

**College of Arts and Sciences College Assembly**  
**Thursday, November 30, 2017**  
**Bobet 332**  
**12:30 p.m. – 2:00 p.m.**

**MINUTES**

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**I. Call to Order**

The assembly was called to order at 12:30 p.m. by Dean Maria Calzada in Bobet 332.

**In Attendance:**

Biological Sciences –Rosalie Anderson, Don Hauber, Kim Mix  
Chemistry and Biochemistry – Qian Qin, CJ Stephenson  
Classical Studies –  
Criminology and Justice –Christian Bolden, Kelly Frailing, Rae Taylor  
English –Sarah Allison, John Biguenet, Hillary Eklund, Chris Schaberg, Lindsay Sproul, Tim Welsh, Mark Yakich  
History –Maurice Brungardt, Ashley Howard, David Moore, Justin Nystrom  
Jesuit Social Research Institute –Fred Kammer  
Languages and Cultures –Eileen Doll, Nathan Henne, Alice Kornovich  
Mass Communication – Sonya Duhe  
Mathematical Sciences –Patrick Corbin, Omar El-Khatib, Scott McDermott, Kasia Saxton, Jeremy Thibodeaux, Ralph Tucci, Karen Villarreal  
Philosophy –Joe Berendzen, Francis Coolidge, Leonard Kahn, Patrick Leland, Joel MacClellan, Jonathan Peterson  
Physics – Tirtho Biswas, Armin Kargol  
Political Science – Natasha Bingham  
Psychological Sciences –Erin Dupuis, Enrique Varela, Suzanne Ledet-Yuspeh  
Religious Studies – Terri Bednarz, Tim Cahill, Elizabeth Goodine, Adil Khan  
Sociology – Marcus Kondkar, Carol Ann MacGregor  
Teacher Education – Glenda Hembree  
College of Arts and Sciences Dean’s Office – Maria Calzada, Uriel Quesada

**II. Invocation**

Dean Maria Calzada gave the invocation.

Hearing no objections, Dean Calzada changed the order of the agenda to accommodate Dr. Borofsky’s discussion on sabbaticals.

**III. New Business**

**1.) Sabbaticals - Dr. Borofsky**

Dr. Borofsky addressed concerns from the faculty on sabbaticals, and expressed that he supports research and sabbaticals and wants our best faculty in the classrooms. He said this year we had to hire additional faculty in some areas due to multiple approved sabbaticals. Originally, he was inclined to only approve one sabbatical in a given department. However, he said he would read all sabbatical requests and is now open to approving more.

Comments from the faculty included:

- Any department of seven or more will occasionally have more than one sabbatical a year. Departments can plan for this. Plans may include hiring very qualified replacement faculty.
- Faculty who have been denied sabbatical may in fact not be as good in the classroom without the sabbatical—interference with sabbaticals has an effect in faculty morale which shows in the classroom.
- The idea of one sabbatical per department may set faculty against faculty.
- Sabbatical years cannot be banked (Maria explained that one year can be banked as per faculty handbook provisions).

- Valid projects should be approved. One sabbatical per department per year is not appropriate.
- Can two faculty take sabbaticals if each is in a separate semester? (The provost said that this is possible).
- Students also learn from faculty about the sabbatical process.
- From the perspective of the sciences, they work with students. In order for that to happen faculty have to develop projects, which happens during sabbaticals.
- We have a large number of faculty eligible for sabbaticals this year because we were able to hire a good number of excellent faculty in 2008-2010. We will not have the same number of junior faculty eligible for sabbaticals in coming years.
- When ordinary faculty go on sabbatical this provides opportunity for extraordinary faculty to teach courses they would not normally get to teach. This can be very positive for the extraordinary faculty member and to students.
- Because of low faculty morale the issue of sabbatical changes may cause faculty to want to leave the university as faculty may not feel appreciated.
- Faculty are emotionally tired. Faculty feel that at every Magis Project decision they are losing ground every day: staff support, reduction in retirement compensation from 8% to 7%, now sabbaticals. Everyone is doing more work with less support or compensation.

Dr. Borofsky made these comments:

- Eligibility for a sabbatical is not a guarantee that it will be granted, under the Faculty Handbook provisions.
- Project Magis has been necessary and much progress has been made. Without changes we would not have a university and jobs in five years, let alone sabbaticals.
- Magis decisions have been made trying to make sure that not one group takes the bulk of the brunt. Staff members also have very low morale. However, we need to continue to make decisions to transform the university into a sustainable university.
- The provost wants to include a salary increase for 2018-2019. He does not yet know how large an increase or whether the Board will approve it. This depends on what continued progress we make in the spring.
- The provost said that not all decisions have been cuts. The provost will have a list of all faculty and staff positions that have been approved. The list of positions and titles will be made available to faculty and staff.
- The Faculty Senate approved a resolution asking the Board to re-consider the 1% reduction in retiring contributions.

In closing, the Provost said the meeting was very productive and that he learned a lot. He said he would read all sabbatical applications and re-think the issue of sabbatical approvals.

#### **IV. Approval of Minutes - October 19, 2017**

There was a motion to approve minutes of the October 19, 2017 meeting; it was seconded, a vote was taken and the minutes were approved with four abstentions.

#### **V. Reports**

##### **1.) Hiring Procedures and PNF's for New Workers - Rachel Dirmann, Human Resources**

Rachel Dirmann gave the following presentation on the timely notification to Human Resources on the hiring of new employees: [I-9 New Hire Presentation](#)

##### **2.) Retention Workstream Update - Liz Rainey and Josh Harris, Student Success**

Liz Rainey and Josh Harris gave the following presentation on Student Success Updates: [Student Success Presentation](#)

##### **3.) Magis Project Update**

Dean Calzada said she would email the following update to the faculty: [Magis Project Update](#)

#### **VI. Announcements**

- CAS Holiday Party - Friday, Dec. 8 at 3:30 p.m., Bobet 202
- Faculty Retreat - January 5 - 7, 2018
- Deadline to post final grades - December 17<sup>th</sup>

- “I” grade guidelines - Associate Dean Uriel Quesada gave the following presentation: [Incomplete Grade Guidelines](#)

**Motion to adjourn**

A motion to adjourn was made and seconded.