These minutes were approved by the General Faculty on October 23, 2015.

No votes using proxies were taken.

1. **Announcements**

Chair Alison Kris called the meeting to order at 3:33 p.m. She reminded the Faculty that the meeting would be followed by a reception hosted by the Provost/SVPAA.

Before moving to the introduction of new faculty, Provost/SVPAA Lynn Babington introduced Ms. Jennifer Ewald, the new Director of Study Abroad and International Programs. The office was reorganized this summer to better meet the needs of students studying abroad and international students. Ms. Ewald will work with faculty to increase opportunities for academic partnerships for study abroad and with external partners. She comes to Fairfield from the University of Illinois at Urbana-Champaign and has extensive experience in international education, having worked all over the world. She holds a BA from the University of Arizona and a Masters in Intercultural Administration from the School for International Training in Vermont. She will join us for the reception after this meeting and will be hosting a study abroad reception on October 7, 4:30-7 in Bellarmine.

2. **Approval of minutes**

   - **Motion [Caster/Bowen]**: to approve the minutes of 5/1/15.
     The motion passed unanimously.
   - **Motion [McSweeney/Weiss]**: to approve the minutes of 5/6/15.
     The motion passed unanimously.
   - **Motion [Shea/Davidson]** to approve the minutes of 5/27/15.
     The motion passed unanimously.
   - **Motion [Scheraga/McFadden]** to approve the minutes of 9/2/15.
     The motion passed unanimously.

3. **Introduction of New Faculty**

SVPAA/Provost Babington began with the following comments:

As I begin new faculty introductions this year, I would like to start by announcing that I have appointed Dr. Meredith Wallace Kazer as the permanent dean for the School of Nursing

I recognize that typically we would have conducted a nationwide search for this very important position and want to share with you the reasons that I have chosen not to do so.

First of all, this summer I received a letter signed by the faculty in the SON unanimously supporting Meredith as dean for the School. The letter stressed Meredith’s qualifications and characteristics, all of which one would include in a search leadership profile.

Secondly, as you are all aware, Meredith has received national recognition on several fronts this year - for her work as an expert scholar and practitioner in the care of older adults and more importantly - She was named the 10th most influential SON dean in the country. This is quite a recognition.

In the nursing education world, Meredith enjoys a stellar reputation. Her reputation is so strong that it would be highly unlikely that any viable candidate would apply for an open position here at Fairfield if we were to conduct a national search. The nursing education world is a small one.
The SON at Fairfield University has a very strong reputation nationally, particularly within the small circle of the nursing academy.

In addition to not yielding viable candidates, conducting a national search for a dean, while the current holder of the position is so highly regarded, would not be regarded favorably by our peer nursing schools.

I have complete confidence in Dr. Kazer's ability to continue providing vision, inspiration and leadership to the School of Nursing. Please join me in congratulating Meredith on this permanent appointment.

She then called on the Deans and Chairs to introduce 8 new tenure track and 13 new non-tenure track faculty.

From the School of Nursing, Prof. Joyce Shea introduced Sandy Cayo, a Bridgeport native who graduated from the College of New Rochelle with her BSN in 2008. She then worked in an oncology unit at Yale-New Haven Hospital. In 2014 she graduated with her DNP from Fairfield University. Her DNP Project focused on increasing awareness of the need for and acceptance of bone marrow transplants among ethnic minority groups. She is a certified Family Nurse Practitioner and this year joins Fairfield SON as a Visiting Professor. Sandy has been working for the past year with the ZAM (Zero Attrition Mission) project within the School of Nursing to improve retention among minority students. Fun fact: Sandy is a mom of 3 young children, twin girls- Theresa and Josephine- (who she gave birth to while she was a doctoral student at Fairfield) and big brother, Jeremiah. She and her husband Camil reside in Westchester NY.

Moving to the Dolan School of Business, Prof. James He made 2 introductions:

Dr. Jie Tao is a new tenure-track assistant professor of Information Systems & Operations Management. He received his Doctoral degree in Information Systems from Dakota State University. Dr. Tao’s expertise in data mining and big data analytics is a big plus to our new Masters of Science in Business Analytics, which has just launched in Fall 2015. Dr. Tao has published several refereed journal articles in prestigious Information Systems journals. He has also presented research papers at premier academic conference and received the Association for Information Systems (AIS) ATLAS award for his services for AIS in 2013.

Dr. Kathy Dhanda is a new Visiting Professor in the Department of Information Systems & Operations Management, Dolan School of Business. She is coming from Chicago where she is a tenured full Professor of Management in the College of Business at DePaul University. Professor Kathy Dhanda received her PhD from the University of Massachusetts at Amherst. Her academic scholarship focuses on sustainability issues with a primary emphasis in the areas of environmental modelling, carbon markets, emissions trading and sustainable supply chains. Interesting fact: In her spare time, she loves to cook spicy food and is experimenting with Turkish and Moroccan cuisines.

Prof. Carl Scheraga introduced Paul Daulerio who has joined the Management Department in the Dolan School of Business as a Visiting Assistant Professor. He has been an adjunct faculty member in the department for the last eight years and is one of the department’s best recruiters. Paul is a graduate of the U.S. Naval Academy where he was a member of a national championship soccer team. He also holds an MBA from Drexel University, two MS degrees from MIT, and a doctoral degree from Pace University. Paul spent nine years as a naval officer. Thereafter, he had a twenty-eight year business career with Texaco Inc. The last position he held with this company was Division President responsible for worldwide sales of Texaco’s aviation fuels.

Prof. Rajasree Rajamma introduced Michael Sciandra, an Assistant Professor of Marketing. His PhD is from the University of Pittsburgh and his interests are in consumer communications, social media, and in-store mobile device use. He is from Buffalo and is a fan of the Bills and Sabres. He recently took up surfing.

From the Graduate School of Education and Allied Professions, Prof. Paula Gill Lopez introduced Jule McCombes-Tolis. She has a BA from Syracuse, a 6th year from Southern CT, and a PhD in special education from UConn. She holds certifications in special education and remedial language arts and is a member of the CT Dyslexia workgroup. In the public education world, she is a rock star. Jule was hired as a POP to direct the new Reading and Language Development program. The program is funded by a grant and pays for teachers to become experts in all things reading. Seven MOU’s have been signed with some of the neediest
districts in CT. and a full cadre of 10 Anne E. Fowler Literacy Fellows started the program in September. Because there is nothing quite like this program, it has already earned a formidable reputation, including attracting an invitation for a grant proposal from the Deutsche Bank. Prof. Gill Lopez concluded by explaining that after meeting Jule at her interview, she and the rest of the search committee went into a full court press to recruit her.

From the School of Engineering, Dean Bruce Berdanier introduced two faculty:

**Djedjiga (Gigi) Belfadel** PhD, joins the Department of Computer Engineering as assistant professor after earning a doctorate at the University of Connecticut, Storrs, CT. Before joining the Estimation and Signal Processing (ESP) Laboratory, she worked, as an Electrical Engineer, from 2009 to 2011, at Evax Systems Inc. in Branford, Connecticut. Her research interests include signal processing, machine vision, embedded systems, target tracking, data association, sensor fusion, stochastic processes, and other aspects of estimation.

**Jamie C. Macbeth** joined us this year as an assistant professor of computer science. Previously he was a postdoctoral fellow at Clemson University and a postdoctoral research associate at MIT. He received his PhD in Computer Science from UCLA. This semester he is teaching CS101, Introduction to Computing, and SW407, Java for Programmers. His research interests are in human-computer interaction and artificial intelligence.

Prof. Gary Weddle began the introductions from the College of Arts and Sciences:

**Jillian Smith-Carpenter** hails from northeast Pennsylvania and received her BS in chemistry and environmental studies at East Stroudsburg University in 2007. She then obtained her PhD from Washington University in St. Louis under the mentorship of Professor John-Stephen Taylor, focusing on the structure-activity relationships of G-quadruplex interloop photocrosslinking. While in St. Louis, Jill got into cycling and participated in the MS150 four times. In 2013 she moved to Atlanta, GA to join the laboratory of Professor David G. Lynn as a postdoctoral research fellow at Emory University, where her research focus expanded to include self-assembling peptides. Jill is excited to become a part of the Fairfield community and is looking forward to getting back into cycling.

Filling in for her chair, Prof. Ania Aksan introduced two new members of the Economics department:

**Hedieh Shadmani** joins us on a tenure-track line. Hedieh received her Bachelor’s degree in Statistics from Allameh Tabatabai University in Iran in 2005 and her Master’s degree in economic development and planning from Alzahra University in Iran in 2008. She completed her PhD in economics from Kansas State University in May 2015. Her dissertation and continuing research agenda explores various aspects of asymmetric fiscal and monetary policy in the US. Hedieh impressed us as a perfect candidate for Fairfield’s teacher/scholar model. While in graduate school, she received a teaching award for excellence in undergraduate teaching. She was also selected to attend the 5th Lindau Nobel Laureate meeting on economic sciences, a prestigious meeting in Germany that allowed an international contingent of graduate students to meet and interact with a number of recent Nobel Laureates in economics. We are happy to welcome Dr. Shadmani into our department, and also into the Black Rock community where she is currently living.

**Helena Keefe** joins us as a new Professor of the Practice. Helena received her Bachelor’s degree from Lehigh University in economics and international relations. She received her Master’s and PhD degrees in economics from Fordham University in May 2015. Her research focuses on exchange rate volatility in emerging markets. Like Dr. Shadmani, Dr. Keefe has a proven record in both teaching and scholarship. She received a distinguished senior teaching fellowship from Fordham for the 2014-15 academic year. She received a Mahony Prowse Scholarship award for excellence in the field of economics and was one of six finalists in the graduate research competition at Fordham in 2012-2013. Helena demonstrated her commitment to teaching this summer by attending the CAE summer conference one week before her baby girl was due. She and her family live in Westchester.

Prof. David McFadden offered the following introduction of his newest History department colleague:
**Prof. Qin Zhang** welcomed two new members to the Department of Communication: **Anthony DeCristofaro.** He holds a BS from Union College and MS from Southern CT. He was a research scientist at Alexion Pharmaceuticals but became interested in teaching after teaching a course at Southern. He earned a certification in science higher education and has been an adjunct faculty member at Fairfield since 2008. Though he taught at three different schools, he was always accommodating and effective in the classroom. The Biology department was happy to be able to offer him a full-time position as a Professor of the Practice. He and his family live in Hamden and he volunteers part-time for his wife’s company, which sells gourmet popsicles. After a thorough sampling of the wares, the Biology department strongly endorses the popsicles and suggests that those who are interested in samples befriend Prof. DeCristofaro.

Prof. Qin Zhang welcomed two new members to the Department of Communication:

The Department of Communication is very excited to welcome **Kate Fortmueller** as a joint visiting assistant professor with the Department of Visual and Performing Arts. Kate received her PhD from the University of Southern California's School of Cinematic Arts, where she also completed her postdoc. Her research focuses on labor, workers, and unions in the media industries. Her dissertation traced the history and political economy of actors and extras. She is currently teaching for both Communication and Film, Television, and Media Arts.

The Department is also pleased to welcome **Niall Brennan** as a visiting assistant professor. Niall received his PhD in Media and Communication from the London School of Economics and Political Science. His dissertation focused on the capacity of the Brazilian television mini-series to reflect social, cultural and political change in Brazil over a 25-year period. He continues to research mediated representations of Brazil through the 2014 World Cup and 2016 Olympic Games. He is also engaged in a few research projects looking into the wider social implications of certain U.S., British, Scandinavian and Australian television programming.

Prof. Steve Bayne introduced two new members of the Philosophy department:

On behalf of the Philosophy Department it is my pleasure to introduce our new Assistant Professor of the Practice, **Laura Teresa Di Summa-Knoop.** Laura earned a BA in Philosophy and an MA in the History of Philosophy at the University of Turin, as well as an MA in Philosophy at Concordia University. Laura earned her PhD in Philosophy at the City University of New York Graduate Center where she wrote her dissertation *The Art of Telling About the Self, Memoirs in Literature and Film.* Laura has wide-ranging philosophical interests, but she specializes in aesthetics, especially the philosophy of film and literature, and the philosophy of food. One of Laura’s current projects deals with Richard Linklater’s *Boyhood* and the divide between fiction and non-fiction. You should also know that Laura did make a geographical sacrifice when she accepted our offer—it caused her to moved from Williamsburg, Brooklyn to Midtown Manhattan so she could have a more manageable commute.

**Jason Alden Smith** has taught part-time for the Department of Philosophy since 2012; it is my pleasure today to introduce him as our new Visiting Assistant Professor. Jason earned an M.A.R. in the Philosophy of Religion from Yale Divinity School. He followed this with an MA, M.Phil., and PhD in Philosophy from Yale University where he wrote his dissertation *Truth, Art, and Faith: Nietzsche’s Recovery of the Sacred.* In addition to specializing in Nietzsche, Jason also specializes in 19th century German philosophy. One of Jason’s current projects, however, is a twist on Gretchen Rubin’s popular *The Happiness Project.* In *The Misery Project,* using parenting as a template, Jason argues that a more profitable route to
fulfillment is learning to affirm our misery.

Prof. Laura Nash introduced her newest colleague, Patrick Brooks, a Professor of the Practice in Film, Television and Media Arts. He holds a BA from the University of Chicago, and an MFA from UCLA. He has taught at Northwestern and DePaul. He is an active filmmaker, shooting and editing content for, among others, National Geographic, The North Face, The New York Times. His most recent work may be seen in Meru, which is about climbing the Shark’s Fin on Mount Meru, the most technically complicated and dangerous peak in the Himalayas, one that had never been scaled to completion until this attempt. One review says it is “a gripping tale of human resistance, survival and friendship with killer cinematography”. It won the Sundance Audience Award. His short, The Boy Scout – was selected for an incredible 10 festivals, including Tribeca, Slamdance and Palm Springs. And he has gone rogue on the streets of LA, without permits. Patrick, his wife, Katie and son, Leo, live in NYC where Katie is doing a post doc in biology at Columbia. Demonstrating our ongoing commitment to interdisciplinarity – Katie and Patrick collaborated on her fieldwork, which was in the Sierra Nevadas, where Katie put Patrick’s cinematography skills to work. During squirrel mating season he was tasked with running around a high alpine valley, chasing frisky squirrels, and filming their inevitable private moments. He’s an avid outdoors person, with particular expertise in rock climbing.

Finally, Prof. Judy Primavera introduced Michael Creane, a Visiting Instructor in Psychology. He has a BA from UConn, and MA in teaching from Quinnipiac, and is finishing his dissertation at Berkeley. He did an excellent job as an adjunct for the department last year. His research interests focus on students’ deceptions of teachers and their endorsement of deception. He is also exploring peer tutoring among autistic children.

All of the new faculty were welcomed with warm applause.

4. Remarks by the Provost and Senior Vice President for Academic Affairs

Provost/SVPAA Babington offered the following remarks:

As you all can see, we are fortunate to again welcome a new group of very interesting and diverse faculty to Fairfield University. Please spend some time welcoming them, getting to know them, and helping them as they join our community.

I want to begin with a brief update on student enrollments:

As of 9/15 there were 968 freshman representing a higher yield and stronger students than previously (higher SAT scores, more merit scholars accepted our admission offer). They come from 28 states and 10 countries. Further breakdowns are: CAS= 389; DSB= 384; SON= 118; SOE= 77; 15% students of color; 60% female/40% male. The admit rate went down 7 points (64.9%). The discount rate also improved (42.7%).

As of 9/15 there were 1164 graduate students as follows: GSEAP= 446; SOE= 244; SON= 224; DSB= 142; CAS = 108; 63% female; 37% male; 38% students of color; 22% international.

I am pleased to welcome you to a new academic year. Last year was a very productive one for the Academic Division- your commitment to academic excellence and the success of our students resulted in new programs, majors and minors that were launched this fall – a master’s in business analytics through DSB; a reading specialist certificate in GSEAP- new major and minor in Public Relations in the Communication department; a Digital Journalism major/minor in the English department; two new interdisciplinary programs – a major in environmental studies and a minor in health studies. The College also now provides students with the opportunity to earn a master’s degree in one additional year in 5 distinct fields.

We also experimented with new teaching methodologies – flipping the classroom, using twitter & blogs to augment student learning, using Blackboard collaborate during all of those snow days to hold classes virtually. Innovation and creativity in how we teach and what we teach is increasingly important to our success as an academic enterprise.
No university can position itself for the future without a clear vision of the role technology will play. We have made good progress in the way we leverage technology on this campus but that progress must accelerate, and it will. One example of progress is the new digital signage now present in most campus buildings. A second is the addition of charging stations that will allow students, faculty and staff to quickly recharge their phones and tablets. Over the summer, we also increased wireless bandwidth across campus in order to accommodate the increasing number of mobile devices being used by all members of our community. In the classrooms, we continue to install new suites of multi-media technology and we provided each faculty member with an iPad.

As many of you heard during the last faculty meeting and through the various University announcements, we have launched a number of new innovation initiatives this fall. I distributed a handout during the first faculty meeting outlining faculty incentives for innovation. I brought extra copies today for those of you who did not receive one.

On the Academic Affairs website, there is a link to this document as well as the supporting documents – (all of the links will be live next week) the application for a grant to support the development of an online course; policy on cost share for grants that have overhead allocation included; and the policy and application for funding to support the development of a larger grant.

And, we are recruiting for a learning technologists and pedagogical innovator with expertise in learning, pedagogy, and instructional design who will work with faculty to develop online courses. This person will report to my office to work in collaboration with the CAE and academic computing to assist faculty in integrating technology in their courses, designing hybrid courses, and developing on-line courses. We need a consistent approach to on-line learning, a consistent look and feel to the way courses are designed and a strong assessment component built in so that we know whether or not these courses are resulting in students learning and other outcomes we identify.

Details on the Presidential Innovation award will be forthcoming as this is a University initiative that extends to all members of the University community. These awards will be made in the spring. As you can see, we spent considerable amount of time developing incentives to recognize and reward faculty for your time and commitment to the education of our students as well as your research and scholarship.

I am disappointed and sorry that so few of you attended last week’s University convocation. It was a wonderful event and an opportunity for the entire University community to come together to celebrate the launch of the Strategic Plan- 2020: The Way Forward. The theme of the convocation was building a culture of collaboration and community at Fairfield.

Collaboration is not easy to achieve in any context; however as communities of learning, Universities above all other settings should strive for this ideal. A University is really like a small village – with its own public safety, administrators, students, teachers, facilities management and so on. All of the parts need to work together. We need to be intentional about building our village so that it is a JUST Village where everyone feels valued. This means that we need to work across departments, schools/the college within Academic, and across divisions within the University. We need to get out of our own wheelhouse and share our good thinking with others in the University to confront the challenges facing higher education today.

We did not make our enrollment goals for freshman this year – which you may recall was 975. While we certainly are not in crisis, we all know that tuition from our traditional residential undergraduate student populations can no longer support this University. We need other revenue streams.

We need to re launch continuing studies – where students can come and complete an undergraduate degree. This growing population of potential students is older, with families and work obligations. It is up to us to figure out how to offer this type of education in ways that are true to the Jesuit philosophy. Fairfield University has an opportunity to be leaders in this area. AND there are other potential student markets –we need to collaborate with corporations to offer certificates and continuing education that are specific to the workplace.
We live in an unbelievably rich area – between NYC and New Haven. Setting up programs that integrate the arts and culture on campus with academic programming for those interested in life long learning is another opportunity. We also need to make sure that we are offering graduate programs that are both relevant today and consistent with the mission and values of the University.

In order to be successful in identifying, developing and launching these types of new programs, we must be nimble. This in no way means circumventing the approval process for academic programs- but we do need to be expedient in how we approach our work. There are some areas that I just described (for example life long learning programs) that will emerge from partnerships with the arts, not result in academic degrees. These will likely be easier for us to develop and launch in our current system.

Please do not be a spectator in the implementation of the Fairfield 2020 Strategic Plan.

In order for us to continue our success as a University, all of the divisions must come together as a community, honor and respect our unique contributions to the enterprise and collaborate on not only new initiatives that we may develop, but on the ongoing work of the University. A University exists to educate students and generate and disseminate new knowledge. It is a place for dialogue and debate, a place to try out new ideas – some of which may fail.

Our role as faculty is critical to the success of Fairfield. I not only encourage you to be involved, but suggest that this is your obligation. We in Academics need to take leadership in the University community and all of your participation is essential.

Last year, when I addressed the faculty during the first meeting of the year, I described Leadership as a social influence in which one person enlists the aid and support of others to accomplish a common task. It is about inspiring a vision while providing the environment and resources where members can flourish and goals can be accomplished. I take this role very seriously as the academic leader AND I challenge all of you to join me in taking up this leadership role so that we all can be successful in achieving our common goals.

My role is to provide the environment where you can flourish –as teachers, scholars and citizens of the University and wider community. I spent my first year in the role of SVPAA learning about our programs, getting to know all of you, forging collaborative relationships across campus with colleagues in all divisions of the University and promoting the academic mission and goals. I learned a lot, from you and many others.

It would be dishonest of me to say that is was an easy year- in fact, there were times when I wondered why I ever accepted the position, but today I stand before you energized and committed, not just to my position as leader of the academic enterprise, but to you as faculty and to the entire University enterprise.

I recognize that I will continue to make mistakes AND I need support and help to be successful. I continue to have a strong commitment to innovation and entrepreneurship. With all of the great minds and creative talents of this faculty, we are in an enviable position to examine our current educational programs and build new ones that meet the challenges of an ever changing and challenged society. I also realize that not everything we do will be successful. My philosophy is that if you don’t fail, you are not really trying- we need to embrace failure and learn from it. Robert Kennedy said that only those who dare to fail greatly can ever achieve greatly.

With that- I welcome you to a new year and look forward to accomplishing great things this year.

At this point, the floor was opened to questions, but there were none.

5. Adjournment

A motion to adjourn [Epstein/Baginski] was uncontested at 4:30 p.m.

Respectfully submitted,
Prof. Susan Rakowitz
Secretary of the General Faculty