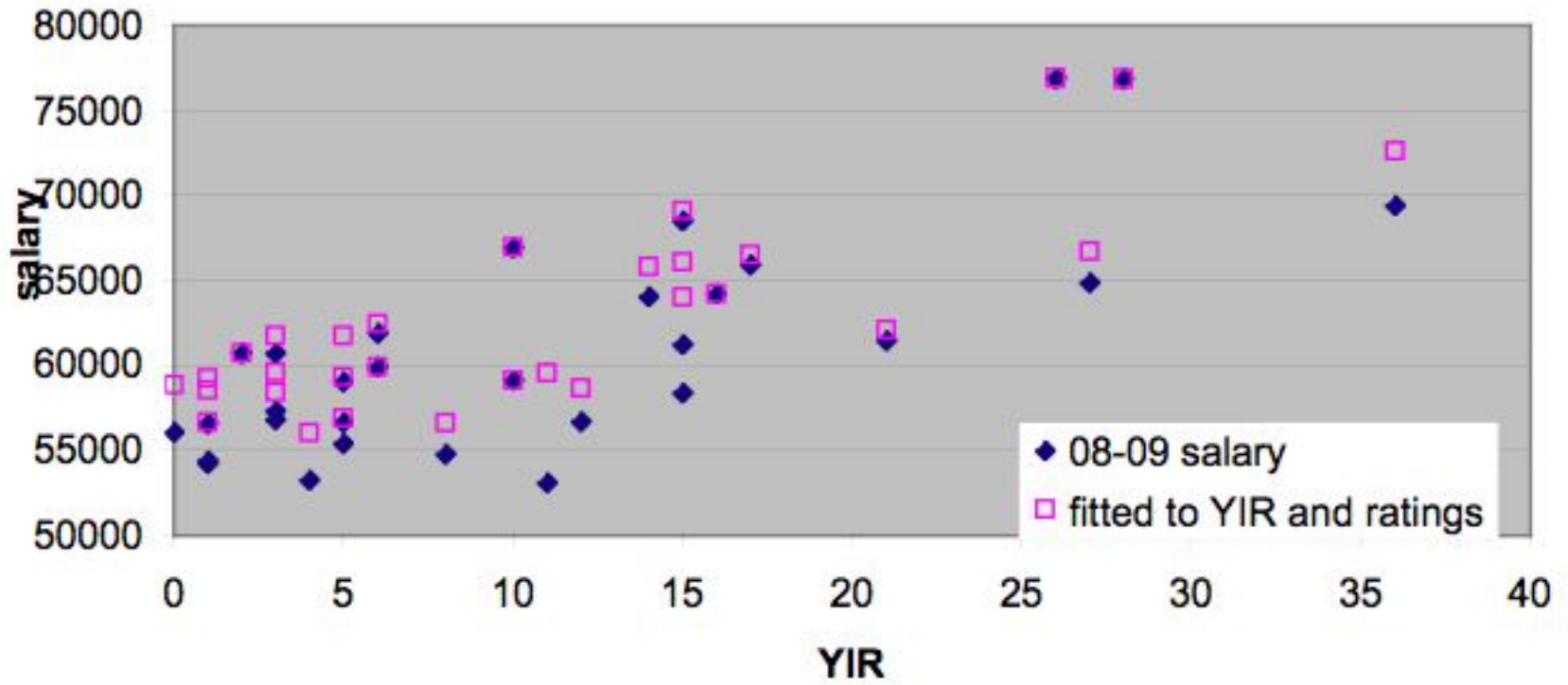
Inversion cases: Longer YIR at lower salary (with comparable record)

6 asst profs + 5 assoc profs below \$55k
requested \$12k to address these cases

Others at assoc and prof ranks:
requested \$92k to address these cases

(go back to salary vs. YIR plots)

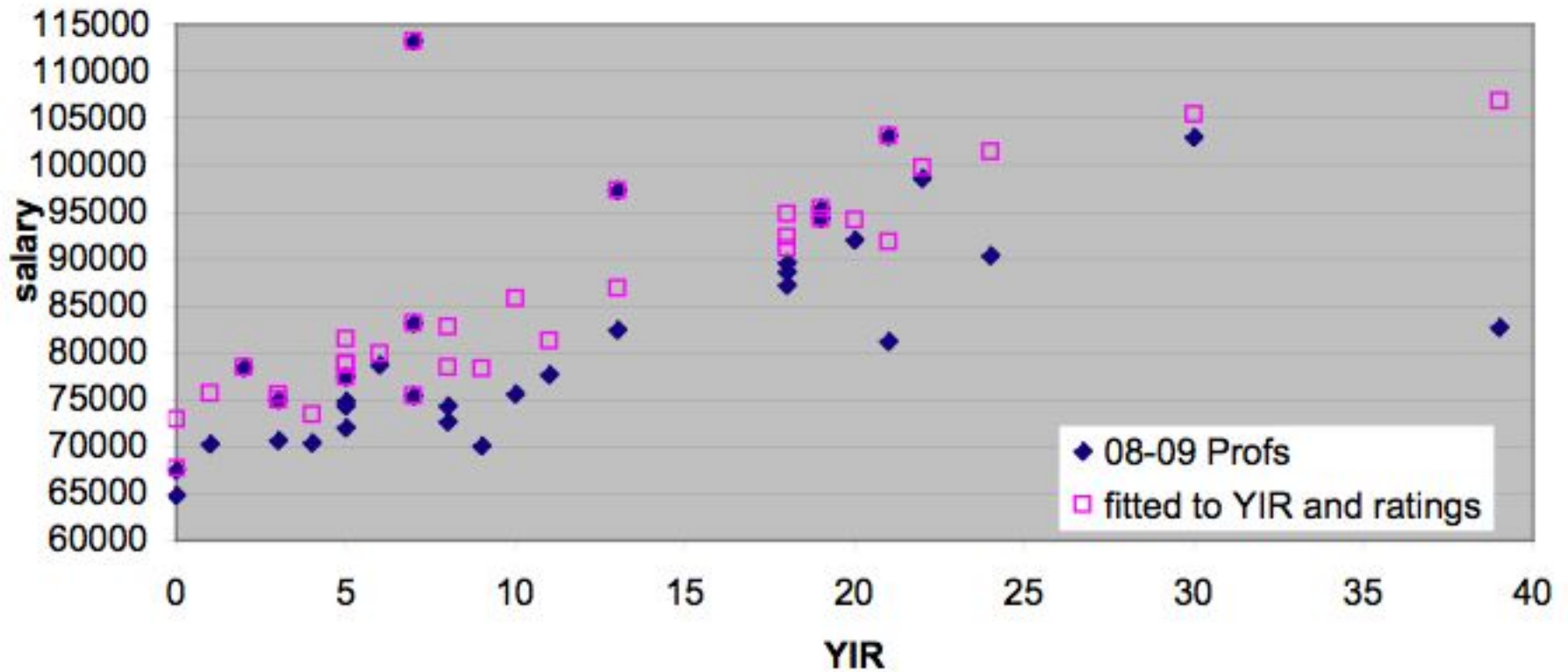
HNS Assoc Profs



Total to adjust assoc prof

\$56,511

HNS Profs 08-09 Salaries



Total to adjust profs. **\$145,932**

Grand total to adjust according to internally consistent model. \$209,427

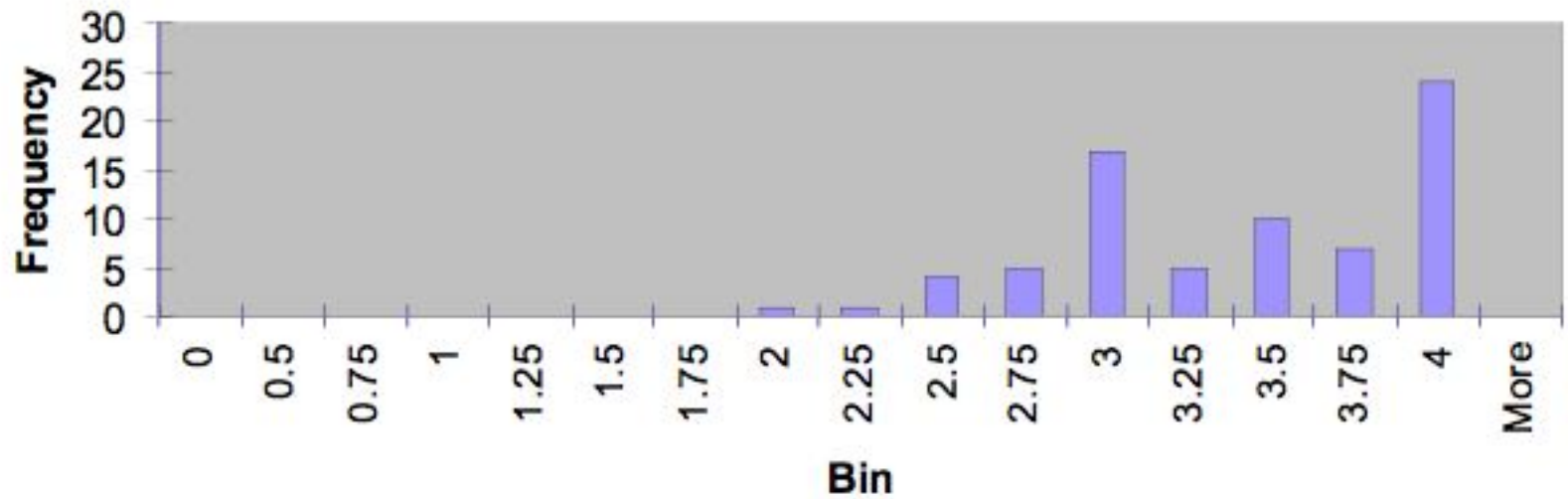
External comparisons with CUPA data for the Reference Group were also done.

These include differences by discipline as well as rank.

Quartile comparisons available upon request, but probably rendered irrelevant by the new USNWR reference group.

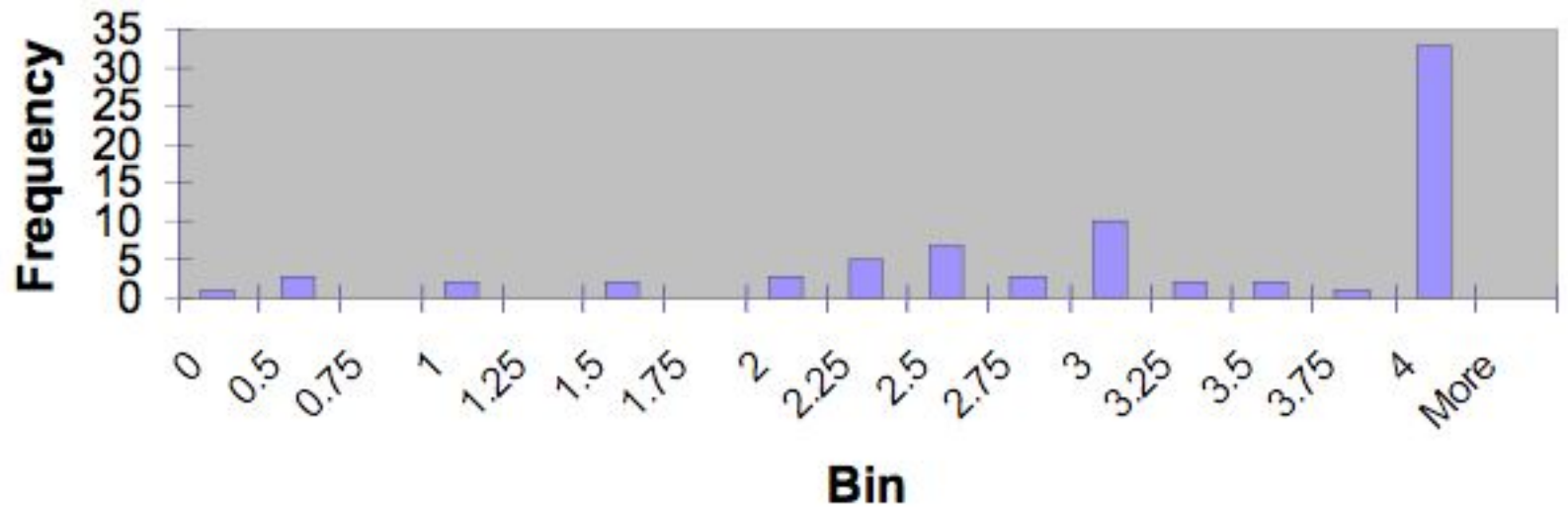
Teaching

average = 3.4



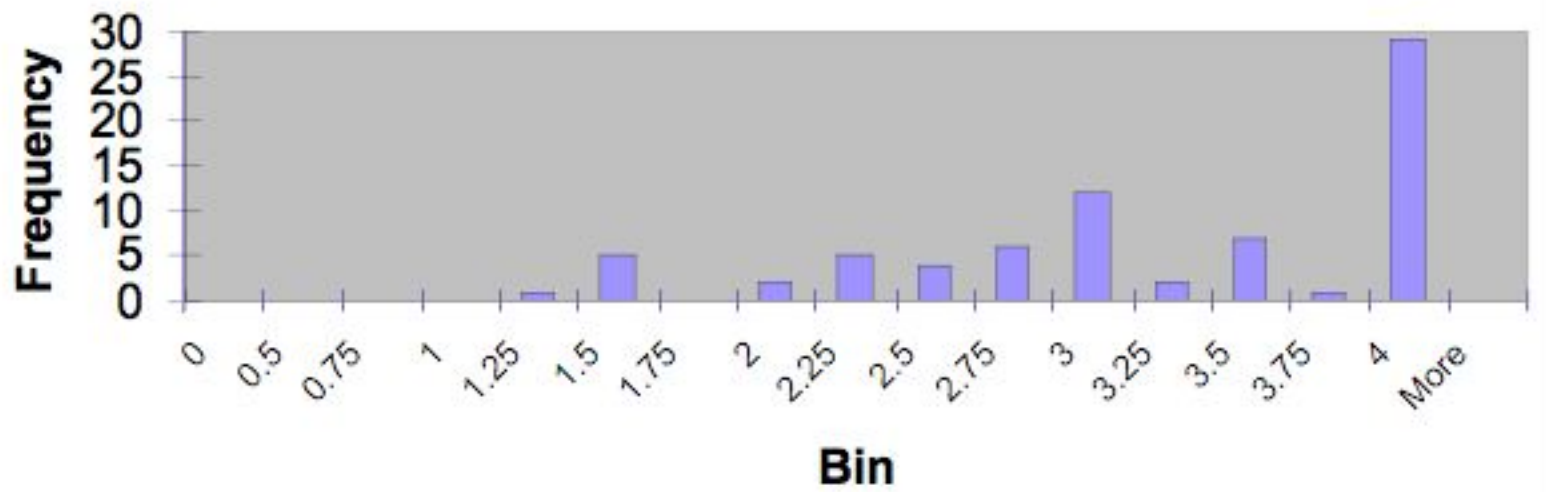
Research

average = 3.1



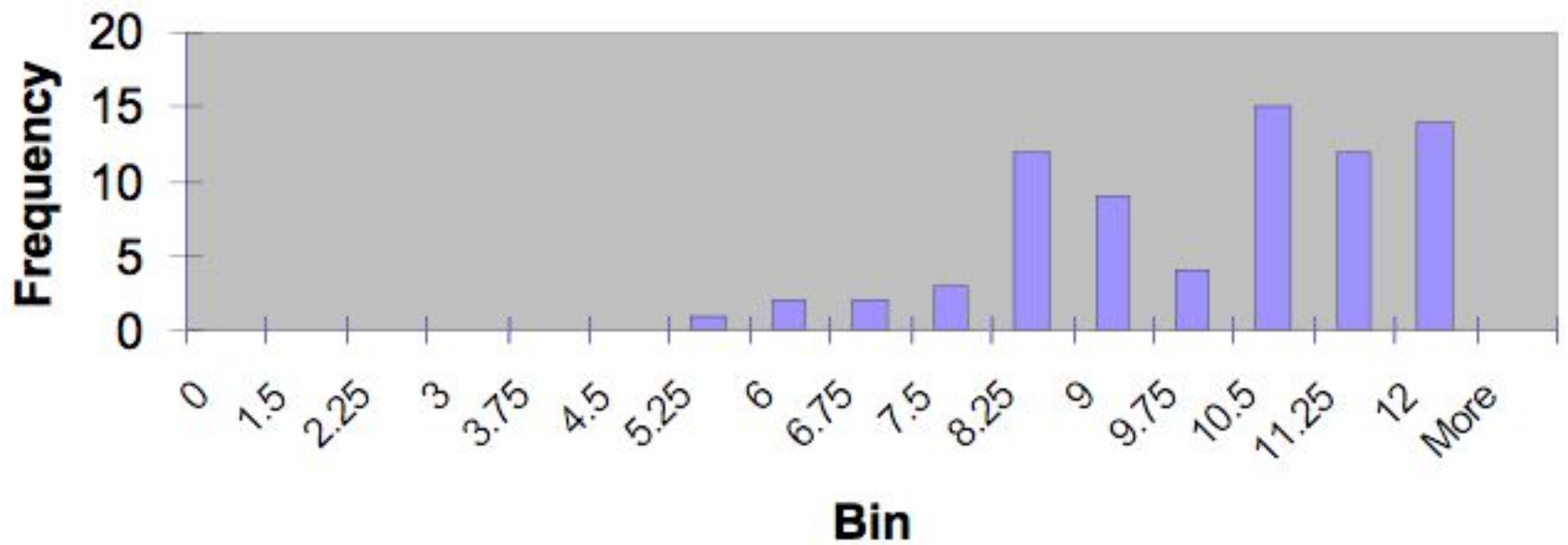
Service

average = 3.2



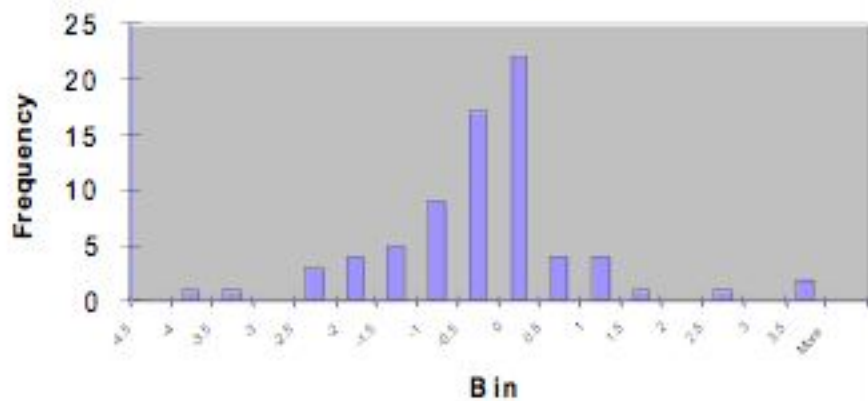
Total Rating

average = 9.7



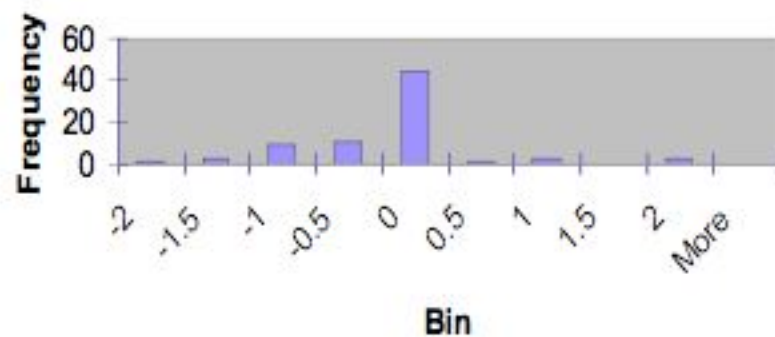
Total Diff Final-Dept

average = -0.52



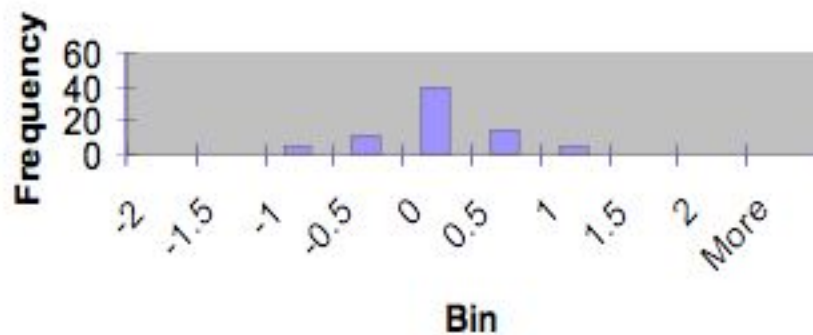
Research Diff

average = -0.22



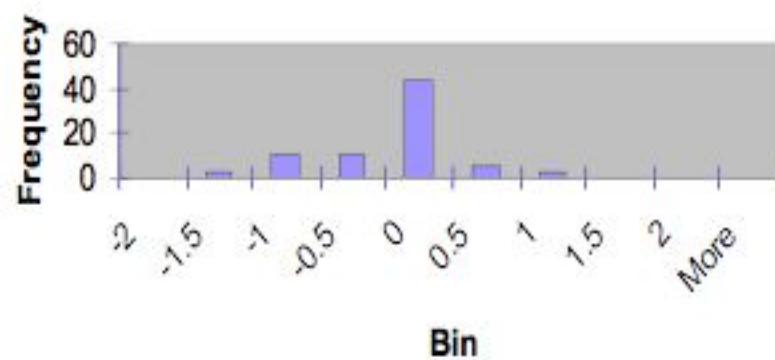
Teaching Diff

average = -0.05



Service Diff

average = -0.25



Optimization of weighted ratings for overall rating.

Weighting

.5-.3-.2

Teach	Res'rch	Service
3.5	2.5	2.5
2	3.25	1.5
3	1.5	4
3.5	4	3
3.5	2.5	3
3.5	3	4
3.75	4	4
3.5	2.75	3
2.5	3	3

3

2.275

2.75

3.55

3.1

3.45

3.875

3.175

2.75

Optimization of weighted ratings for overall rating.

Weighting	Weighting	Weighting	Weighting	
.5-.3-.2	.3-.5-.2	.35-.3-.35	.3-.35-.35	MAX
3	2.8	2.85	2.8	3
2.275	2.525	2.2	2.2625	2.525
2.75	2.45	2.9	2.825	2.9
3.55	3.65	3.475	3.5	3.65
3.1	2.9	3.025	2.975	3.1
3.45	3.35	3.525	3.5	3.525
3.875	3.925	3.9125	3.925	3.925
3.175	3.025	3.1	3.0625	3.175
2.75	2.85	2.825	2.85	2.85

	opt wtd	PTS only	Wtd by SAL	total \$ amt	2009-10	2009-10 salary
	overall	Increment	Increment	Merit Raise	raise as %	total
mean	3.32	1035.96	1035.96	2071.93	3.05	71136.17
max	4.00	1246.85	1750.59	2997.44	4.02	115302.96
min	2.03	631.22	571.28	1241.46	1.82	53356.35
median	3.45	1075.41	1007.58	2091.12	3.06	69427.84