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10-5-2016

Faculty Assembly Powerpoint Presentation 10-5-16

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FACULTY ASSEMBLY

OCTOBER 5, 2016

AGENDA

FACULTY ASSEMBLY Wednesday OCTOBER 5, 2016

3:00 pm – 4:30 pm State Dining Room, Ochre Court

- I. Call to Order and Quorum Count*
- II. Reflection
- III. Approval of the Minutes of the Faculty Assembly Meeting of April 27, 2016*
- IV. Speaker's Report - New Beginnings and Initiatives for this Semester
- V. Treasurer's Report – Dr. Colbert-Cairns
- VI. ACTION ON A MOTION* Core Review Committee - Dr. M. Svogun
- VII. Results of "Top Priority" Surveys
- VIII. Initial Conversation on Top Priority #1
- IX. Scheduled Announcements (will begin at approximately 3:55 pm)

Library News – Ms. Emsellem-Wichowski
Diversity Task Force- update Dr. Colbert-Cairns
Adjunct Report (carried over from last year) Dr. Colosi
Curriculum Committee and SharePoint info - Dr. Arruda
Social Committee - Drs. Bloom and Moore
PhD program/Humanities Conference – Dr. Condella
Poetry of the Wild Project – Dr. McClanaghan

X. Other Business/Announcements

Adjournment*

**Please attend the UNIVERSITY SEMINAR EXPOSITION immediately following
The Faculty Assembly Meeting in Ochre Court.**

*Denotes action items

Quorum Count:

127 regular voting members

40%=51 members for quorum

1. Click 1/A

LORD, make me an instrument of thy Peace.
Where there is hatred, Let me sow Love;
Where there is injury, Pardon;
Where there is Doubt, faith;
Where there is Despair, hope;
Where there is Darkness, Light;
And where there is sadness, Joy.



O, Divine Master, grant that I may
not so much seek to be consoled, as to console;
To be understood as to understand;
To be Loved, as to Love;
For it is in giving that we receive; it is in Pardoning
that we are Pardoned,
and it is in Dying that we
are born to eternal Life. ❤️



Approval of the Minutes

Speaker's Report

- Welcome
 - New Beginnings
 - The past informs the present
 - 1/64th of an inch
 - JACKPOT!!
 - Dominican Ideal
- Initiatives
 - “Top Priorities” Conversations
 - Committee Responsibilities Review
 - Faculty Manual Internal Review
 - Faculty Mentoring Program

Treasurer's Report



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 UNV102 “test out” option be discontinued.

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- | | |
|------------|-----|
| 1. Yes | 33% |
| 2. No | 33% |
| 3. Abstain | 33% |

“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 groups

- 1st Workload
- 2nd Academic integrity
- 3rd Diversity-curriculum
- 4th student faculty scholarship
- 5th (tie) Academic Rigor
- 5th (tie) Promotion/tenure
- 5th (tie) Faculty governance
- 8th Career preparation
- 9th (tie) Diversity in hiring
- 9th (tie) Graduate education

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

- Form small groups of 2 or 3 persons
 - Gather some ideas of what this means to you
 - Answer a few questions in your conversation:
 - 1a. What is (are) the most onerous part(s) of the workload?
 - 1b. What are some ways to make these less onerous?
 - 2. What important activities does our workload prevent you from doing that you would like to do?
- Listen to some responses in the large group
 - Collect your ideas

Announcements

- Diversity Task Force
- Library News
- Adjunct Report
- Curriculum Committee and Sharepoint Revisited
- Social Committee
- PhD program and the Humanities Conference
- Poetry of the Wild
- Other Announcements?

Adjunct Professor Concerns Summary of Initial Results

Peter J. Colosi, PhD

Department of Philosophy

Liaison between adjunct professors and faculty assembly

(April 27, 2016)

I received numerous responses

- Phone calls from adjunct professors
- Emails from adjunct professors
- Meeting with adjunct professors (Feb. 23, 2016)
- Minutes from past 2 years' meetings w/ adjunct professors
- Some full time faculty approached me with ideas



Concerns can be:

1. Easily doable
2. Doable, but with effort
3. Not doable

The 6 areas of concerns

1. Information sharing/communication
2. Inclusion/Invitations
3. Mentoring of adjuncts
4. Office Space
5. Benefits/“perks”
6. Contracts

1. Better information sharing

Adjuncts would like more information on:

- The advising process for students (Ans.: only FT advise)
- Department and University goals
- University resources for adjuncts (copy cards, gym, other services)
- Information from department chairs.

Possible solutions:

- AA does send an information letter (and other documents) with their contracts. Does the letter need revision? In conjunction with CTL?
- Occasional Newsletter to adjuncts (from Provost and/or department chairs)
 - AA would like to develop this.
- Create a best practices document as reference for Chairs

2. Inclusion/Invitations

- University website: Add adjuncts to department pages
 - Done!
- Invite adjuncts to some department meetings or other department activities?
- Commencement, Convocation, Christmas party, etc.
 - Convocation is open to all and there is ample seating.
 - Commencement, space is extremely limited.
 - Space is an issue for some events. (create a new event?)
- Many on campus events are open to entire Salve community

3. Mentoring

- Adjuncts expressed desire for:
 - Advice from experienced full time faculty
 - Regular departmental review of adjunct teaching
 - Thorough orientation for all new adjuncts
 - Ans.: This has been tried with little participation from adjuncts.
 - Perhaps a virtual orientation?

4. Designated office area (or space)

- Faculty suite (007) is great, but not sufficient
 - Could there be a place in each building for adjuncts?
 - Answer: Unfortunately, not at this time, focus is on FT faculty having single spaces.

5. Benefits

- Higher pay: Roger Williams: \$4850; Salve: \$3600
- Increase teaching limits
 - Current: staff (8 credits/yr.); adjunct (12 credits/yr.)
 - Could adjuncts waive right to full benefits?
- Tuition remission for credit courses at Salve/audit for free (HR question?)
- Seniority system? Guaranteed courses, higher pay for length of service
 - (Ans.: This would require teaching evaluation)
- Recognition of/gratitude for loyalty
- Mailbox – maybe in CTL (to receive desk copies, et. al.)
- Administrative/secretarial support?
- Adjunct emails: stop removing them from the system (Microsoft 365 solve this?)
 - Students want to write; letters of rec

6. Contracts

- Other local universities are able to confirm contracts well before the courses begin; whereas at Salve, contracts often confirmed 5 days before course (occasionally contract arrives after course has begun).
- Our Adjunct professors prefer Salve, but need to secure contracts for financial reasons.
- Can this situation be reevaluated?
 - This is always a challenge
 - Can Chairs help in some way?

Response

- The adjuncts who responded said these slides capture well their concerns.
- My role:
 - Just to collect/collate the concerns and possible resolutions
 - Share that with executive committee and faculty assembly
 - Pass that information on to those who are in the respective offices responsible for each
 - I very much enjoyed getting to know the adjunct professors, and now I see them on campus and chat.
- Feel free to write to me or call with ideas:
 - peter.colosi@salve.edu
 - x 3141

Announcements

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2016-2017 Curriculum Committee:

Thomas Arruda - Chair

Jameson Chace

Patricia Combies

Debra Grosskurth

Laurie Harper

Louise Monast

John Rok

David Smith

Sharon Stager

Donald St. Jean

Proposal due date to curriculum committee	Vote/approval date at faculty assembly
Monday, September 19 th	November 2 nd
Monday, October 24 th	December 7 th
Monday, December 12 th *	February 1 st
Monday, January 16 th	March 1 st
Monday, February 20 th **	April 5 th
Monday, March 20 th	May 3 rd

*Proposals for new courses to run in the Fall 2017 semester are due no later than this date. Proposals received after this date cannot be added to the Fall 2017 schedule as per the Office of the Registrar.

**Catalog changes are required to be submitted to the curriculum committee by this date for April approval.

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FACSB –consider volunteering

- Jameson Chace (chair)
- Bernard Munge
- Esther Alarcon Arana
- Emily Colbert Cairns
- Sr. Patricia Combies
- Craig Condella
- Bert Emerson
- Carol Gibbons
- Robin Hoffman
- Anthony Mangieri
- Jon Marcoux
- Amanda Minor
- John Quinn
- Ernest Rothman
- Matthew Solomon
- William Stout
- Susannah Strong



Reminder:

University Seminar Exposition

right here in Ochre Court after this meeting!!

Adjournment