

HNS COLLEGE ASSEMBLY
January 21, 2010

Minutes

I. Call to Order

The Assembly was called to order by Dean Jo Ann Cruz at 12:30 p.m. on Thursday, January 21, 2010 in Room 332 of Bobet Hall. Attended: B. Anderson, Bednarz, Birdwhistell, Blundell, Brazier, Butler, Cahill, Calzada, Dewell, Doll, Dorn (R. Anderson's proxy), Dupuis, Farge, Fernandez, Gerlich, Gossiaux, Harris, Hauber, Henne, Hoffman, Hood, Hymel, Janz, Keulman, Kornovich, Lewis, Mabe, Matthews, McCay, Meyer, Mix, Moazami, Moore, Mui, Nielsen, Quesada, Randall, Rodriguez, Rosenbecker, Russell, Sebastian, Spence, Tucci, Underwood, Walkenhorst, Wessinger, Willems (Bernardi's proxy), Zucker, and Associate Dean Judith Hunt.

II. Invocation

Rev. Robert Gerlich, S.J., gave the invocation.

III. Approval of Minutes

The minutes of December 10, 2009 were accepted as written.

IV. Announcements and Guests

1. Blank Ballots for Assembly

Dean Jo Ann Cruz requested that Assembly members routinely take blank ballots from the front table for possible votes.

2. Capital Campaign, Endowed Chairs and Distinguished Professorships

Dean Cruz introduced Ms. Karen Anklam of the Office of Institutional Advancement, Development Officer for HNS, to present an update. Ms. Anklam commented to faculty that she believes in their work and enjoys making connections on their behalf. She said that Dean Cruz shares an outstanding commitment to philanthropy unseen in her 15 years in development. She announced four new HNS endowments and credited their origins. She said the first three should be matched by the State Board of Regents.

- 1) Distinguished Professorship in the Department of History, developed with Dr. David Moore, volunteer alumni and staff, with contributions from 89 alumni, friends and colleagues of Fr. James Pillar;
- 2) Distinguished Professorship in the Department of Biology, developed by nine alumni and volunteers, accelerated by two \$20,000 gifts;
- 3) Chair of Catholic Studies, originated with a \$1 million bequest from the late Fr. Stephen Duffy;
- 4) Department of English need-based scholarship for majors, with an unsolicited donation of \$100,000 from the widow of a graduate of the Class of 1939.

Ms. Anklam announced that the Annual Fund's mail campaign was underway, with thanks to Rev. Leo Nicoll, S.J., for assistance. She announced that the Phon-athon begins February 1st and invited faculty to join the student volunteers. She said the Capital Campaign's university-wide goal is \$100 million and Ms. Anklam anticipates meeting with 150 vetted, prospective donors. She responded that faculty should convey their ideas through Dean Cruz, with whom she regularly meets. Dean Cruz said they travel as a team and complimented Ms. Anklam's skill and fearlessness with prospective donors. Dean Cruz reported that they obtained one-year funding for the Jewish Studies Professorship and hoped to raise funds for additional years. She thanked Ms. Anklam for briefing the assembly. Dean Cruz continued the general announcements.

3. Sexual Harassment and Retaliation Training is February 4, 12:30 - 1:50 p.m., Bobet 332, for HNS full- and part-time faculty and staff. (Changed to February 23, Nunemaker Hall.)
4. Jesuit Values and Vision of Education session for faculty is Friday, January 29, 3:30 – 5:00 p.m., Library Multi-Media Room.
5. Walker Percy Center's launch and filmmaker's screening of the documentary is March 10, 7:00 p.m., Nunemaker Hall.
6. Motion on Indirect Costs passed as to three points, with one point tabled; Dr. Calzada has decided to drop the tabled point.
7. Faculty Excellence Award deadline is March 31 by 4:30 p.m. for completed nomination packets in the Dean's Office.
8. Faculty Salaries Moved to the Office of the Dean may be viewed by HNS faculty upon request to Ms. Gail Reynolds, Administrative Assistant.
9. Compression Salary Approximation for HNS was cited by Dr. George Capowich as \$300,000 for the college, though not all in one year.
10. New Bulletin Boards have been put on display.

V. Reports

1. Common Curriculum Implementation Committee (Handouts are attached.)
Committee members Drs. Don Hauber, Bill Walkenhorst, Sara Butler and Boyd Blundell described their beginning meetings and goal of dealing with every department. They invited faculty to communicate with them. Dr. Walkenhorst discussed his handout and outlined initial areas of concern: the relatively few electives in certain departments, a narrow interpretation of service learning, seminars and potential “double-dipping.” Dr. Butler presented her handout, which showed check-off options for current and proposed offerings. Comments to the committee from the floor included requests to clarify the term “seminar” for the entire community, propose committee meetings with the Chairs of Interdisciplinary Studies, make language placement exams mandatory, consider individual programs, and modify the fine arts slot. Dr. Butler cited a need to add pre-modern courses. Dr. Walkenhorst invited faculty to annotate Dr. Butler's form as a way to present suggested changes to the committee. Dean Cruz said that the committee would be present at assemblies and meet with the Council of Chairs regularly through the spring.
2. Salary Disclosure and Opt-out Questions to Ms. Gita Bolt (Handout is attached.)
Dr. Mark Fernandez was joined by Dean Cruz in presenting a handout detailing his written questions to Ms. Bolt and Ms. Bolt's verbal replies to Dean Cruz. Dr. Fernandez said that Ms. Bolt's implication that an opt-out provision was a legal right of faculty members contradicted the college's practice since 1993. He asked whether legal citations should be sought from her. Dean Cruz said that she would put salary disclosure on the January 29 agenda of the Council of Chairs and report back to the assembly.

VI. Old Business

Motion Relating to the University Operating Budget (Drs. Maria Calzada and Mark Fernandez)

Dr. Calzada presented the motion, as previously distributed via email and in hard copy. The motion was seconded. Discussion included four friendly amendments, accepted as follows:

- 1) change “the University” to “the appropriate University entities”
- 2) change “between” to “among”
- 3) change “certain %” to “significant %”
- 4) insert language from the earlier motion: “to restore the post-Katrina budget cuts”

AMENDED MOTION:

Recommendations Relating to the Operating Budget for HNS

Historically, the university has spent less money on the students that comprise the departments in the College of Humanities and Natural Sciences (HNS) than the students enrolled in other colleges. That lack of support has always been troubling; but in the aftermath of Katrina and the proliferation of new programs, it appears that much of the revenue generated by our college goes to support students in other colleges at a woefully disproportionate level. At a time when the university is working to improve recruitment and retention, proper attention and budget support must be given to HNS. The following recommendations are put forth in an effort to address these operating budget inequities.

- 1. Recommended that, should the number of incoming students for the fall of 2010 be above 800 new first year students, and, as a result, additional tuition revenues accrue to the University, those revenues fall to the academic budget, particularly to restore the post-Katrina budget cuts to the operating budgets of under-funded colleges, especially HNS.*
- 2. Recommended that, in order to address inequities in operating budgets among colleges, the appropriate University entities, working with a committee of the faculty, set aside a significant % of any increase in operating budgets over the next five years to address operating budget inequities among all the colleges as well as those particularly relating to HNS.*
- 3. Pursuant to recommendations #1 and #2, the College also request that the University report yearly on the progress of these measures, including a breakdown of the total dollars of support spent per student in each of the colleges, with and without faculty salaries, and a comparative report on each college's operating budget addressing budget inequities among all colleges.*

The question was called. Vote was by a show of hands, with all in favor except one abstention, and none opposed. The amended motion passed.

VII. New Business

Extraordinary Full-time Faculty Vote (Dr. Mary McCay)

Motion: *"I move that extraordinary full-time faculty be allowed to vote in college elections with the signing of their second year contract, and that they be fully enfranchised each year they receive a full-time contract."* Dr. McCay introduced the motion, which was seconded from the floor. Discussion will be at the next assembly.

VIII. Move to Adjourn

The meeting was adjourned at 1:50 p.m.

Attachments

Common Curriculum Implementation Task Force Update

Background: The current C.C. consists of 48 hours of course work for most disciplines across the university with special allowances for the needs of other colleges and specific programs. In addition to the C.C., many majors, particularly those in Humanities and Natural Sciences (and former LAS departments), also require up to six credits of foreign language instruction. The total from these two categories is approximately 54 hours of courses.

The previous C.C. Revision task force met over a three year period and in their final report, submitted a master list consisting of up to 64 hours of *possible* course work in the C.C. which included up to 12 hours of language instruction. Based on conversation with others on and off of the current task force, it seems that the issues of 1. how “double-dipping” of seminars will be handled, 2. how many hours of language instruction should be included, and 3. how to handle issues such as an ethics course and “check-offs” will require the most discussion.

The proposed C.C. has check-offs (in theory can be satisfied by a C.C. or a majors course) for a diversity course, catholicism, service learning, and two writing intensive courses.

One of the primary goals of our current Implementation task force is to decide on the final number of hours and distribution of hours across the colleges, divisions, and majors. Our task force also has subcommittees with the responsibility for setting up a 5-year implementation plan, Dealing with differences across the college and programs, 1st year seminar, Administration of the new C.C., Curricular review processes, Mission and learning outcomes, and University communication plan and marketing.

The task force consists of 13 members, which includes 9 voting (4 HNS, 3 Soc. Sci., 1 Business, 1 Music) and 4 non-voting members (Dr. Voigt, Dr. McKay for FYS program, and 1 rep. from Library and SGA).

Our Task Force began meeting on November 13, 2009 and has met on Friday afternoons for 1 ½ to 2 hours each on at least five occasions plus a 6 hour retreat on Dec. 17th for a total of about 15 hours over the last two months.

Our current task force has read and discussed data from a variety of sources including:

1. Report from the previous task force
2. All DPCL's from all programs across the university
3. Core curricula from dozens of universities similar to Loyola University New Orleans from a variety of reference groups.

4. The 2010 US News edition of America's Best Colleges
5. Data pertaining to the 1st year seminar program experiences thus far.
6. Various C.C. Goals and Mission statements from the last ten years.
7. Data on foreign language placement exam results.
8. Results of the Student Satisfaction Inventory and the National Survey of Student Engagement

Based partly on this data, we have spent at least 4 hours over parts of two meetings on a SWOT analysis for the common curriculum (broadly interpreted). This is nearly complete.

We have not yet made any attempt to address the major issue before the committee which is to decide what courses the new C.C. will contain. Several of the subcommittees have met and we will hear reports from them on January 21.

Main points of interest in our discussions thus far: 1. the issue of the disparity in the number of hours of general electives in the various DPCL's across the university, 2. the issue of how broadly to interpret items such as "Language and Culture" and Service Learning, 3. the use of 1-credit incentives to attract students to service learning instead of making it mandatory, 4. can double-dipping of seminars work?, 5. other options to increase student exposure to important areas, 6. additional check-offs for pre-modern, information literacy?

Timeline: Initially, deadlines of Feb. 1st and 15th, and March 31st. Now just the March 31st deadline.

Potential Concern: This committee will be using a consent agreement protocol as outlined by Dr. Voigt below:

"work through any disagreements that we may have regarding particular issues until we have reached agreement or compromise agreement; in the event that agreement or compromise is not reached within a reasonable timeframe, each side of the debated issue will offer a summation of the position and we will table the decision to the next meeting at which point each side will reiterate its position with a brief discussion following - if it looks like no agreement is possible, we will vote on the issue using the voting designation as noted in our committee description"

OLD COMMON CURRICULUM

Introductory (24 hours)

ENGL I _____ 3
ENGL II _____ 3
HIST I _____ 3
HIST II _____ 3
PHIL _____ 3
REL _____ 3
MATH _____ 3
SCI _____ 3

Advanced (24 hours)

PHIL I _____ 3
PHIL II _____ 3
REL I _____ 3
REL II _____ 3
BEH / SS _____ 3
HUM/ART _____ 3
SCI _____ 3
ELECTIVE _____ 3

Within Adv CC: 2 Pre-Modern

LANGUAGES -- 3 hours (101 level)

Overall Credits: 51 hours (54 w/ 2 Language courses)

PROPOSED COURSE LIST FOR NEW C.C.

Group 1 (27 hours)

SEM _____ 3
PHIL _____ 3
REL _____ 3
HIST I _____ 3
HIST II _____ 3
ENGL _____ 3
LIT. _____ 3
MATH _____ 3
SCI _____ 3

Group 2 (25 hours)

SEM _____ 3
SEM _____ 3
PHIL _____ 3
REL _____ 3
ETHICS _____ 3
SCI _____ 3
SS _____ 3
F. ARTS _____ 3
LAB _____ 1

Check-off requirements (specified / designated elective courses across majors) or infused in majors across the curriculum:

D – Diversity
C – Catholic Tradition
SL – Service Learning
W – 2 Writing-Intensive

LANGUAGES -- 12 hours

Overall Credits: 64 hours

Handout HNS Assembly 1/21/10: Opt Out (Drs. Cruz and Fernandez)

Memo from Dr. Mark Fernandez in response to the Faculty Assembly discussion and request for legal clarification from the Office of General Counsel on the issue of salary disclosure:

"It seems like there are three possible case scenarios for moving forward on the issue of salary disclosure (that doesn't include the question of where the documents are to be placed).

1. Move to continue our current policy with a time limit so that we can address the situation every three to five years.
2. Move to have disclosure with an "opt out" clause.
3. Move to abolish our current policy and follow the procedure that the other colleges have adopted.

If we move forward with option 1 or 2, then we need to know whether or not SORC can review the salaries of faculty members if we do not choose to disclose salaries or if we have an opt out clause."

Mark F. Fernandez, Ph. D.
Professor
Department of History
Member College Planning Team

This memo was forwarded to Ms. Gita Bolt, General Counsel.

From Dean Jo Ann Cruz:

Ms. Bolt's verbal response to Dean Cruz was the following:

The language in the College Faculty Handbook (under SORC: 4 Disclosure) needs to have an explicit opt-out clause. The language that is currently on every HNS faculty contract with regard to salary disclosure needs to have an explicit opt-out clause. You cannot assume that individuals will know their legal right to opt-out.

You cannot penalize faculty for opting out.

It is up to the College to decide whether or not members of SORC can look at all faculty salaries.