The College of St. Scholastica
Faculty Assembly Minutes

Thursday, August 30, 2012
9:00 AM
Somers Lounge

For off-site accessibility:

- Please call: 218-733-2220 or 800-447-5444 ext. 2220 (participant code 2059).
- Votes (yes, no, abstain) may be texted to 218-341-4368.

Call to Order – Hong-Ming Liang (9:02 a.m.)
Invocation – Aileen Beard (9:03 a.m.)
Alma Mater – (9:07 a.m.)

- Thanks to Sister Gretchen for playing piano!

Presentation of Agenda – Hong-Ming Liang (9:10 a.m.)
Approval of Committee Reports – Hong-Ming Liang (Approved 9:13 a.m.)
Approval of Minutes of May 2012 (Approved 9:12 a.m.)

- Approved with corrections: spelling of Josey Nielsen; Sue Hyndman
- Approved with corrections: James Crane – Faculty Representative to the Academic Affairs Committee of the Board of Trustees
- Concern brought forward regarding the difference between the information presented at staff and faculty assembly meetings.

VPAA Remarks – Beth Domholdt (9:13 a.m.)

- Alternate class schedule for Monday, September 10, 2012 that takes in to account the CSS Birthday Events.
- Addressed differences between faculty and staff assembly agendas.
  - Customary to have a “normal” faculty assembly without extensive reports because faculty members are busy preparing for the academic year to begin.
  - Subsequent meetings have addressed similar issues to the fall staff assembly.

Old Business – None
New Business – None
Announcements

- Darryl Dietrich and Shirley Slettedahl – Gen Ed/UGCC Transfer Course Equivalencies (9:17 a.m.)
Transition plan created for UGCC chair position.

Because of MOOC’s, the way that CSS evaluates transfer credits will be reviewed.

- Enrollment Management proposed to initiate a mass review of course descriptions from the catalogs of other colleges to make it easier to evaluate transfer of students’ previous work.
- This process will also review the different varieties of equivalencies - course, major, and general education.
- 2012-2013 is a catalogue year for the UGCC.

- Jill Dupont and Emily Johnson – Multicultural Organizational Design Team (9:21 a.m.)

  - Student Affairs began exploring the MCOD process two years ago, when CSS had record Duluth undergraduate student enrollment of nearly 600 first-year students and student compositional diversity had increased exponentially each year over a ten-year period.
  - The Multicultural Organizational Development (MCOD) Process was intended to be an institution-wide response to becoming a more inclusive campus for all students, faculty and staff, including Graduate, Extended Sites and On-Line.
  - There is representation from each of these areas.
  - Throughout the MCOD process, the Design Team will be carefully addressing how CSS can better serve students across the entire institution.
  - 80% of the faculty surveyed stated that CSS is not doing enough to create an inclusive environment.
  - MCOD – Multicultural Organizational Development

    - 20 faculty and staff from across the College are currently divided into two subgroups that are piloting MCOD in Student Affairs and the School of Business and Technology.
    - Revamp of Residential Life survey will focus on inclusivity and enactment of Benedictine Values.
    - Move toward best practices in developing inclusivity.
    - Identify new policies and strategies to implement at CSS.
    - In a year, the Design Team will reassess and decided whether or not they will continue with the current model and if other departments want to be included.
    - New diversity hiring plan.
    - Key components of the model are recruitment and retention.

  - 2012-2013 will be a year for gathering evidence/data.

- Sister Edith Bogue – HLC October Campus Visit (10:06 a.m.)
Please read the 16-page executive study for the HLC update. Reviewers on campus, Monday, October 15, 2012 and they can ask anyone anything.

- You can find both the executive summary and the full document that on the website.
- DO NOT PRINT THE FULL DOCUMENT – the graphs will not be readable. The executive summary is good for printing.

Other announcements (10:21 a.m.)
- Heidi Johnson – Homecoming Committee
  - Monday the 10th is the start of the Homecoming week.
  - Library will have a reunion.
  - Contact Heidi Johnson about volunteering for Homecoming.

Adjournment (10:13 a.m.)
Call to Order – Hong-Ming Liang (3:55 p.m.)

Invocation – Annette Simmons

• Because of technology issues, Jennifer Rosato provided the invocation.

Alma Mater

Presentation of Agenda – Hong-Ming Liang (4:00 p.m.)

Approval of August 2012 Minutes – Hong-Ming Liang (4:00 p.m.)

Vice President Remarks – Beth Domholdt, Vice President for Academic Affairs (4:01 p.m.)

• Enrollment – see handout
• Concern regarding instructor presence reports for online courses
  o This is electronic equivalent to knowing that the instructor is showing up to their class
  o The reports go only to the department chair

Old Business – none

New Business –

• Center for Teaching Excellence, Lisa Larson (4:12 p.m.)
  o Center for Teaching Excellence Advisory Committee formed.
  o Possible programs to be formed:
    ▪ Peer Coaching/Peer Consultation
    ▪ Workshops
    ▪ Lesson Study
    ▪ Book Club
    ▪ Inquiry Project

Announcements –
• HLC Update, Sister Edith Bogue (4:23 p.m.)
  o Third document added:
    ▪ Self-Study Report 2012,
    ▪ Executive Summary (16 pages summarizing each segment and reporting
      Strengths and Challenges),
    ▪ Summary of the 2002 PEAQ Comprehensive Evaluation (7 pages listing the
      items identified for institutional follow-up at the 2002 visit and the College's
      activity on those items)
  o HLC documents available in two places:
    ▪ Blackboard “HLC Self-Study,” or college’s website ACADEMICS ➔ SELF
      STUDY FOR ACCREDITATION
• Committee Introductions (4:29 p.m.)
  o Faculty Welfare Committee, Tom Zelman, chair
    ▪ Discussions of compensation, benefits, and issues revolving the faculty
      handbook.
  o Undergraduate Curriculum Committee, Shirley Slettedahl, chair
    ▪ Catalogue year
    ▪ Course Catalogue will be entirely online
  o Undergraduate Admissions Committee, Tim Trygstad, chair
  o Faculty Development Committee, Stephanie Johnson, chair
    ▪ Oct. 1 is the deadline for the first round of grants
    ▪ Small grants proposal criteria have been changed
  o Graduate Council, Brandon Olson, chair
    ▪ Policy-making body for the graduate programs
    ▪ Serve as graduate voice in college-wide policy making
  o General Education Committee, Darryl Dietrich, chair
    ▪ Revision to committee handout - Jill Gaeta will serve as the SAL
      representative to the General Education Committee
    ▪ Changes in the Cultural Diversity pathway will be upcoming

Adjournment – Hong-Ming Liang (4:50 p.m.)

Next Faculty Assembly: October 18, 2012 in S3217
The College of St. Scholastica
Faculty Assembly Agenda

October 18, 2012
3:50 PM
Science 3217

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Call to Order – Hong-Ming Liang (3:54 p.m.)

Invocation – Annette Simmons (3:54 p.m.)

Alma Mater (3:57 p.m.)

Presentation of October 2012 Agenda – Hong-Ming Liang (3:59 p.m.)
• Addition of remarks by President Goodwin
• Addition of announcement by Heidi Johnson

Approval of September 2012 Minutes – Hong-Ming Liang (4:00 p.m.)

President’s Remarks – Larry Goodwin (4:01 p.m.)
• President Goodwin wanted to make the faculty aware that the Duluth Diocese will be holding their annual Diocesan Assembly in the Mitchell. This year’s theme is “God’s Plan for Marriage.”
• The College does not take a stance on controversial political issues. The theme of this year’s Diocesan conference does not reflect the views of The College of St. Scholastica.

Vice President Remarks – Beth Domholdt, VPAA (4:07 p.m.)
• Discussion concerning the email sent on October 11, 2012 regarding PA, PT, and OT relocation to Woodland.
• The College determined the broad outlines of use for space we expect would be vacated if the College were able to reach an agreement with the developer of the former Woodland Middle School.

Old Business – none

New Business –
• Faulty Welfare Committee (4:14 p.m.)
  1. Revisions to the Faculty Handbook (Motion adopted – 4:23 p.m.)
     a. See emails sent by Thomas Zelman on October 5, 2012 and October 9, 2012.
  2. Updated Promotion and Tenure Information (Motion adopted 4:27 p.m.)
a. Changes to the wording of advice for 5-year rolling contract and tenure applicants regarding scholarly activity.

3. Anonymity of promotion and tenure meeting minutes (Motion adopted – 4:30 p.m.)
   a. Making the minutes of the promotion and tenure minutes anonymous.

Announcements –
• Higher Learning Commission On-Site Visit, Sister Edith Bogue (4:32 p.m.)
• Virtual Bookstore, Lynne Hamre
• Faculty Governance Task Force Report, Pam Bjorklund
  o Faculty Governance Survey results were distributed via email on Oct. 17 by Jeri Collier.
  o Please contact Pam if you are interested in being on the Faculty Governance Task Force.
• Centennial Time Capsule Committee, Heidi Johnson
  o Departments should have their photographs taken (contact Connie Haugen) by November 15th for inclusion in the capsule.
  o If faculty would like to leave a message, special archival paper and pens are available in the library and should be written by October 31st.

Adjournment – Hong-Ming Liang

Next Faculty Assembly: December 13, 2012 in BWC 249
The College of St. Scholastica
Faculty Assembly Minutes

December 13, 2012
3:50 PM
BWC 249

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• Votes (yes, no, abstain) may be texted to 218-341-4368.

Call to Order – Hong-Ming Liang (3:57 p.m.)

Invocation – Jen Rosato (3:59 p.m.)

Alma Mater (4:00 p.m.)

Presentation of December 2012 Agenda – Hong-Ming Liang (4:04 p.m.)

Approval of October 2012 Minutes – Hong-Ming Liang (4:04 p.m.)

Vice President Remarks – Don Wortham, VP of Strategic Initiatives (4:05 p.m.)
• What is the role of the VP of Strategic Initiatives
• What are the goals of strategic initiatives?
• What are some current initiatives at both the 30,000 ft. level and “in the weeds”?

Old Business – none

New Business –
• Approval of December graduates – Hong-Ming Liang (4:31 p.m.)

Announcements –
• Faculty Governance Task Force – Pam Bjorklund
• Retirement Committee – Kurt Lindberg and Paul Khoury (see handout/email attachment)

Adjournment – Hong-Ming Liang

Next Faculty Assembly – February 7, 2013 in BWC 249

Attachments/Handouts –
• 2012 Fall Commencement List.xlsx
• Draft Proposal Revised Faculty Governance Model.pptx
• Existing Governance Model.pptx
• Retirement Committee Dec. update.pptx
The College of St. Scholastica
Faculty Assembly Minutes

February 7, 2013
3:50 PM
Science 3217

Call to Order – Hong-Ming Liang (3:55 p.m.)

Invocation – William Battinich (3:55 p.m.)

Alma Mater (3:56 p.m.)

Presentation of February 2013 Agenda – Hong-Ming Liang (3:58 p.m.)

Approval of December 2012 Minutes – Hong-Ming Liang (3:59 p.m.)
• A concern was raised that the faculty did not receive the Dec. minutes prior to the Feb. meeting. The email that was received had the minutes, but the title of the document was incorrect. A change has been made.

Vice President Remarks – Elizabeth Domholdt, VP of Academic Affairs (4:00 p.m.)
• 2013-2014 Budget
  o FY ’13 has a $2.1 million projected bottom line versus the $2.8 million previously proposed by the board.
  o The board is expecting FY ’14 will see:
    ▪ Smaller traditional undergraduate class, modest GEO growth.
    ▪ Gap of $1.4 million before new initiatives.
    ▪ Very tight budget.
    ▪ Demographics, affordability, and value proposition all play a role.
  o CSS response:
    ▪ Control cost
      • Increase students to faculty ratio.
      • No automatic hires.
      • Consider early retirement options.
      • Consider outsourcing non-core services.
    ▪ Increase revenues
      • New programs.
      • New locations.
• Student:Faculty Ratio
  o 193 ranked teaching faculty
    ▪ 50% tenured or 5-year rolling contract
    ▪ 25% tenure track, but not tenured
    ▪ 25% non-tenure track
• About 150 FTE of adjunct/overload
  o Ways to increase student:faculty ratio:
    ▪ Curricular re-design
    ▪ Improve scheduling
    ▪ Reduce non-teaching time
  o Looking in to the possibility of affiliate faculty
    ▪ 32-hour credit load
    ▪ Duplicate course preparations
    ▪ Non-tenure track
    ▪ Discussion ensued and that some faculty expressed concern that the administration was getting out in front of the Faculty Welfare Committee on the proposed affiliate faculty.

• HLC Follow-Up
  o Address adjunct credentials by 7/2013
  o Results on adjunct credentials by 4/2015
  o Results related to assessment by 9/2016

Old Business – none

New Business – none

Announcements – (4:50 p.m.)
• Faculty Governance Task Force – Pam Bjorklund
  o Some schools have discussed the proposals.
  o After school feedback, task force will revise and bring to assembly.
• Nomination requests for Faculty Assembly Officers – Hong-Ming Liang
  o Send officer nominations to Hong-Ming.
  o Be sure you have the permission of the nominee.
• Undergraduate Curriculum Committee Important Dates – Shirley Slettedahl
  o This year is a catalogue year.
  o Primarily electronic.
  o March is the deadline for catalog – check on Blackboard for dates, forms, etc. and use your school representatives as resources.
• Facilities Task Force
  o The task force has selected a consultant.
  o There is a quick turn-around time for this information – please respond quickly to requests by the consultant.

Adjournment – Hong-Ming Liang

Next Faculty Assembly – March 7, 2013 at 3:50 p.m. in Somers Main Lounge
Call to Order – Hong-Ming Liang (3:55 p.m.)

Invocation – Lynn Kalnbach

Alma Mater

Presentation of March 2013 Agenda – Hong-Ming Liang (3:58 p.m.) Approved.

Approval of February 2013 Minutes – Hong-Ming Liang (3:59 p.m.) Approved.

Vice President Remarks – Beth Domholdt, VPAA

- 2013-2014 College budget (will send via email)
- Today in school, a third party reported to the Duluth Police that one of our students was a potential threat to members of our campus community. Police immediately came on to campus and took the student into custody. Police did a search of his person and his car. No weapons were found. We may or may not know when the student is released from custody. The student was cooperative with police officers. Police officers will be on campus Friday, March 8, 2013. School officials were not notified that police were coming to campus.
- Concerns surfaced that faculty did not know quickly enough about the incident.
- Concerns were raised that some classrooms and offices do not lock from the inside, making it difficult to effectively lockdown the room.

Old Business – none

New Business –

- Faculty Welfare (4:00 p.m.)
  - Promotion and Tenure timetable. Approved by voice vote with one abstention. 4:03 p.m.
    - Suggestion from Sr. Edith that electronic portfolios be allowed for a more timely review by the Promotion and Tenure committee.
    - The timetable issues are not a “one year problem;” instead, there has been a trend toward more portfolios each year.
Affiliate Faculty proposal. The motion acted upon can be found at the end of the attached PowerPoint presentation. Motion not approved: 38 yes, 56 no, 4 abstentions (98 total)

- See PowerPoint distributed by Debra Schroeder.
- The original affiliate faculty proposal came from concerns from deans, dept. chairs, and budgetary concerns from administration. Program directors had a difficult time rounding up adjunct professors to teach all courses. The affordable care act requires adjuncts teaching .5 FTE or more to be eligible for medical benefits.
- Not every adjunct position will be converted into an affiliate position.
- Originally, it was stated that current instructors will not be grandfathered in to affiliate faculty positions, but the stance of the VPAA has changed.
- The FWC noted that the committee would return to this proposal in 2015 to assess the functionality of the affiliate faculty proposal.
- There was a comment made that in a private, liberal arts based College, professors should be involved in research and service in their content area.
- Rob Larson gave a testimony about the value of the instructor position and how it is important to be involved in the College community and to have a voice in shared governance.
- As of Fall 2012, CSS had 208 different adjunct; 8% of those were teaching more than 2/3 time.
- There was a movement by the faculty to vote on the proposal. The movement was seconded. (4:25 p.m.)
- Resolved: That the Faculty Assembly support the development and two-year implementation of a non-tenure-track teaching faculty position with a 9-month teaching load of 32 credits, as described conceptually in VPAA Domholdt’s memo of February 21, 2013. The VPAA and Faculty Welfare Committee will work together to resolve the various issues identified in the memo and bring a more specific proposal to the Faculty Assembly by February 2015. During the two-year initial implementation period, hires made with a teaching load of 32 credits will be hired and paid as instructors. Motion not approved: 38 yes, 56 no, 4 abstentions (98 total).

Announcements – (deferred to email announcement because of time)
- Call for nominations for Faculty Assembly Officers (vote at April meeting)
- Call for nominations for Board of Trustees Faculty Representative (vote at April meeting) – Hal Strough
- Faculty Governance Task Force Update – Pam Bjorklund
- Please note Faculty Assembly meetings changes:
  - The April 4th Faculty Assembly meeting will be moved to Science 3217.
  - In support of Center for Teaching Excellence workshop, the May Faculty Assembly will be on May 16th from 9:00 – 10:00 a.m. in Somers Main Lounge.

Adjournment – Hong-Ming Liang

Next Faculty Assembly – April 4, 2013 at 3:50 p.m. in Science 3217
The College of St. Scholastica
Faculty Assembly Agenda

Thursday, April 4, 2013
3:50 PM
Science 3217

For off-site accessibility:
• Please call: 218-733-2220 or 800-447-5444 ext. 2220 (participant code 2059).
• Votes (yes, no, abstain) may be texted to 206-660-6300. Please identify subject of the vote.

Call to Order – Hong-Ming Liang (3:57 p.m.)

Invocation – Perwaiz Ismaili (3:57 p.m.)

Alma Mater

Presentation of April 2013 Agenda – Hong-Ming Liang (approved 4:03 p.m.)

Approval of March 2013 Minutes – Hong-Ming Liang (approved with corrections 4:03 p.m.)
• The March 7 Faculty Assembly minutes should include the exact language of the Promotion-and-Tenure-timetable proposal that was passed.

New Business – Secretary will establish quorum; without quorum we will schedule another mandatory Faculty Assembly in April. (Quorum is established 4:04 p.m.)

1. Approval of Spring 2013 graduates (see attached). Approved by voice vote. (4:05 p.m.)
2. Call for nominations and election of Vice Chair 2013-2014.
   o Nominated: Tim Trygstad and Karen Rosenflanz
   o Ballot vote: Karen Rosenflanz (55), Tim Trygstad (50)
   o Karen Rosenflanz elected to serve as Vice-Chair.
3. Call for nominations and election of Secretary 2013-2014.
   o Nominated: Annette Simmons, Julie Halom
   o Ballot vote: Annette Simmons (41), Julie Halom (64)
   o Julie Halom elected to serve as Secretary.
4. Call for nominations and election of representative to the board.
   o Nominated: Denise Starkey and Karen Swanson
   o Ballot vote: Denise Starkey (60), Karen Swanson (46)
   o Denise Starkey elected to serve as Faculty Representative to the Board of Directors.
5. Motion from Undergraduate Admissions Committee for a vote (see attached).
   o The motion was to vote for approval or non-approval of the updated Undergraduate Admissions Policy (see attachment).
   o No discussion was had.
   o Approved by voice vote. (4:22 p.m.)
6. Motion from the Faculty Governance Task Force for a vote (2/3rd majority required) (see attached) – GET THE MOTION FROM PAM (2/3 majority does not carry – 5:00 p.m.)
   - Concern was raised that you give up your individual vote.
   - Concern was raised that you will miss the cross-College dialogue.
   - Pam mentioned that at any given time, less than half the faculty are attending the assembly – missing the discussion and dialogue.
   - The Graduate Council Representative cited an anonymous survey he administered to the Graduate faculty – 58% of graduate faculty members were in favor of the new proposal. The graduate faculty cited that the current model is “undergraduate-centric.”
   - Motion: The Faculty Governance Task Force moves to replace the current faculty governance model (Faculty Assembly for undergraduate matters/ Graduate Council for graduate matters) with a representative Faculty Senate with decision-making authority for the faculty as a whole. [See Existing Governance Model and Final Draft Proposal]. The new governance model will include two general assemblies of the Faculty each semester for information-sharing. Senate size, membership, and operational details will be defined by an elected constitutional committee of the faculty. The Task Force recommends (a) that the constitutional committee strike a balance between proportional representation among Schools and approximately equal representation among graduate and undergraduate faculty and (b) that the transition to a Faculty Senate be completed by the end of the next academic year. Yes = Change to Senate Model, No = Maintain the Status Quo. **Motion not approved. (62 yes, 47 no, 1 abstain).**

Announcements

1. General Education Committee Announcement Darryl Dietrich (see attached)
2. Center for Teaching Excellence Announcement Lisa Larson (see attachment)
3. Space Utilization Task Force Announcement Kevin McGrew
   - HGA (the consultant) will be on campus gathering more information this Wed. and Thur. They will be meeting with departments that might be impacted within the next year or two, specifically PTH, OTH, MUS, BIO, PSY/SOC, and PA.
   - HGA is asking us to reconsider moving PA, PTH, & OTH off campus. They strongly suggest we think about moving administrative departments that have no student contact (referring to them as "back office" departments) to an off campus location instead. Some possibilities are: College Advancement, Human Resources, Finance, Information Technologies, and Marketing.
   - PA, PTH, and OTH would still move their clinics to an off site location (probably a single location) but all offices and classroom activities would remain on campus.
   - Off campus moves are currently considered to be temporary, which may mean up to ten years.
   - Moves in Tower are being considered to increase student traffic on the first floor and free up space in the basement for an improved student union space.
   - The Task Force has made no recommendations to the Board at this point and all plans remain under discussion. We hope to have something for the May Board meeting.
4. Other announcements?
Adjournment

Final Assembly of the school year will be from 9:00-10:00 a.m. on May 16th in Somers Lounge
Call to Order – Hong-Ming Liang (9:00 a.m.)

Invocation – Neil Witikko

Alma Mater

Presentation of May 2013 Agenda – Hong-Ming Liang: Approved as disseminated.

Approval of April 2013 Minutes – Hong-Ming Liang: Approved as disseminated.

New Business – Secretary will establish quorum: Quorum (92) was established with > 100 attendees.

1. Athletics Advisory Committee Representative:
   a. Amy Brugge nominated prior to Assembly.
   b. Josey Nielsen nominated during Assembly meeting by Laurie Ash.
   c. With one abstention, Amy Brugge was elected by ballot to the position of Athletics Advisory Committee Representative by a vote of 62 to 42.

2. A proposal for a Peace and Justice Studies (PJS) major/minor was presented by Shirley Slettedahl, UGCC Chair (see attached). Heather Bastian was available for questions. The Introduction to the proposal was read aloud. No questions were asked.
   a. A voice vote was unanimous in favor of the proposal to establish a Bachelor of Arts program (major and minor) in peace and Justice Studies (PJS).
   b. The proposal will be forward to the Board of Trustees for approval.

3. A proposal to remove Student Outcomes from Pathways was presented by Darryl Dietrich, Chair of the General Education Committee (see attached). The motion was read as follows:
   a. In light of the Higher Learning Commission’s mandates on assessment and in order to simplify the process of submitting courses for Pathway inclusion, The General Education Committee proposes that (a) the Student Outcomes section be immediately removed from each of the General Education Pathways, retaining each Pathway’s general description and indicators, and (b) the Student Outcomes in each Pathway eventually be replaced by explicit connection to at least one “Students at CSS Will” bullet under at least one of the five College Learning Outcomes.
   b. The motion was seconded. No discussion ensued.
   c. The motion carried by unanimous voice vote.
4. A motion crafted by members of the Multicultural Organization Development Design Team (MCOD) was presented by Jen Rosato, Lynn Raschke, and Jill Dupont to have the Faculty Welfare Committee consider implementation of policy changes to increase the cultural competence of faculty and to report back to the Faculty Assembly by May 31, 2014 with recommendations for change or explanations of why change is not possible (see attached). Jen Rosato described the history of the petition that placed this item on the agenda. Lynn Raschke and Jill Dupont described feedback on the motion from School meetings.
   a. The motion was seconded and discussion ensued.
   b. Brandon Olson expressed concerns that the Monastery might not have weighed in on the motion or that consistency with Benedictine values might not have been considered.
   c. Sr. Edith Bogue expressed concerns that respect for diversity might not extend to traditional Catholic views.
   d. The motion carried by a ballot vote: 102 (Yes); 12 (No); 0 (Abstain).

5. A proposal from the Faculty Welfare Committee (FWC) was presented by Tom Zelman, Chair, to add language to the Faculty Handbook concerning administrative work as a criterion for promotion to Associate and Full Professor (see attached):
   a. Add: In cases where the faculty member has major administrative responsibilities (e.g., as department chair) as part of the full-time faculty contract, a section would be included [in the portfolio] that discusses the administrative duties assumed and effectiveness as an administrator as evidence by supervisor, peer, and subordinate evaluations.
   b. The motion was seconded and discussion ensued.
   c. Randall Poole expressed verbal and written concerns (see attached) about the magnitude of this change and its implications and possible unintended consequences.
   d. A motion to refer the proposal back to the FWC for reconsideration was made and seconded. Discussion ensued.
   e. Deb Schroeder, incoming Chair of next year’s FWC, supported the referral back to committee based on the late-breaking concerns and possible need for more precise language.
   f. The motion to refer the proposal back to the FWC carried by unanimous voice vote.

Announcements

1. Graduate Council – Brandon Olson: Re: Graduate Council approval of a new, online graduate program in Health Informatics.
2. Presentation of Gavel to 2013-2014 President Jennifer Rosato: A hearty round of applause to outgoing Chair, Hong-Ming Liang for his outstanding service to the faculty.

Adjournment (10:00 a.m.)