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SALVE REGINA UNIVERSITY FACULTY ASSEMBLY

Minutes of the Meeting of March 3, 2005

Bazarsky Auditorium

Johnelle Luciani RSM, Speaker of the Assembly, presided.

1. **Call to Order.** The meeting was called to order at 1:07 PM.
2. **Announcements.** The Speaker made the following announcements.

The African AIDS Committee thanks the Faculty Assembly for endorsing its effort to send a delegation of faculty members to Kenya and for endorsing their proposal for administrative financial support at the February 4 Assembly Meeting. The University has awarded the committee a \$3,000 grant.

In the past few years the Faculty Assembly has contributed to the development of a new Core and has provided a forum for discussing and endorsing other curriculum developments. The Speaker noted that the time has come for the Assembly to contribute to the development of teaching excellence. The Executive Committee of the Faculty Assembly, on behalf of the Assembly, has agreed to co-sponsor a workshop on teaching excellence with George Antone, Director of the Office of Academic Grants and Conferences. The presenter of the workshop will be Ken Bain, Director of the Center for Teaching Excellence at New York University and author of *What the Best College Teachers Do* (Harvard University Press, 2004). This workshop will take place the first Friday in October 2005.

3. **President**

Sister Therese reported that the University has received a grant to fund the special visiting lecturer for the faculty workshop in October on teaching excellence.

The University will be submitting a five-year report to the New England Association of Schools and Colleges (NEASC). This is not a self-study but a brief overview to determine where we see the institution at this point and how we are doing. The report would be less than fifty pages and some matters would be covered in one page. The President said she would like to involve a number of faculty in this project. When this overview is finished, it will be shared with the faculty for discussion. Faculty will be hearing from Sister Therese about this in the near future.

Sister Therese is planning to return to the luncheon format for recognizing faculty service and achievement, unless the faculty request otherwise. The President is open to faculty ideas and suggestions regarding this matter

4. **Minutes.** The Minutes of the meeting of February 4 were approved with a spelling correction.
5. **Treasurer.** Seventy-eight members have paid dues. \$1296.24 is in the account. Some of that amount will be used for memorial gifts.

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6. **Motion – Core Requirements: Degree Completion.** Daniel Cowdin, a member of the Core Curriculum Advisory Committee, presented a Motion that the Assembly endorse a proposed rearrangement of the new Core Curriculum requirements into a 4-credit format for students in the Degree Completion Program. The Motion was seconded.

The following were some of the concerns that were raised: How can a Core program with 3-credit courses be reworked into a program with 4-credit courses? How does a student transfer a 3-credit course earned elsewhere into a set of 4-credit requirements? How can two 3-credit foreign language courses in the on-campus Core program be equivalent to one 4-credit language requirement in the Degree Completion program?

The following were some of the responses to concerns: The 4-credit Core courses in the proposed Degree Completion Core are not new courses; they are the present Core courses adapted to four credits. || If a 3-credit course earned elsewhere is accepted for a Core requirement, the missing fourth credit will be made up in another course. || The smaller classes in the Degree Completion program allow for more intensive work in foreign language courses. || The students in Degree Completion are very dedicated and they come to classes after a long day of working; every consideration should be given to their special scheduling needs. The 4-credit format, which has been in place since the beginning of the program, is the most efficient and convenient way for these students to earn their degree.

At 1:55 PM the Motion passed in a paper ballot:

46 YES 20 NO 5 ABSTAIN

A copy of the proposal will be appended to the on-line version of the Minutes.

7. **Motion – Minor and Concentration in Women’s Studies.** Virginia Walsh, RSM, Chair of the Department of Sociology/Anthropology, presented a Motion that the Assembly endorse the following:
- a. Minor in Women’s Studies (for students not majoring in Sociology or Anthropology), and
 - b. Concentration in Women’s Studies (for students majoring in Sociology or Anthropology).

The Motion was seconded.

The following are some of the concerns that were raised: Instead of singling out women’s studies, the University should offer students a broader program that looks at larger issues, such as gender, ethnic matters, racism, and war. This would attract more students. Women’s Studies could be part of that larger program || The wording of the proposal is confusing.

The following were some of the responses to concerns: The Mercy tradition gives a high priority to issues of women and children. || There are Women’s Studies programs in other Mercy institutions. || The proposal is reflective of the resources available at the University today – the existing expertise and courses. Additional electives will be available as needed.

It was noted that “SOC 470” in the proposal is a misprint and should be “SOC 490.”

At 2:12 PM the Motion passed in a paper ballot:

57 YES 10 NO 3 ABSTAIN

A copy of the proposal will be appended to the on-line version of the Minutes.

8. **Memorandum on “Privacy/Confidentiality.”** The Speaker noted that over thirty members of the faculty had contacted her and asked that she bring to the floor a memorandum sent to faculty and staff by the Offices of Human Resources, February 5, 2005, “RE: PRIVACY / CONFIDENTIALITY.” Attached to the memo was a document entitled “Salve Regina University / Employee Confidentiality Agreement.” At the bottom was the statement, “Please read, sign and return to HR by 3/1/05.”

In a lengthy discussion, members of the faculty noted a considerable number of problems, inconsistencies, inaccuracies, and legal confusions in the memo and Confidentiality Agreement.

James Terry, University Registrar and member of the committee that drew up the Confidentiality Agreement, explained that the Agreement was meant to be one policy that would apply to the University community and not just to the faculty. He noted that it needs further work; he supports the idea of working with the faculty to improve this policy document. The Confidentiality Agreement was intended as a sign of a good faith effort to comply with federal regulations; it is modeled on similar policy documents used at other institutions. If the University is subject to litigation, it can say that it was making good faith efforts to protect privacy and confidentiality. Faculty are not required to sign the Agreement. There is no penalty for not signing.

During further discussion it was noted that the memo and Confidentiality Agreement came from Human Resources and a committee. The President, the academic administration, and faculty were not involved in the writing of the Confidentiality Agreement.

A Motion to adjourn ended the meeting at 3:00 PM.

Appendix

Degree Completion

Proposal: That the Salve Regina University Core Curriculum be offered in the Degree Completion Program in the following format:

Common Core

Portal Course	4 cr.
Literature	4
Religious Studies	4
Philosophy	4
Capstone Course	4

Core Complement

1 Visual and Performing Arts	4 cr.
1 Science	4
2 Social Science	8
1 Mathematics	4
1 Foreign Language	4
1 Religious Studies	4
TOTAL	48 Cr.

Rationale:

To be effective and attractive for its target student population, the Degree Completion Program delivers courses in a 4-credit hour model. The student population for this program consists of non-traditional-age students who are completing their academic programs on a part-time basis, either at satellite locations or by extension, often while pursuing full-time professional careers; the traditional 3-credit course model would protract their time of study and would make finishing their degrees at Salve Regina University impractical and prohibitive.

The proposal preserves the total number of credits for the Core (48) and also the nine areas of the original model. It also maintains all five of the Common Core courses.

In response to faculty concerns, the total number of credit hours required for graduation in the Degree Completion Program has been made consistent with the 128 credit hours required of other undergraduates; similarly, the number of hours that Degree Completion students may transfer in to Salve Regina University has also been made consistent with the policy of the Newport campus undergraduate program.

Proposal for Sociology/ Anthropology Concentration in Women's Studies

The Women's Studies Concentration is an interdisciplinary program that considers gender both as a critical field of inquiry and as a social construct that influences the experiences, relationships, and outcomes of women in society. Students in the program will seek to understand how women affect, and are affected by, cultural, religious, economic, and political structures and conditions. Particular emphasis will be given to the intersections of gender with race, class, and sexuality in diverse social and cultural contexts.

This concentration was prepared in response to a general interest in the field as well as one way in which Mercy Higher Education may fulfill its mission of providing the means for "investigation and accountability regarding issues of justice for women, especially..... within Mercy ministries."

Courses for the concentration include the following required courses for the major (18 credits):

Sociology (18 Credits)

- SOC 110 Sociological Perspective
- SOC 211 Race & Ethnic Relations
- SOC 311 Social Theory
- SOC 412 Research Methods

Anthropology (18 Credits)

- APG 110 Human Diversity
- APG 211 Race & Ethnic Relations
- APG 222 Historical Archaeology
- APG 311 Social Theory

SOC 490 Senior Seminar
SOC 491 Internship*

APG 412 Research Methods
APG 335 Globalization & Cultural

Dynamics

* Internship in a related field of Women's Studies

In addition, the course "Women in Society" and three electives from the following selection of existing courses are required.

ADJ 415 Women in Crime
APG 230 Gender and Sexuality
BIO 160 Biology of Women in Health and Disease
RST 370 Women in the Christian Tradition
RST 375 Women of the Bible

Additional Electives will be available as they are developed

Proposal for Sociology/ Anthropology Minor in Women's Studies

The Women's Studies Minor is designed for those students who are currently majors or minors in other disciplines and who wish to consider gender as a field of inquiry in their various fields. Students in the program will seek to understand how women affect, and are affected by, cultural, religious, economic, political and legal structures in society.

Courses for the minor include six required courses (18 credits), three of which are core requirements. In addition, the course "Women In Society" and two electives from the selection of existing courses are required.

Required Courses

SOC 110 Sociological Perspective
APG 335 Globalization and Cultural
SOC 311 Social Theory
SOC 243 Women in Society

Electives for SOC / APG Minor

ADJ 415 Women in Crime
APG 230 Gender and Sexuality
BIO 160 Biology of Women in Health and Disease
RST 370 Women in Christian Tradition
RST 375 Women of the Bible

Additional Electives will be available as they are developed