

**HNS COLLEGE ASSEMBLY**  
**April 20, 2010**

**MINUTES**

**I. Call to Order**

The Assembly was called to order by Dean Jo Ann Cruz at 12:30 p.m. on Tuesday, April 20, 2010 in Room 332 of Bobet Hall. Attended: Adams, Altschul, B. Anderson, R. Anderson, Bednarz, Bell, Berendzen, Birdwhistell, Blundell, Bourgeois, Brice, Butler, Cahill, Calzada, Clark, Cook, Coolidge, Dittrich, Doll, Dupuis, Durocher, Eklund, Ewell, Farge, Fernandez, Fiddler, Gossiaux, Harris, Hauber, Henne, Herbert, Hoffman, Hrebik, Jordan, Keulman, Kornovich, Li, Mabe, Matei, McCay, Meyer, Moore, Mui, Nielsen, Philip, Rodriguez, Rogers, Rosenbecker, Rowntree, Russell, Salmon, Saxton, Schaberg, Schwartz, Sebastian, Spence, Tucci, Underwood, Waguespack, Walkenhorst, Wessinger, Willems, Yakich, Zucker (Matthews' proxy), and Associate Dean Hunt.

**II. Invocation**

The invocation was given by Rev. Peter Rogers, S.J.

**III. Approval of Minutes**

The minutes of March 18, 2010 were approved as written.

**IV. Announcements**

Dean Jo Ann Cruz made the following announcements:

1. Blank ballots for closed votes are on the front table for distribution as needed.
2. Deadline for on-line evaluation of the Dean is April 20.
3. Retiring faculty will be honored guests on April 21 at a faculty party hosted by Dean Cruz for Rev. James Carter, S.J., Dr. Carl Brans and Dr. Creston King, who collectively have 144 years of teaching. Retiring administrative assistants will be recognized in their respective departments; they are Ms. Carol Cortazzo and Ms. Vicki Horrobin.
4. Parliamentarian, Dr. Karen Rosenbecker, will be presented for approval.
5. Honors awards deadline for each related thesis in the Dean's Office is April 30, or the award will be withdrawn.
6. Sexual Harassment Workshop scheduled for April 15 was cancelled by the General Counsel's Office without prior notice.
7. Ms. Diane Dooley in the Provost's Office will not have the revised contracts; adjustments to base salaries will be in the upload; faculty are asked to execute contracts without handwritten adjustments; questions may be referred to the respective dean's office.
8. Interdisciplinary program amounts funded for next year are \$1,500-2,000; Dr. Sara Butler envisions eventual \$3,000-5,000 funding levels.

**VI. Old Business**

1. Extraordinary Full-time Faculty Vote (Dr. Mary McCay)  
Dr. McCay returned the postponed motion. She accepted CPT's friendly amendment, previously given by Dr. Calzada and published in the agenda:  
*"With the signing of the fourth-year contract, Extraordinary, fulltime faculty*

*members may vote in College elections for members of those committees where, according to the HNS Faculty Handbook, membership is not limited to Ordinary faculty, but open to all full-time faculty.”*

The motion was discussed, further amended, and then restated by Dr. McCay:

MOTION: *“Only with the signing of the fourth-year contract, Extraordinary, fulltime faculty members may vote in College elections for members and be able to serve on those committees where, according to the HNS Faculty Handbook, membership is not limited to Ordinary faculty, but open to all full-time faculty.”* Vote to call the question was by show of hands, with 53 in favor and 2 opposed. Vote on the motion was by closed ballot. Dean Cruz announced the headcount as 74. Faculty requested that the ballots be counted in the room and not outside in the hall. The meeting continued while ballots were collected and counted in the room.

2. Salary Disclosure (Dean Jo Ann Cruz)

Dean Cruz said that as there was no clear legal requirement regarding the opt-out issue, salaries would remain in the Office of the Dean.

## **VI. Reports**

1. SORC Report on Compression Pay (Drs. Mark Fernandez and Maria Calzada)

Dr. Fernandez explained that the first \$80,000 of 4 years went to compression this year. Dr. Calzada presented slides of “Compression 2010 and What SORC Did” (*see attached*). She displayed the plotted variables and models. Drs. Fernandez and Calzada indicated that \$82,515 x 4 years would not be adequate to resolve compression. Dean Cruz mentioned that estimated amounts of \$600,000-900,000 were forwarded to Dr. Capowich. Dr. Calzada said that they intend to obtain CUPA data and consider CVs. Dean Cruz invited questions. There were none. Faculty applauded the presentation.

2. Motion re Extraordinary Full-time Faculty Vote (*continued from Old Business above*)

Dean Cruz reported the ballot results from Lynda Favret on the pending motion: 3 abstentions, 38 for, 28 against; and said the motion passed.

3. Common Curriculum Implementation Committee (Drs. Sara Butler, Boyd Blundell, Don Hauber, and Bill Walkenhorst)

The committee presented slides of a “Working Model Overview” (*see attached*). They briefly commented upon numerous ongoing topics: requirements across curriculum, diversity requirement, one pre-modern option, upper-year seminar “incentivized,” conform language requirement among colleges, ethics requirement, double-dipping, and common hours across the university. Faculty applauded the committee.

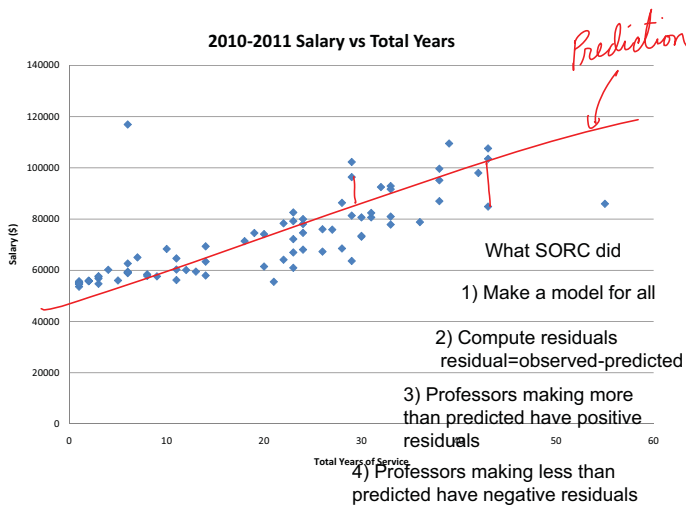
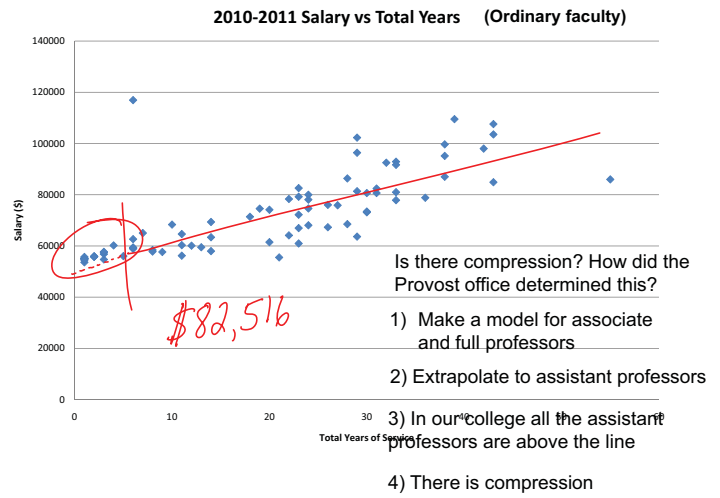
## **VII. Move to Adjourn**

The final assembly of the semester adjourned at 1:45 PM.

**9/21/10 NOTE: Attachments (SORC and CCIC slides) were included in electronic version sent to faculty.**

# Compression 2010

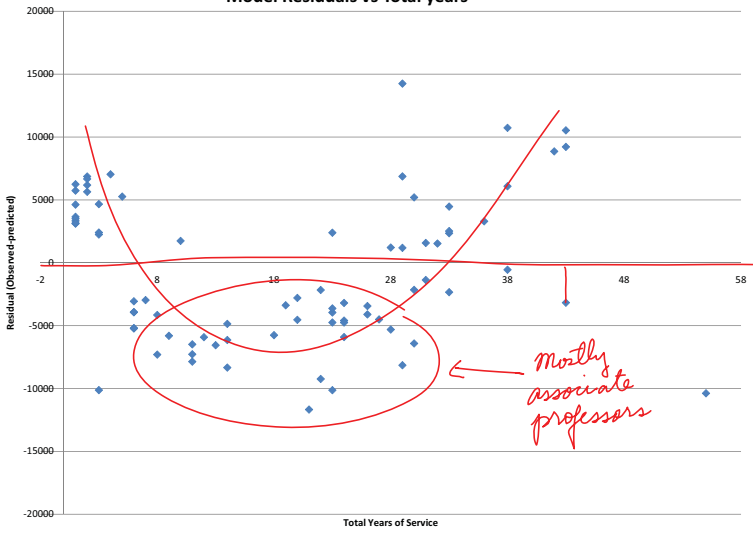
What SORC Did



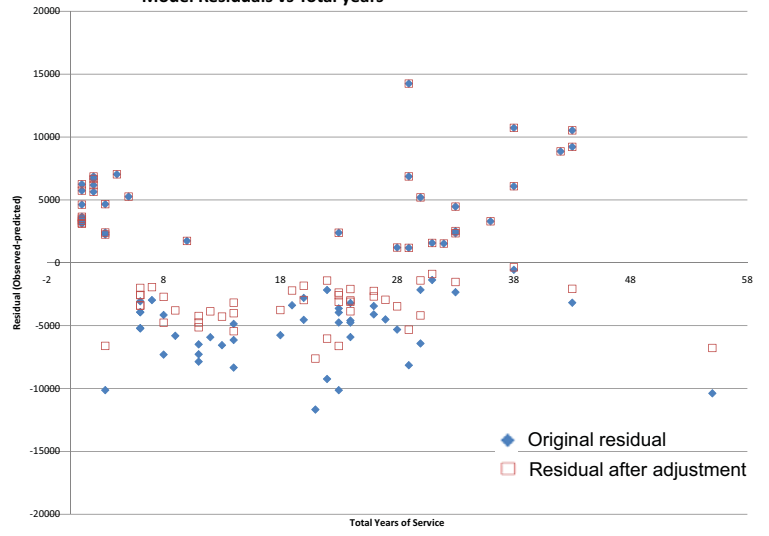
## Variables used in our model

- Independent variables (predictors or explanatory variables)
  - Average SORC ratings (03-10)
  - Rank as of fall 2010 (1-assistant, 2-associate, 3-professor)
  - Years in rank
- Dependent variable (response variable)
  - 2010 salary

Model Residuals vs Total years



Model Residuals vs Total years



## **Proposed Common Curriculum Working Model - Overview: April 2010**

**Total Common Curriculum**

**42 – 46 Semester Hours**

### **Introductory Common Curriculum (ICC):**

First-Year Seminar	_____	3 Semester Hours
Philosophy I: Philosophy of the Human Person	_____	3 Semester Hours
Religious Studies I: Intro to Christianity or World Religions	_____	3 Semester Hours
History I: T122 or T124	_____	3 Semester Hours
English I: Argumentative Writing <sup>1</sup>	_____	3 Semester Hours
Math: Statistics or College Algebra, or Calculus (Depending on student ability & specific major requirements – details forthcoming from the department)	_____	3 Semester Hours
Science Process <sup>2</sup>	_____	3 Semester Hours
<u>Introductory CC Total:</u>	_____	<u>21 Semester Hours</u>

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<sup>1</sup> Course will be Writing Intensive

<sup>2</sup> Allow course content and consistency with educational goals to determine who can participate. Open to participation by any faculty member as long as it is consistent with educational mission/description. *Minimum required 66% of content from Natural Sciences for the Science Process course.*

A major course may substitute for this requirement with the approval of the offering department and the student's associate dean. Non-science majors who wish to fulfill this requirement with a Natural Science class will be considered eligible.

## **Advanced Common Curriculum (ACC):**

Philosophy II: Foundations of Knowledge	_____	3 Semester Hours
Religious Studies II: Advanced Christianity or World Religions	_____	3 Semester Hours
History II: Advanced CC Elective <sup>3</sup>	_____	3 Semester Hours
Writing about Literature: Advanced CC English or CMFL <sup>4</sup>	_____	3 Semester Hours
Creative Arts: <sup>5</sup>	_____	2/3 Semester Hours <sup>6</sup>
Natural Science: <sup>5</sup>	_____	3 Semester Hours
Natural Science Lab: <sup>5</sup>	_____	1 Semester Hour
Social Science: <sup>5</sup>	_____	3 Semester Hours
Ethics: <sup>7</sup>	_____	0/3 Semester Hours <sup>8</sup>
<u>Advanced CC Total:</u>	_____	21 – 25 Semester Hours

## **TOTAL Common Curriculum**

**42 – 46 Semester Hours**

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<sup>3</sup> All Advanced CC History courses will include Global Understanding

<sup>4</sup>Course will be Writing Intensive; offered by either the English or the Classical and Modern Foreign Languages and Cultures Department

<sup>5</sup> Allow course content and consistency with educational goals to determine who can participate. Open to participation by any faculty member as long as it is consistent with educational mission/description. A major course may substitute for this requirement with the approval of offering department and student's associate dean.

<sup>6</sup> This will be a creative/performance requirement (2 credit hours required) OR a study or appreciation course (3 credit hours required).

<sup>7</sup> Ethics is a 3 semester hour course with a foundation in normative ethics, and is designated as an Ethics course by guidelines TBD by CCITF. Ethics may be taught across the curriculum.

<sup>8</sup> Students of electively-challenged majors will be eligible to double-dip their Ethics requirement with another appropriate required course in the Advanced CC or their major. A full list of these majors is TBD by CCITF.

**General Rule:** In special circumstances, a major course may substitute for a CC requirement with the approval of the chair of the offering department and the student's associate dean.

**Requirements Across the Curriculum (RAC):** One of each at the upper year level. Requirement can be fulfilled by courses offered in the Advanced CC, major or electives.

**C-Catholic Intellectual and Social Tradition<sup>9</sup>**

**D-Diversity<sup>10</sup>**

**P-Pre-Modern<sup>11</sup>**

**Languages:** Requirements will be determined by individual colleges. All incoming students in Fall 2010, regardless of college language requirements, must take language pre-test upon enrollment in order to provide hard data for future planning purposes.

**Areas of Special Emphasis: Upper-Level Seminars/Senior Experiences, Global Understanding and Service Learning** will not be required, but will be encouraged and incentivized through departmental/faculty grants and other university support.

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<sup>9</sup> Catholic Intellectual and Social Tradition – continued discussion involving input of Jesuit Community; should include all courses currently accepted by Catholic Studies Minor.

<sup>10</sup> These courses will focus on understanding the perspectives of minorities or marginalized groups.

<sup>11</sup> As currently defined; may not be satisfied by Introductory CC History course