

Academic Assembly
September 26, 2016
2:05 – 3:35pm, STCN 130

MINUTES

Present: Sarah Bee, Rick Block, Terri Clark, Brooke Coleman, Carlos de Mello e Souza, Bob Dullea, Theresa Earenfight, Kate Koppelman, Chuck Lawrence, Viviane Lopuch, David Neel, Michael Ng, Tracey Pepper, Trung Pham SJ, Frank Shih, John Strait, Charles Tung, Ashli Tyre, Dan Washburn, Braden Wild

Minutes taken by Rosa Hughes

- I. Introductions
- II. Review 6-6-16 Minutes
 - A. Approved with no oppositions or abstentions
- III. Human Resources Update (*Michelle Clements, Mike Quinn*)
 - A. New RevSU software presented an opportunity to change faculty salary payment from monthly to semi-monthly pay period
 - 1. Moving to this for all non-exempt staff, may also make sense for faculty and staff
 - 2. Migration would change to two payments: on 15th and last day of month
 - 3. Timing: can put this in place in January, but would need to approve by faculty sooner in order to implement
 - 4. Can also do in January 2018 if more time is needed
 - B. Discussion
 - 1. Universal process, either all or none
 - 2. No downside for university
 - 3. Option between 10 and 12 month payout would remain
 - 4. Motion to approve program as presented
 - a. Need to let faculty know and be able to comment, AcA can vote as a body and then notify constituents
 - b. Modification to motion: approve, subject to feedback from constituency in one week
 - c. HR has noticed when recruiting higher level staff, it can be difficult for them to adjust to once a month payment
 - d. Should include advice in notification about need to modify monthly automatic withdrawals in order to accommodate change
 - e. Approved with no oppositions or abstentions
- IV. General Issues
 - A. Bylaws
 - 1. A few minor edits proposed
 - a. Add NCS to list of school/college representatives
 - b. Remove the Associate Provost for Research and Graduate Education from membership (no longer a position at SU)
 - 2. Proposal of a subcommittee to consider the bylaws, and also to address systemic governance issues in colleges (should not necessitate formal grievance filing)
 - a. Create a new process that the faculty within a school/college of the university can invoke via secret ballot (no confidence in leadership), and if 40% of faculty vote in favor, Provost's office must initiate an investigation

- b. Current handbook only addresses individual grievances but does not provide for a substantial set of faculty to express concern about systemic failure within college
 - c. Concern with the curriculum committee at the college level – perhaps develop a set of standards that require a curriculum committee in each school/college
 - 3. Motion to create a subcommittee to discuss these issues
 - a. Approved with no oppositions or abstentions
 - b. Members – John Strait, David Neel, Viviane Lopuch
 - B. MRC Representative on AcA
 - 1. Currently only four full time faculty members in MRC, very low staffed
 - 2. Proposal for Dan Washburn to serve the remainder of term for third year
 - 3. Should be addressed specifically moving forward in bylaws
 - 4. Motion for Dan to return to college and seek alternatives and then if not possible to find another representative, remain a member of AcA due to extenuating circumstances
 - a. Approved with no oppositions and one abstention
 - C. Faculty Feedback on Administrator Performance
 - 1. Kathleen La Voy is chairing a committee in Provost's office carrying forward the work begun last year
 - 2. The committee will include deans and faculty
- V. Priorities for Year
- A. Charles Tung nominated for Core Assessment Committee AcA representative
 - 1. Approved with no oppositions or abstentions