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10-6-2016

### Faculty Assembly Minutes, 10-6-16

Salve Regina University

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## **Faculty Assembly, 10/5/16**

3 pm, Ochre Court

Click in—52 (quorum)

Reflection—Lisa Zuccarelli.

Approval of minutes—no corrections, unanimous acceptance by voice vote

Lisa's thanks, opening remarks

Mary Lou Lyons—thanks for agreeing to be parliamentarian

## **Speaker's Report**

### **Initiatives**

Committee Responsibility Review: The chairs of committees have been asked to review the charge and responsibilities of their committees to find ways they interface with other committees and entities in the university, look for inconsistencies or errors or protocols that are vague or confusing.

Faculty Manual Internal Review: The method of changing the faculty manual have been unclear for quite some time. The Faculty Manual Commission must make all approvals, but their way suggestions get to the Commission have not been reviewed. The Executive Committee would like our Manual to be a living document. A procedure for making changes needs to be designed. As well, the manual contains a number of inconsistencies and redundancies that should be corrected.

Faculty Mentoring: The executive Committee will be exploring ways that senior faculty faculty can mentor junior faculty as they progress through the tenure track. This effort was started a few years ago by Dr. Cook and met with good success, so a program similar in design may be effective.

Treasurer's Report—Emily Colbert Cairns

ADJ provides snacks next month

\$26.00 in the coffers

**Motion:** In light of the very low pass rates, and in response to the recommendations of the University Writing Center, the Core Review Committee moves that the UNV 102 "test out" option be discontinued.—Margaret Svogun

Seconded.

Motion as written passes on voice vote—no UNV 102 test out

Top Priority Survey Results

Group 1:

Faculty Governance

Diversity in hiring  
Promotion and tenure  
**Workload**  
Academic Rigor

Group 2:

Academic Integrity  
Diversity-curriculum  
Graduate education  
Student/faculty scholarship  
Career preparation

Combined: Workload, Academic integrity, diversity-curriculum, student-faculty scholarship  
Academic rigor, promotion/tenure, faculty governance, career preparation,  
diversity in hiring, graduate education

### **Initial Conversation on #1 Top Priority**

Fifteen minutes to be devoted to discussion—initial conversation about workload  
Small groups—what are most onerous parts; how might we make these less onerous  
Listen to some responses in the large group  
Collect your ideas

A few ideas expressed to the group as a whole:

- \* Two tracks for professors—teaching and research tracks
- \* Survey faculty to see if they would be interested in that
- \* Look at peer institutions and how they deal with workload issues
- \* Anxiety— untenured faculty; Faculty Manual vague about what service means—only elected committees?; need to work on Faculty Manual; formalize mentorship program; untenured people thrust into program director and chair positions; some departments struggling with shortages
- \* More equitable balance—create a slate (looking at distribution more clearly and carefully)
- \* We're working 24/7 (email?); feel pressure to respond immediately; not enough time for lunch break, no common break time; space for faculty to meet?
- \* Teaching load too high for scholarship; 4/3 very hard to do both well (conferences, scholarship, teaching); students are suffering because we have too many courses/students
- \* Ineffective systems that generate extra work (IT!); committees that generate reports and nothing happens; need to quantify the weight each faculty member is carrying—equitable teaching loads, advising, committee, number of students taught, etc. Transparency regarding what we do.
- \* Research assistants (particularly for junior faculty); work studys aren't always enough

Collection of ideas

## Announcements

- \* Library News (Dawn Ensellem): Annual Survey; library a key place on campus; instruction sessions; library instruction; way to improve—standardized informational literacy at different stages in the Core and programs; more connections between library and faculty (and departments); faculty concerns—loss of URI and Brown, HELIN in a state of flux; moving to new catalog (World Cat); too many e-books?; library facilities—stale air, yucky furniture, lack of reading spaces; trends
- \* Diversity Task Force (Emily Colbert Cairns): four short items they're working on; speakers to campus; assessing university inclusivity from faculty, staff and student; Emily Colbert Cairns is Chair
- \* Adjunct Report (Peter Colosi): lots of feedback/input; concerns—doable, doable with effort, not doable; (1) better information sharing (2) inclusion/invitations (going too fast)
- \* Curriculum Committee and Sharepoint Revisited (Tom Arruda): What we do—curricular changes submitted by departments; Elaine Forsythe on updates to Sharepoint
- \* Social Committee: festivities!; life events (condolences, etc.); let them know if you're interested
- \* PhD program and Humanities Conference: early November; stress to students to read handbook
- \* Poetry of the Wild: October 26<sup>th</sup> meeting, 3 pm in Antone—art boxes with poetry in them, looking for classes to get involved
- \* Other Announcements: FACSB (Bernard Munge)—consider volunteering (Jameson Chace chair)
- \* Major/Minor Fair (James Mitchell) (October 26<sup>th</sup>)
- \* Jon Marcoux—Historical Preservation Conference (next week)
- \* Dean de la Motte—Emily CC, Hispanic Film Festival (five films)
- \* Early progress reports due Friday

127 faculty (only 51 present)

Call to adjourn

Meeting adjourned (4:34 pm)