

**FACULTY COUNCIL**  
**Minutes**  
**Wednesday, March 18<sup>th</sup>, 2020**  
**3:00-5:00 PM – Zoom Meeting**

**Members Present:** Brown, J.; Caughie, P.; Conley, J.; Dahari, H.; Dentato, M.; Gillespie, L.; Graham, D.; Holschen, J.; Johnson, B.; Jules, T.; Langman, L.; Martin, C.; Miller, H.; Moore, K.; Moran, G.; Pierre, D.; Pope, L.; Ridosh, M.; Roberts, E.; Shoenberger, A.; Uprichard, S.

Meeting was called to order at 3:08pm by the Chair.

1. Approval of February 26<sup>th</sup>, 2020 minutes. Motion passed unanimously.
2. Unfinished Business
  - Response to Complaints about the Faculty Activity System (FAS): Jessica Brown has completed the survey. Faculty will soon be getting emails asking us to update our entries in the FAS. We are hoping to get this response back to Dean Slavsky in time for him to make necessary changes before those emails go out. Chair will work with vice chair Conley to distribute the survey to University faculty using FAS, and get the results to the Dean.
  - Library Mold Issue: (Martin): The library has been completely focused on helping effect the transition to online teaching; as a result, there has been no update on the status of the mold issue. (Provost Norberto): During the coronavirus emergency, the University has convened several working groups to coordinate matters. The one dealing with buildings and facilities, the Operations Continuity Working Group, is chaired by Kana Henning, MBA, Associate VP for Facilities. I will message her about this. (If you have any other buildings and facilities issues, please message Kana.)
    - Question: Many volumes of sociology, both historical and contemporary, are in the book storage facility. Given how long they have been under mold, can the University commit to buying replacement volumes, if necessary? (Martin): The sociology collection, with LC numbers beginning with G and H, are not in the affected section (LSF-1), but another section (LSF-2) unaffected by the mold (so far). They were moved from Cudahy to the storage facility during renovations of the library, and we are attempting to move them back at present. In the meantime, faculty must request these books for us to pull them.
  - Task Force on Shared Governance: (Caughie): As of the last meeting, the ball was left in the court of the two cochairs, Zelda Harris and Tim Classen, who were charged with writing a draft of our report. (Uprichard): they have been delayed, as have we all, by the coronavirus transition. They hope to have a draft for us by the end of the month. (Caughie): We need to get the task force and the Faculty Handbook committee together, since there are overlapping charges between them.
3. Resolutions

- 72-hour Grade Policy
  - (Caughie): In the College of Arts and Sciences, we have received clarification in a memo from the Dean that the seventy-two hours limit is marked from the end of the scheduled time of one's course's final exam during exam period (whether one gives a final exam or not). (Jules): There seems to be no consistency across the schools. For example, the School of Law has its own schedule for submitting final grades, one that is much more generous in allowance of time for grading than the seventy-two hour provision. There should be, in my view, a uniform policy that is identical across all schools and colleges, one that is committed communicated clearly to the faculty of all schools and colleges. By the end of the semester, we should get language on a resolution for this.
- Addition of the Faculty Council to the Chart of Reviews and Approvals for Academic Matters ("Rainbow Chart"): In progress.
- Subvention Policy (*Faculty Affairs*): (Johnson): the history department has recently formulated resolution about the matter. Particularly in the humanities, research grants can be so small that they fall short (or even considerably short) of one's regular compensation for a semester or year. Unless the University is prepared to "top off" external grants, there is a positive financial disincentive for faculty members to seek such grants. I will send this resolution along to the committee for discussion.

#### 4. Future Resolutions

- Divestment from Fossil Fuel Investments (Jules): The Student Government has been developing a resolution calling upon the University to sell its investments in fossil fuels from the endowment, and reinvest these funds in renewable, sustainable energy enterprises. They have been seeking our support in this resolution. What we think of this, and what other resolutions for the future should we be thinking of?
- Perhaps we could have a resolution to suspend student course teaching evaluations, during the coronavirus crisis. We could perhaps continue to collect data on teaching under the circumstances, but simply de-link this data from the FAS system. (Provost Norberto): I think this is a good suggestion, and I will pass it up to the management team. Another discussion that is emerging, also at other universities, is whether the tenure clock for junior faculty should be suspended during the coronavirus crisis, so that impacts upon research productivity are not unduly minimized. I will let you know what happens.
- Faculty need to be consulted, even in a fast-moving crisis situation like this, on matters of grading policy, etc., which are part of the main concern of faculty shared governance. We do not want, for example, to wake up one morning to find that the administration has decided that all students can be given a simple "pass" mark in grading. In general, matters within faculty purview—curriculum, assignment of grades, tenure & promotion—must be decided in *some kind* of consultation with faculty. Discussion of different levels of student adaptability as well.

(Provost Norberto): No one has discussed changes in grading systems. The only thing we have discussed has been a possible extension of the deadline for converting a course from graded to pass/fail, as well as the lifting of a number of restrictions on the use of pass/fail in particular kinds of courses. (Pope): in Arrupe College we are considering a change in incomplete deadlines, and declining to grade synchronous class assignments. (Provost Norberto): For now, both summer sessions are on. We have not made any decisions about the fall yet. General consensus was that (1) extending the deadline for completing incompletes is a good idea; (2) making course evaluations optional for faculty, rather than suspending all of them, is a good idea; (3) making pass/fail conversion optional for students, rather than a blanket change for all courses, is strongly preferred; and (4) the offer of an *option* to freeze the tenure clock for tenure-track faculty is better than a *mandatory* freeze.

## 5. Elections

- We have already sent out the call for nominations; we ended up pushing it back to today to try to get more nominees, considering everyone is transitioning to online teaching. Solicitations were sent to schools having an election this year: SSOM Clinical has two seats open (but not basic science), Nursing, Libraries, the Institutes, Communication, all three areas of Arts and Science, Business, and Arrupe all have seats up for contest. I have spoken with a number of faculty members who are hesitant (especially in CAS) to commit to candidacy for Faculty Council, given the uncertainty involved in staffing, course loads, whether the University will be open or all online, *etc.*
- Discussion of the possibility of suspending or postponing elections, given the turmoil and uncertainty involved in the coronavirus crisis. Conclusion: we should run the election of the candidates that we have, and then, if necessary, in the summer or fall, hold supplementary elections to fill remaining vacancies.
- Discussion of postponement of Faculty Member of the Year award. (Provost Norberto): why not set yourself a deadline, rather than make a decision at this point. If, by the deadline, you don't get a big enough pool of nominees, you can consider postponing the award for a year.

## 6. Constitution and Bylaws Revisions

- Discussion of suggestions for changes to wording of the Constitution and the Bylaws, especially term lengths for Executive Committee members.  
More time is needed for a careful revision of these documents. Please look over them, and submit recommendations to the chair in advance of the next meeting.

## 7. Motion to Adjourn (Moore); second (Ridosh). Meeting adjourned at 5:00pm.

Respectfully submitted by  
Hugh Miller, PhD, Secretary