

**Strategic Planning Work Group – Faculty Governance
January 14, 2008 Minutes**

Present: Ray Lang, Judith Miranti, William Bostick, Nasrin Fatima

The group discussed several issues. Among them were:

1. Faculty Governance Status
2. Faculty Handbook
3. Faculty Senate/AAUP

According to the group members, Xavier faculty is a poorly governed faculty. There is an ambiguity in defining faculty responsibilities. Faculty has been not given enough empowerment to perform their responsibilities.

To faculty, Handbook is a contract between the university and its faculty. Any change to the faculty handbook implies the changes of contract with the faculty. Some of the members felt that changes to the handbook should be done properly and with elaborate time which was not the case here at Xavier recently.

In addition to these, the members felt that in order to build a strong faculty governance, Xavier needs initiate a Faculty senate or join AAUP chapter or both.

January 24, 2008 Minutes

**Present: Ray Lang, Judith Miranti, Shamsul Huda, Pamela Waldron-Moore,
Nasrin Fatima**

After a discussion between Dr. Durnford and Dr. Ray Lang, the group members decided to re-evaluate their charges and chose to focus on Faculty Handbook and University Catalog to look for definition of Faculty Governance and their responsibilities.

January 31, 2008 Minutes

**Present: Ray Lang, Judith Miranti, Shamsul Huda, Pamela Waldron-Moore,
Nasrin Fatima**

The group discussed part of the Faculty Handbook in relation to faculty responsibilities. The faculty handbook states that faculty has the primary responsibility for academic governance but does not define detailed mechanism how to do it. It was also decided that faculty does not have any defined role in Administrative hire of academic officer (such as, dean of a college). There is no evaluation policy regarding evaluation of academic officers by the faculty. The group also discussed what should the faculty role be in academic restructuring (such as, changing a department to division or vice versa).

The group would like to ask the faculty the following question:

1. How would you see your role in academic governance?
2. In addition to the responsibilities defined in the faculty handbook, what more would you like to see yourself be involved in regarding academic governance?

February 15, 2008 Minutes

Present: Ray Lang, Judith Miranti, Shamsul Huda, Pamela Waldron-Moore, William Bostick, Nasrin Fatima

The committee worked on the first draft of the preliminary report. The members also decided not to conduct the survey that was decided during the last meeting.

March 5, 2008, Open Meeting Session

Present: Ray Lang, Judith Miranti, William Bostick, Nasrin Fatima

The committee met for the open meeting and received some input as well as feedback on the draft report. The best idea that was that the university look at simplifying its overall governing structure to make it more transparent as well as more effective. The committee decided to meet for a "writing meeting" to incorporate the feedback into the report.