

**Faculty Council Minutes**  
**September 18, 2008**

**Present:** Barnas, Bland, Carusi, Danford (recorder-in-turn), Kipp, Pate, Sibicky (chair), Scott

1. Minutes approved from meeting of 9/11/08.
2. Revised procedures regarding Academic Dishonesty reported on by Kipp. Impetus for revision was the realization that Academic Dishonesty is an issue separate from Student Grievances. In addition to the revised documents, Kipp has also provided the campus community with a guide for understanding the revisions incorporated. Carusi expressed concern that a faculty member and his/her chair can resolve an accusation internally without reporting to Provost. This would prevent the institution from tracking a pattern of habitual offense by a student across disciplines. Kipp feels that any time a penalty is imposed, the offense and penalty should be reported to the Provost's office. Pate raised a question about FERPA relating to discussion of students with colleagues. Kipp's reading of FERPA is that this is permitted. Sibicky asked if Student Senate has to approve the Appeal process. Kipp said that Senate will have to examine the whole package of revisions. Council voted to approve the proposed revisions, which will now be forwarded to Senate. Once Senate has acted on these revisions, Thayer will be asked to incorporate these revisions into the Faculty Handbook.
3. Council discussed an issue raised by David Brown regarding responsibilities of Faculty Development Committee and the reassignment -- to other committees or individuals -- of oversight for Load Reduction Proposals (Mini-Sabbaticals), Professional Improvement Grants (Summer Research Grants), and Innovative Teaching Awards. Brown also expressed concern over the process whereby these reassignments were made, arguing that changes to roles of committees should be handled through Faculty Council via changes to the Faculty Constitution. Kipp pointed out that Innovative Teaching Awards do not appear in Handbook, so assignment to Pedagogy Committee is not a problem. Mini-sabbaticals are presently under the purview of division coordinators, so Handbook should reflect that, or they should be returned to Faculty Development. SRGs are currently sent from Faculty Development to coordinators, but Kipp believes they would be happy to have them returned to Faculty Development. Barnas suggested that awards should be designated by bodies other than Faculty Development. Carusi countered that having the Founders' Day awards designated by a single body would prevent a single individual or small number of individuals from receiving multiple awards. Council agreed that First Year Advisory Committee will continue to select Advising Award, and Pedagogy Committee will continue to select Innovative Teaching Award, and will also oversee load reduction proposals related to development and/or revision of courses. Sibicky will contact chairs of newer committees that do not currently appear in Handbook for description and purpose (First Year Advisory Committee, Career Center Advisory Committee, International Advisory Committee).
4. Rob McManus asked to be removed from Sexual and Discriminatory Harassment Board as conferee. Sibicky consulted with Jane Wilder- O'Connor, who has agreed to accept this responsibility. Scott and Kipp approved; Sibicky will communicate this appointment to Barbie Cheadle.
5. Gloria Stewart raised concerns about Human Subjects Committee form available on the web site and the process for having such concerns addressed. Practice has been to have Delemeester (Institutional Research) deal with such issues, but Stewart wondered why the College's webmaster is not the person to resolve these problems. Scott and Kipp agreed that the webmaster would be a more appropriate choice.

Discussion of Delemeester's responsibilities clarified that updates to the Faculty web pages are his purview in lieu of a committee assignment.

Stewart also reported that she finds the Human Subject process unwieldy and will examine it more closely and report to Council on her observations and recommendations.

6. Council has now established its emergency phone tree. Each member of Council is assigned a group of departments from which to obtain their respective phone trees, as well as the second person within the department to contact in case the chair cannot be reached.
7. Sibicky will present a draft of questions for the survey of faculty concerns.
8. Kipp distributed data from the Council of Independent Colleges' Benchmarking Service 2007 Report on trends at 600 small and mid-sized colleges and universities. These related to faculty-student ratios, percentage of part-time faculty, and salaries for 9-month contracts among assistant, associate and full professors. These data present medians rather than means, and they reveal a closer reflection with similar institutions. Scott commented that while these data make Marietta College appear to be doing better than the AAUP data, salaries are still a concern that the Administration will continue to address in the planning process. Sibicky inquired about other CIC databases, and Kipp reported that they did in fact exist. Sibicky was curious about support staff ratios and Kipp responded that CIC has no such benchmarking data. There are data on instructional costs that might be helpful to understanding how we compare to similar institutions, related to library expenses, technology, etc. Scott commented that pie charts can be used to show how much of what students pay goes to instructional costs, and she believes these types of comparative representations paint Marietta College in a positive light. At present Council feels it is best to assemble further data before presenting anything further to the faculty at large.
9. Child care during faculty meetings can be made available at the Center for Families and Children, per Connie Golden, who suggested that the Administration pay a work-study student for staffing. Bland suggested that parents be asked to pay for the childcare themselves. Scott questioned whether they would appreciate having to pay to do their jobs. Pate indicated that this would discourage attendance at faculty meetings and Barnas noted that many day care facilities want children retrieved by 5 pm. Council agreed to use the Center for Families and Children and payment will be covered by the Administration. Barnas will work with Golden to identify student employees for this purpose.
10. Tree and plaque for faculty homage to DeWine will work into the current landscaping plans for the Legacy Library. Bland will continue working on selection of plaque. Doug Anderson will work with Steve Spilatro and Sibicky to select an appropriate tree.
11. Meeting adjourned at 5:45 p.m.