

Regular Meeting of the University Senate
Manchester Center, Hazard Board Room
January 31, 2008

Attendance

Arts & Sciences: Pachence, Chair; Branch; Colombo; Ellis; Guerrieri; Lewis; Moran; Nadkarni; Otto; Pierson;; Tsomo
Business: Gin; Lumori
Education: Ammer; Canfield
Law: Horton; Kelly; McGowan
Nursing: Clark
Ex-Officio: Allen; Healy; Sullivan
Student Representative: Mabry
Guest: Herrinton; Kelly

Pachence opened the meeting at 12:20 p.m.

I. Announcements

A. Chair

University Policies. About 20 more policies will be on the Senate agenda this semester, along with an additional nine new policies just passed by the Cabinet.

President Lyons to Address the Senate. Dr. Lyons will meet with the Senate on February 14. The Executive Committee has proposed seven questions, included in the agenda materials, for the President to address; additional questions can be directed to Pachence no later than February 4.

Honorary Degree Nominations. Seven honorary degree nominations were included with the agenda materials. Under Senate Bylaws, the nominations proposed by the Senate Honorary Degree Committee will be accepted and forwarded by the Senate unless three or more senators object to any particular nomination.

On behalf of the Marine Science and Environmental Studies faculty, Ellis offered the following information in response to one Committee member's reported suggestion that "USD does not have a very large community involved in oceanography":

- USD is one of only a couple dozen schools in the nation offering an undergraduate degree in marine science.
- Of all of the natural sciences at USD, only Marine Science offers a graduate degree.
- The program's faculty and graduate students are active in oceanographic work from San Diego to the South Pacific and Antarctica.
- The Marine Science and Environmental Studies department has taken an active role in sustainability and climate change issues.

There were no objections to any of the Honorary Degree nominations.

Report of Cabinet Workshop on January 23. Branch, who attended the recent Cabinet workshop in place of Pachence, offered the following summary:

Hybrid Merit Increase: A new "hybrid" salary increase system for staff will be based on merit as well as cost of living.

Capital Campaign: Vice President O'Malley reported that the campaign goals have been met and exceeded and that the campaign is now officially closed. O'Malley outlined possible directions for fundraising before the next large campaign, emphasizing that his office needs direction from faculty through the deans and the Cabinet. Discussion focused on the importance of fundraising for academic excellence goals, including financial aid and endowed chairs. Provost Sullivan emphasized the need for faculty research support beyond endowed chairs – smaller, more various, and more frequent ways in which to provide funding.

Campus Master Scheduling System: A new master system (Resource25) will include scheduling for all classrooms and buildings. A task force recommended that oversight for all scheduling be given to a committee or an individual coordinator. The coordinator, who must have a clear sense of USD's academic mission, would be responsible for vetting event programs and guest speakers (excluding speakers in academic classes) in light of institutional mission and values.

USD 60th Anniversary: Planning for the anniversary celebration will be based on already established university events to curtail expenses.

Other business: Nine university policies were passed, and several recommendations for professor emeritus were discussed.

Student Conduct Board: Dean of Students Donald Godwin requested that a senator be appointed to the Student Conduct Board. Responsibilities will include attending Board hearings of student conduct cases, participating in deliberations, and issuing sanctions when appropriate. Lekshe Tsomo will serve.

B. Report from the Provost: Sullivan noted that John Prendergast, Joan B. Kroc Peace Scholar, is in residence at USD from January 28 to March 2, 2008. He will speak in classes and will be involved in student events. Additional requests to involve Prendergast can be directed to LeeAnn Otto.

Peter Iovine has recently received an NSF Early Career Development (CAREER) award. This national award, which is highly competitive and includes a substantial grant, is given to young scholars showing great promise.

II. Approval of Minutes of December 6, 2007

The minutes of December 6, 2007 were approved by unanimous consent.

III. Committee Reports

A. Executive Committee report – Revised Emeritus Status policy. Pachence offered background information on the revised Emeritus Status policy from the Executive Committee.

Branch explained that, in reviewing the policy as proposed in Fall 2007, the Cabinet had requested clarification of the routing of the emeritus recommendation. The policy, therefore, as proposed in the January 2008 version, states that “Retired or retiring professors may be recommended for emeritus status by a department or school to the dean, who will forward the recommendation to the Cabinet and may comment independently on the recommendation.” The Cabinet had also requested clarification of the expectations that an emeritus faculty member could hold with regard to any continuing affiliation with their department. The policy now being proposed, therefore, outlines benefits and encourages departments to provide opportunities for

interaction with emeritus faculty, but suggests no compulsion to provide research funds, office or lab space, or teaching assignments.

Sullivan noted that the recent Cabinet discussion also included the question of whether an additional level of review should be included in the procedure. Because increasing faculty retirements are coming up, she suggested that wording such as “appointment to emeritus status requires extraordinary contribution and/or achievement” might be advisable. In both the current and proposed policies, much of the decision regarding emeritus recommendations resides with the deans and the Cabinet, and, because the Cabinet includes many non-academic members, it may not be the best place for those decisions. Recommendations for emeritus status could, for example, be reviewed by the respective unit’s ARRT committee.

Among the comments offered in the ensuing discussion:

- Some ARRT committees would have a hard time adding yet another duty to their already full schedules.
- It may be difficult for deans new to USD to make emeritus recommendations in cases where they are not fully aware of a faculty member’s past contributions.
- Perhaps it is within the purview of the Senate to review emeritus recommendations.
- Each school and the college could enact its own emeritus policy and procedure.
- The proposed policy follows established custom in that an emeritus recommendation originates in the faculty body where the faculty member resides and proceeds from the department to the dean to the Cabinet. No other group is referred to in the policy.
- Stating a requirement that the faculty member have accomplished “extraordinary achievements” may not represent a tightening of the policy but may in fact reflect current practice.
- The first sentence of the proposed policy is descriptive rather than prescriptive and does not indicate the level of achievement expected for that special honor.
- Before restricting what are now relatively open-ended criteria, it would be advisable to determine whether the honor of emeritus status is currently being awarded too broadly or too frequently. Perhaps the more open-ended criteria in the current and proposed versions of the policy are serving the university well.

Motion to amend by McGowan/Colombo to: ADD AT THE END OF THE LAST PARAGRAPH “AND FOR TEACHING AND RESEARCH SUPPORT.”

McGowan noted that encouragement of teaching and research support for emeritus faculty, explicit in the proposal of fall 2007, had been eliminated in the new, January 2008, proposal.

Kelly commented that the Senate had objected to that language even when it passed the original motion last fall. The same objection was voiced at the Cabinet, the language was removed, and the President returned the policy to the Senate. By restoring the language, however, the Senate would be emphasizing the importance of the statement.

Further comments and responses:

- If the phrase “teaching and research support” were restored, it would suggest that emeritus faculty might legitimately expect teaching assignments and/or research support, even though resources are not sufficient for current faculty.
- The amendment makes emeritus status a step beyond simple retirement.

- The argument for an emeritus faculty member to continue teaching their specialty or pursuing a research agenda can also apply to any retired faculty.
- The currently proposed language allows the emeritus faculty member and the department to define how broad or narrow their relationship will be. Adding the language of the motion creates an expectation that can be difficult or even impossible to fulfill.

Vote: 5 – Approve; 10 – Oppose. The amendment fails.

Lewis called the question.

Vote: 15 – Approve; 0 – Oppose; 0 – Abstain. The motion passed.

IV: Continuing Business

A. Policies currently under review

1. Animals on University Property

Motion to amend by Ellis (under the heading “The following animals are not subject to this policy:”) In place of ~~Guide dogs, signal dogs, or other animals trained to provide assistance to an individual with a disability;~~ substitute certified service and therapy dogs accompanied by their owners;

Ellis stated that the key issue is the term “therapy dogs” because the original language is redundant.

Douglas stated that the current practice at USD is that if someone needs to have a dog as a reasonable accommodation for a disability, which is interpreted very broadly in California, then allowing someone to have a dog might be a form of reasonable accommodation. Also, there is an exception in the policy if a pet or dog is approved for academic or educational purposes. The language in the policy should mirror what the law requires and what the current practices and protocols are for accommodating individuals with either physical or mental disorders.

Herrinton clarified that service animal rather than service dog is the broader phrase and that the amendment should read “certified service animals and therapy dogs...”

Vote: 4 – Approve; 4 – Oppose; 6 – Abstain. The motion failed.

The meeting adjourned at 1:45 p.m.

Submitted by,

Eren Branch
Secretary

Peggy Agerton
Recording Secretary

Passed by Senate 1/30/08

Amend policy 2.4.14 to read:

Emeritus Status

The awarding of emeritus status to a retired or retiring faculty member is a distinction that brings honor both to the University and to the emeritus professor.

Appointment to emeritus status is not automatic. Criteria for this designation include the following:

- professional integrity
- years of service to the University of San Diego
- contributions to the university in service, teaching, and research
- record of scholarly publication or creative work
- prominence within the faculty member's field of specialization.

Retired or retiring professors may be recommended for emeritus status by a department or school to the dean, who will forward the recommendation to the University Cabinet and may comment independently on the recommendation. Upon approval by the University Cabinet, the recommendation will be forwarded to the Board of Trustees for final approval.

Emeritus faculty are entitled to all benefits of retired employees, including:

- participation in university fringe benefits programs, as outlined in policy titled Other Retirement Benefits
- all privileges provided by the USD Retiree Identification Card, which, except as limited by contract or other agreement, include university library privileges, use of athletic facilities, an e-mail account, and internet access through the university's computing system
- annual no-fee parking permits.

The university, recognizing the mutual benefits afforded by continued association with emeritus faculty, encourages departments and schools to provide opportunities for interaction between emeritus and continuing faculty.