1. The meeting was called to order at 2:00 p.m.

2. The minutes of the 28 November 2008 All-Faculty Meeting were approved.

3. The next All-Faculty Meeting is scheduled for 17 April 2009 at 2:00 p.m.

4. Academic Integrity Task Force Report

   Saona announced the committee’s focus of creating a document to address academic integrity at SLU Madrid based on policies established by SLU’s Schools of Nursing and Business, Arts & Sciences. To date, the committee has focused on types of infractions. All faculty are invited to attend the next meeting, scheduled for Thursday, February 12 at 11:00. Hutchison commented on the challenge of adapting the Arts & Sciences policy to Madrid campus. Welch suggested circulating a draft of the proposed policy, which the committee agreed to do.

   Discussion:
   - S. Casmier asked why the Madrid policy should be different from that of St. Louis. Hutchison replied that the A&S documents are too specific for campus needs.
   - T. Gasmi expressed concern about discrepancies if the Madrid campus policy differed.
   - Granados stated we should try to prevent plagiarism; Vita agreed that the ideal would be to take a proactive, preventive approach. Hutchison added that the student representative on the committee, Meisam Akborof, felt that students need to be continuously reminded about plagiarism and its possible consequences.
   - Saona added the committee welcomes input from all faculty.

5. Dean’s Announcements

   • Vita thanked everyone who submitted a Service Interest Form.
   • There will be a “Library Forum” at 2 pm on Friday, February 20, 2009, in the Everett Rice Room with Julie Arata.
   • Vita has asked Saona, Dewey, Welch, R. Martín, and Candel to serve on the Faculty Professional Development Advisory Committee to address issues such as sabbaticals, research grants, course releases, summer becas, travel funding and professional development issues.
   • Vita has asked Martín Valbuena, T. Gasmi, A. McCabe, Roder, and Moreno to serve as the Dean’s Advisory Committee to assist him in addressing faculty and student issues.
• The **Faculty Performance Evaluation Process** starts in February. Vita identified three functions for this process: professional development through self-assessment, professional recognition, and salary determination. A. McCabe will serve as the representative for English and Communication; García-Serrano, for Humanities and Social Sciences; department chairs, for their facultades. Faculty will have one month to complete the self-review.

Discussion:
- Hillery asked for clarification about the relation between self-evaluations and salary increase. Vita responded that the self-evaluations also served for mentoring and ensuring communication among faculty and administration.
- Llorente and Ingram asked for clarification about the 1% raise across the board and .5% salary adjustments. Vita will follow up on this request.
- Azcue asked to whom the self-evaluations go. Vita reviewed the timeline and the proposed procedures of the process.
- Goss asked whether this year’s procedure will include the designation of faculty ranks. Vita responded that part of the process will include the submission of CV's; there is no formal procedure in place at present for faculty ranking.
- Tennant asked for clarification for faculty who work in two departments. Vita stated this can be resolved case by case. (Tennant also mentioned that he has lost a box of electronic equipment and requested assistance finding it.)

6. Discussion Items

Vita raised two topics, raised at previous faculty meetings, for open discussion.

• **Student Motivation**
  - F. Martinez stated a concern of attracting future students through housing and trips.
  - Vita commented that the present economic situation may have influenced students’ travel choices. He reviewed other factors relating to class enrollment and academic travel.
  - Barney suggested that trips could be more affordable if the Campus did not use a travel agent.
  - Ingram asked for clarification about the number of trips set for this semester. Vita will request this information.
  - Llorente raised the issue of ranking, whether the campus will be follow St. Louis titles or those of the convenio.
  - Vita responded the former are U.S. conventions (for publication, for example); the latter, a legal issue in Spain.

• **Campus Goals**
  - Tarnoff announced the formation of a Women’s Studies focus group aiming to offer a certificate on the Madrid campus.
- A. McCabe emphasized the need for faculty to converse across disciplines and institutional continuity across classes, disciplines and years.
- Tarnoff and Calvo responded that the Assessment initiative on student learning outcomes should be resumed.
- Calvo also proposed establishing an interdisciplinary student conference.
- Vita proposed following up with an interdisciplinary meeting for faculty on the CLA (critical thinking) exam process.
- Aznar proposed a series of interdisciplinary seminars for faculty to share research.
- S. Casmier asked if the Madrid campus goal was to form an independent college, which would address the issue of rank and tenure in the ways individual schools of St. Louis do.
- Vita asked for clarification and stated the Madrid campus remains linked to the St. Louis campus and must adapt its position in Spain.
- Llorente asked whether the administration plans to institute a tenure system.
- Vita responded that contractual and legal issues impede such a plan.
- S. Casmier asked whether the Madrid campus plans to strengthen ties with the St. Louis campus or move towards more independence.
- Vita responded that the plan is to strengthen ties, while building on distinct offerings; he welcomed further input.
- Goss added that de facto, the campus functions as a small liberal arts college.
- Vita replied that faculty should be active in the design of how the campus positions itself.
- Azcue asked whether the university’s goal is to conform to university policies or those outlined in the convenio.
- Vita replied that he is not in the position to address the issue at present—further research and discussion is needed, but the convenio overrules U.S. conventions.
- Ingram suggested that the Rector, Fr. Frank Reale, attend faculty meetings to address these issues.
- Kineen said many faculty don’t feel aware of the University/Madrid campus goals.
- Vita responded that he would invite Reale to meetings to address these issues.
- Llorente asked whether Reale will remain Rector.
- Vita responded that Reale’s discussion with President Biondi was postponed to illness.
- Goss stated that he felt Reale should attend the meetings.
- McCabe stated that both academic issues and contractual issues need to be addressed in relation to the Madrid campus and the University.
- Llorente presented an example: the convenio provides specific minimum salaries for faculty serving at the same rank.
- Azcue stated that Campus needs to choose; Goss concurred.
- Vita stated the documents need to be reviewed.
- Tennant suggested that a presentation outlining the issue of ranks be made at the next meeting.
- Llorente volunteered to make a presentation, assisted by Tennant.
- Hutchison suggested a presentation of the ranking system in the U.S. as well.
- Binns commented that long-term goals should focus on educating students.
The meeting was adjourned at 3:05 p.m.
Respectfully submitted,
R. Coté