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Faculty Assembly

May 1, 2019

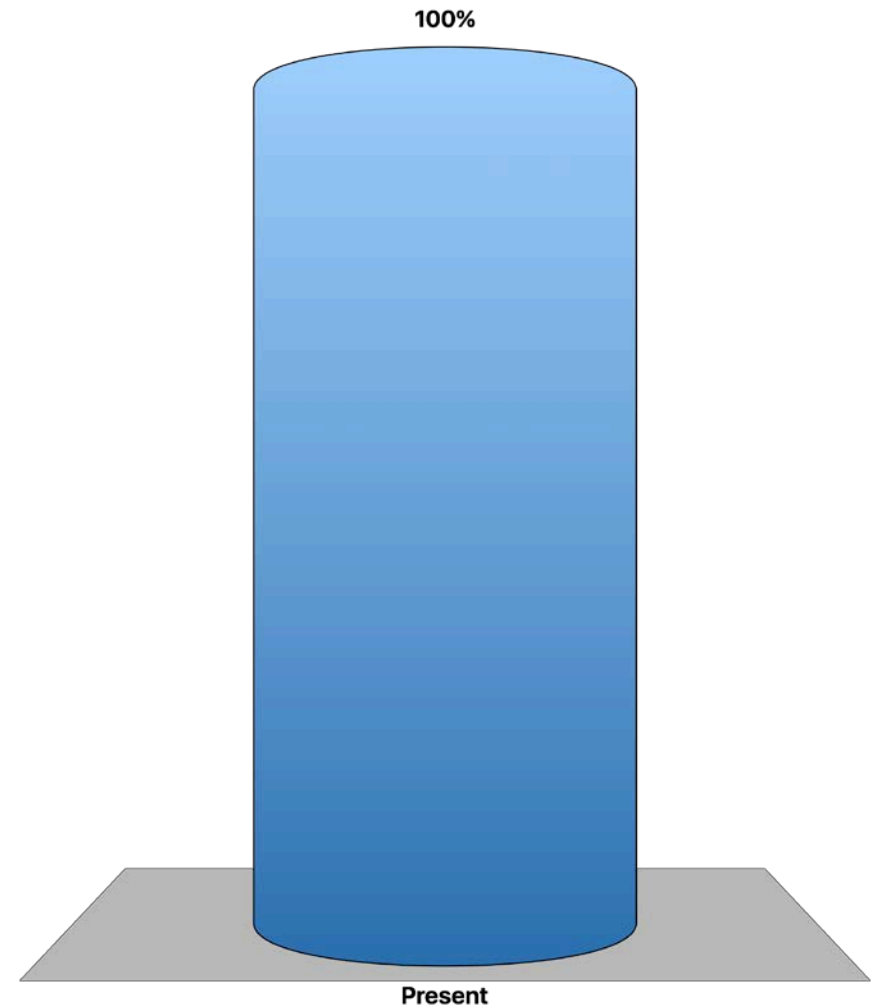
Agenda

- I. Call to Order and Quorum Count*
- II. Reflection (Sister Jane)
- III. Approval of the Minutes of the Faculty Assembly Meeting of April 3, 2019*
- IV. Updates
 - Congratulations to the newly elected members of committees
 - Director of Faculty Development (Chad Raymond)
 - Director of FY Advising (Hannah Cazzetta)
- V. Sharing Faculty Scholarship (Elaine Silva Mangiante and Jennifer McArdle)
- VI. Diversity and Inclusion
 - SGA representatives
 - Provost, Nancy Schreiber
 - Diversity & Inclusion Task Force and Faculty Fellows (Emily Colbert Cairns)*
- VII. Elections Committee – Election of the Speaker of the Faculty Assembly
- VIII. Committee Reports
 - Slate of Reports*
 - Curriculum Committee*
 - CRC and CC proposal*
 - Nominations and Elections Committee
 - Rank and Tenure Committee
 - FACSB proposal
- IX. Announcements
- X. Adjournment*

Quorum Count

A. Present

N = 53





Sister Jane Gerety





Our Vision

The world desperately needs a new kind of leadership – one predicated on a willingness of leaders to turn empathy into action, to walk with others through the challenges of our world, and to empower others. Mercy captures these characteristics of leadership.

As a premier Mercy institution, Salve Regina University offers an education that is built on the power of Mercy to change the world. We challenge ourselves to achieve academic excellence through disciplined development of skills and knowledge, and to cultivate the spirit of Mercy within ourselves – to see, to care, and to act for the good of others. Mercy empowers.

Peace Prayer of St Francis

Lord, make me an instrument of your 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;

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.

Amen.



Approval of the Minutes

April 3, 2019

UPDATES

Congrats! New Committee Members

Core Review Committee

Dr. Donald St. Jean
Dr. Anne Reid

Curriculum Committee

Mr. Peter Davis
Dr. Louise Sullivan
Dr. James Mitchell

Evaluation Process Committee

Dr. Kaitlin Gabriele-Black
Dr. Oyenike Balogun-Mwangi
Dr. Robin Hoffman

Faculty Assembly Executive Committee

Dr. Madeline Esch
Dr. Elizabeth Fitzgibbon
Dr. Heather Axen

Faculty Rank and Tenure Committee

Dr. Martha Rose
Dr. Jen McClanaghan
Dr. Anthony Mangieri

Grievance Committee

Dr. Dean de la Motte

Nominations and Elections Committee

Dr. Louise Sullivan

Sabbaticals Committee

Dr. Elizabeth Bloom
Dr. William Leeman
Dr. Steven Symington
Dr. Elaine Mangiante
Dr. Esther Alarcon-Arana

Thank You For Your Service!

Core Review Committee

Dr. Anthony LoPresti
Dr. Jon Marcoux

Curriculum Committee

Dr. Jameson Chace
Mr. David J. Smith
Dr. Debra Grosskurth

Evaluation Process Committee

Dr. Andrea Chait
Dr. Patricia Combies
Dr. Craig Condella

Faculty Assembly Executive Committee

Dr. Troy Catterson
Dr. Anthony LoPresti
Dr. Amanda Minor

Faculty Rank and Tenure Committee

Dr. William Stout
Dr. Robin Hoffmann
Dr. Donald St. Jean

Grievance Committee

Dr. Carol Gibbons

Nominations and Elections Committee

Ms. Lindsay Guarino

Sabbaticals Committee

Dr. Dean de la Motte
Dr. Carol Gibbons
Dr. Jayme Hennessy
Dr. John Quinn

Davis Educational Foundation
Civic Engagement Fellows

Posters and Reception

Immediately Following the Assembly

EAST WING, FIRST FLOOR of O'HARE

Refreshments Provided

Introductions

- Chad Raymond, Director of Faculty Development
- Hannah Cazzetta, First-Year Academic Advisor

Sharing Faculty Scholarship

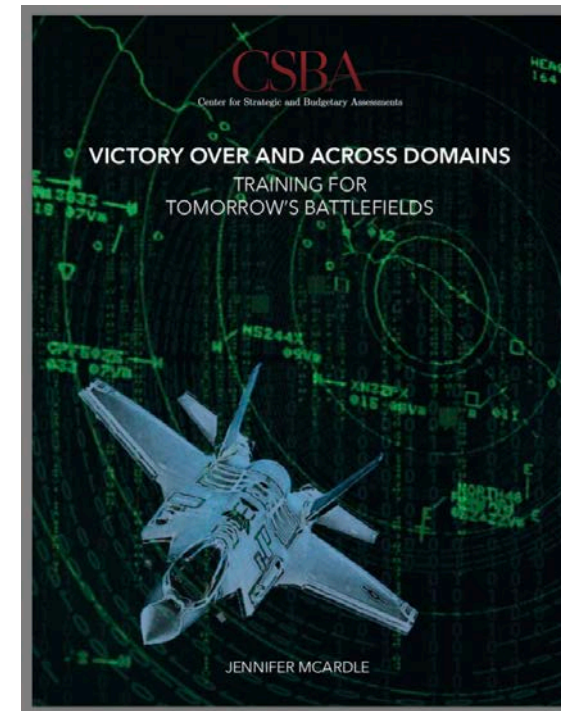
Peter Colosi

Elaine Silva Mangiante

Jennifer McArdle

Jennifer McArdle, ADJ

1. US competitors and potential adversaries plan to use cyber operations against US military assets. The US and allies must train for these contingencies.
2. In conjunction with ADJ students, employed a multi-pronged approach to develop realistic cyber effects for inclusion in military training.
3. ADJ findings are now being employed by the US, Australian, Canadian, and UK militaries and select defense industrial base corporations.
4. Upcoming Congressional briefing and NATO report with ADJ findings.



Diversity and Inclusion

Race Climate on Campus and Moving Forward

Maria Hendrickson and
Izabella Solivan



Focus Groups

- December 11th & 12th
- Four sessions total, two on each day- 2:00 pm & 6:00pm
- Each session had one student facilitator (different for each session)
- Izzy from SGA, attended each session and took notes along with direct quotes from participating students.
- In total, 30 students participated in the focus groups.
- Each session lasted about 1 hour and 30 minutes

Student Testimonies

- Each of the participants were asked to submit a testimony answering the following questions:
 - How has your experience on campus been as a student of color, or as someone who has a diverse multicultural background? Please list any/all positive or negative experiences.
 - If you could change anything about your experience at Salve, what would it be?
 - Where or with whom do you find support on campus? Please note that it can be academic, social, or emotional support?
- Of the 30 participants, 29 were anonymously received.

Themes

- Marginalized, tokenized, and targeted in & outside the classroom.
- Inability to be one's true self without fear of judgement.
- Lack of diverse faculty, staff, and administration.
- Cultural competency for staff, administration, and especially faculty to better facilitate classroom discussion on race.
- Transparency following an incident.

Student Voices

- “It is as if we are trophies. Taken out to impress people, but put away when we are no longer needed.”
- “However, stereotypes in our society today are breaking up communities instead of uniting them.”
- “I find it a disservice to the culture of the campus when I am surprised that there is another person of color in the same classes as me.”
- “Something must be put into action as the mission of Salve is to live in a world that builds a community that is harmonious, just and merciful.”

Questions ?

For further information, conversion or questions, please contact:

Izzy Solivan- i.mangualsolivan@salve.edu

Maria Hendrickson- maria.hendrickson@salve.edu

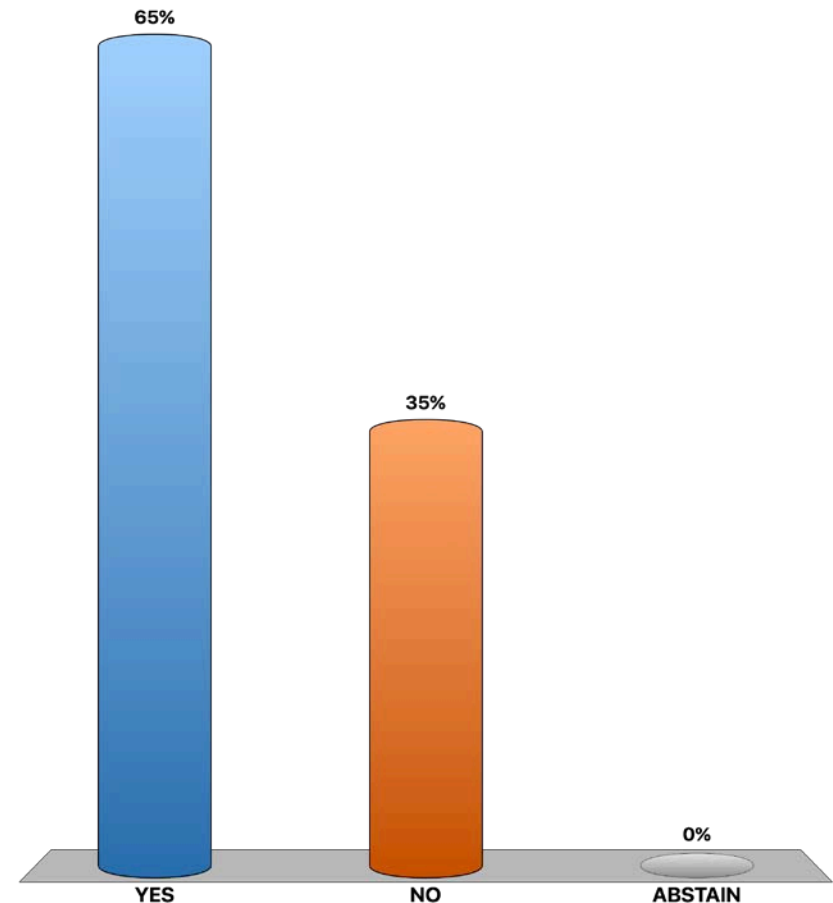
Motion (by Tony LoPresti)

That the Executive Committee appoint an ad hoc committee to conduct a review of Salve Regina's academic programs in order to identify areas that incorporate issues of racial diversity and inclusion in the classroom. Following the review, the ad hoc committee will make recommendations to more deeply incorporate racial diversity and inclusion into existing classes, where appropriate, or through the creation of new classes to reach all students.

Create an ad hoc committee to conduct a review of Salve Regina's academic programs in order to identify areas that incorporate issues of racial diversity and inclusion in the classroom

N = 60

- A. YES
- B. NO
- C. ABSTAIN



Diversity & Inclusion Task Force & Faculty Fellows

Emily Colbert Cairns (chair)

Art Frankel

Mary Montminy-Danna

Troy Catterson

Esther Alarcon Arana

Tracy Pelkowski

Jodie Goodnough

Craig Condella

Madeleine Esch

Christina Martin

Julia L'Europa

Jeroen van den Hurk

Motion to include the following questions on the end of semester course evaluations:

1. “Considering both the possibilities and the limitations of the subject matter, in which ways does the course promote diversity and inclusion?”
2. “How well did the instructor create an environment in which the students felt included, appreciated and respected?”

Troy Catterson amendment to motion

- **I MOVE THAT THE FOLLOWING PARAGRAPH BE ADDED TO THE END OF THIS MOTION:**
-
- **These questions are meant solely to assist the course instructor in improving the course content and promoting an environment that is welcoming and inclusive. They are not intended to constitute evidence that would serve as an evaluative basis for decisions concerning promotion, tenure, or the continuation of employment at Salve Regina University.**
-
- **Accordingly, only the instructor will have access to the student responses to these questions. All uses of the information garnered from these questions by the administration, faculty, or any other organ of Salve Regina University are contingent upon the prior consent of the instructor to release this information. The instructor shall not be required to include the results of these questions in dossiers constructed for promotion, tenure, or any other report that the university uses for the purposes of employment or evaluation.**

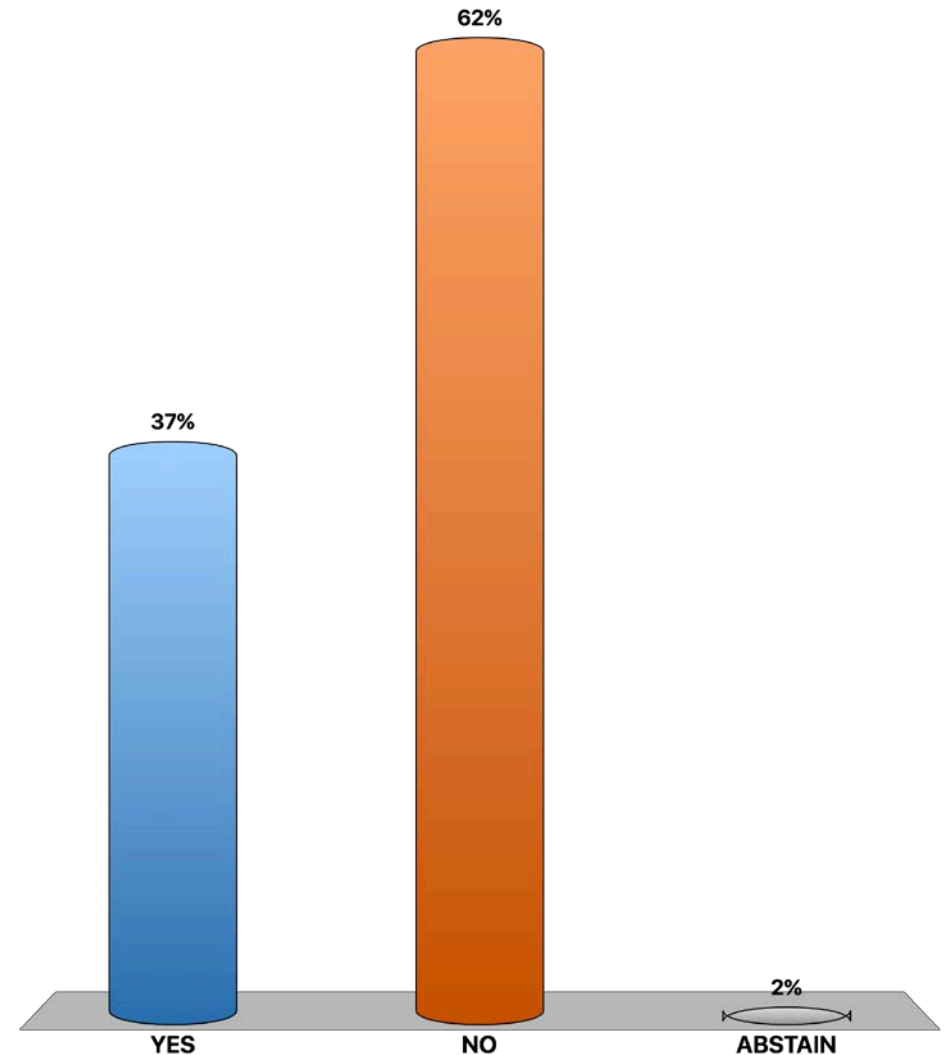
To accept the amendment

A. YES

B. NO

C. ABSTAIN

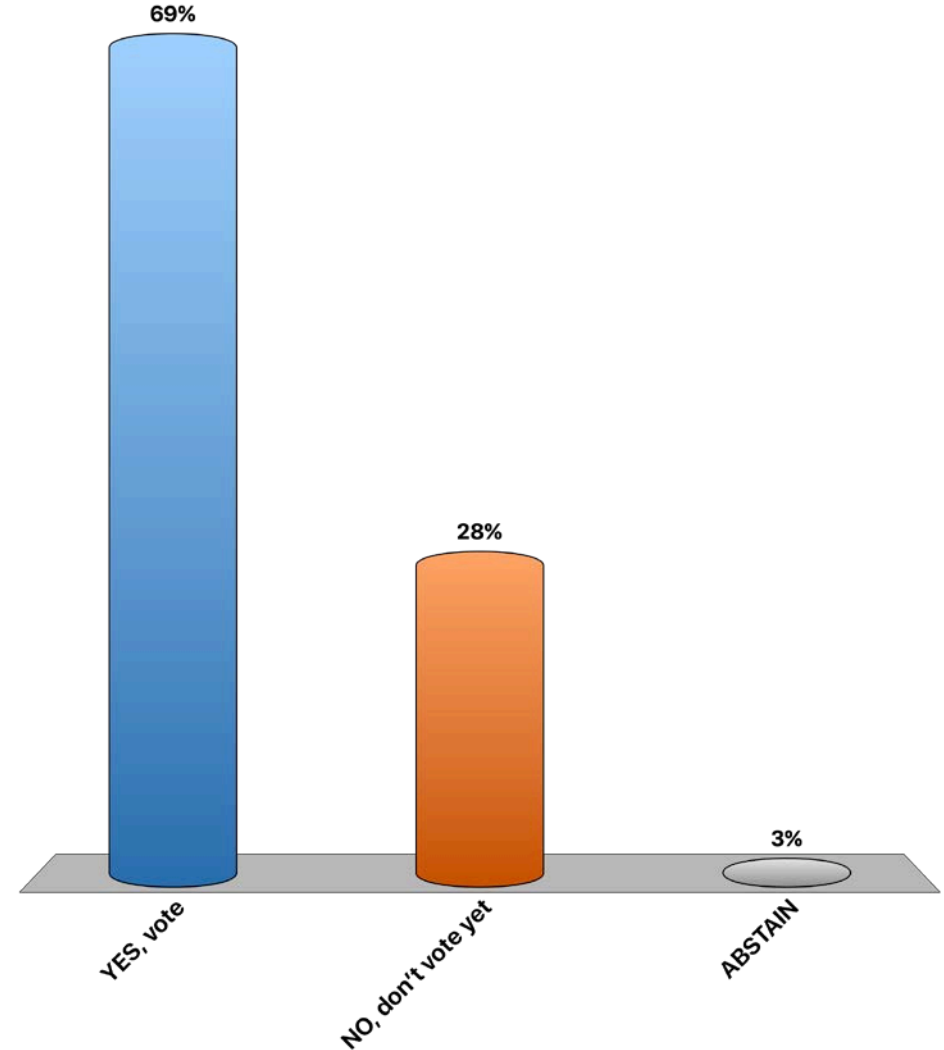
N = 60



Calling the Question

- A. YES, vote
- B. NO, don't vote yet
- C. ABSTAIN

N = 60



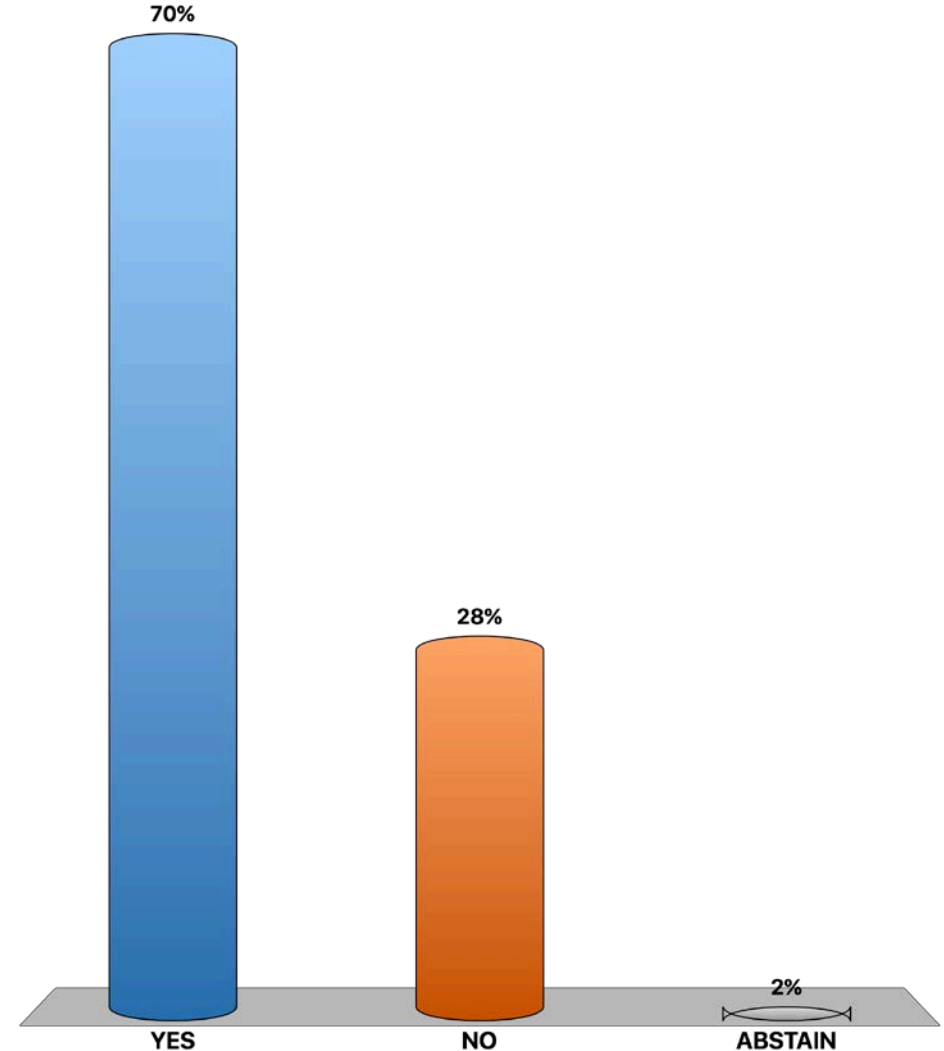
Include proposed questions in the student course survey

N = 60

A. YES

B. NO

C. ABSTAIN



Election of Speaker of the Faculty Assembly 2019-2020

Faculty Assembly Executive Committee

<u>Term Ends 2020</u>	<u>Term Ends 2021</u>	<u>Term Ends 2022</u>
Dr. Peter Colosi	Dr. Jameson Chace	Dr. Madeline Esch
Dr. Jon Marcoux	Dr. John Quinn	Dr. Elizabeth Fitzgibbon
Mr. David J. Smith	Ms. Susannah Strong	Dr. Heather Axen

COMMITTEE REPORTS

Slate of Committee Reports

Curriculum Committee

May 1, 2019

Proposals Ending 30-Day Review for today

Minor Changes to Existing Program: No Vote Required

- New Course: PSY Contemporary Families
- Remove Course: INR 534 Environmental Justice
- MCL: World Languages Education
- Four New Electives: RTS

Proposals Ending 30-Day Review for today

Credit Changes to Existing Programs: Vote Required

- Music and Music Education
 - MSI Individual Instruction 1-credit at every level
 - 44 credits reduced to 40 credits
- Global Business and Economics
 - Replace ECN 317 and ECN 411 with one ECN elective (200-level or above)
 - 63 credits to 60 credits

Nominations and Election Committee

Lindsay Guarino

Elections Data:

Voter Turnout

- 75% of eligible faculty voted in the election

Statements of Interest:

- 61% of nominees submitted statements
- 81% of the top vote-getters submitted statements (17/21)
 - *Discrepancies between highest vote-getters and final committee lists*
 - Lessened the amount of people who accepted nominations

Technology:

- Tech issues were minimal

Distribution of votes:

- Distribution of votes was much more decisive. People were elected with a higher percentage of votes than previous years.

Recommendations:

- More streamlined process to collect basic information from faculty used to determine election process eligibility
- Require personal Statements of Interest for each nomination accepted
- Remove the PP and A&S designations

ANNOUNCEMENTS

Ad Hoc Scholarship Sharing Committee

Committee Members:

Esther Alarcon-Arana

Heather Axen

Peter Colosi

Elaine Silva Mangiante

Sharon Stager

Please write to anyone of us if you would like to give a
5-minute presentation in the 2019-2020 Academic
Year!

May Workshops 2019 *(Draft 3)*

Tuesday, May 21

9 am -1 pm Faculty Development Workshops, 4 concurrent 45 min sessions

Noon-1:15: New Department Chair Orientation, O'Hare 103

1:15-2:30 pm All Dept Chairs meeting, O'Hare 103

2:45-3:45 pm Updates from Malcolm, Sami, Fowler, etc. O'Hare 160

4 pm Provost addresses Faculty, O'Hare 160

5 – 6 pm La Forge social afterwards

Wednesday, May 22

9-10 Committee Chairs Meeting

10-12 NECHE community address, led by Carol Anderson, O'Hare 160

noon- 1 pm NECHE Lunch with Carol and Chairs of each standard, O'Hare 103

1:30- 3:00 pm (9 rooms designated) NECHE Committee work

Thursday, May 23

Morning Concurrent: Academic Narrative Workshops, First Year Advisor Workshops

Afternoon: Discussion of Draft Integrity Policy

It Takes a Village 2019 Faculty Development Workshops

Tuesday, May 21

8am: coffee and donuts

9am-1pm: workshops

***TAKE the Library
Survey!***



	Library Rm 106	2nd floor CRC	3rd floor	Lab
9am	Symington, Reid: Integrative Capstone	Research the Write Way - Vaandering/LaChapelle	Fulbright - Fitzgerald	Using Webex - Titus
10am	Head in Cloud - Titus	First Book - Neary/Colbert- Cairns/Harrington-Lueker	Mental Health - de Carvalho	Don't Get Hacked - McDonnell/Marshall
11am	My Salve Training - Bertram/Dumont	Lighting Rounds	Charity and Clarity - Colosi	Pedagogy LMS - Fitzgibbon/Stager
12pm	Updating Timelines - Esch	Sabbaticals - de la Motte	Plickers - Arteaga	Heart of the LMS - Fitzgibbon/Stager

ADJOURNMENT

Davis Educational Foundation Civic Engagement Fellows

Posters and Reception

Immediately Following the Assembly

EAST WING, FIRST FLOOR of O'HARE

Refreshments Provided