1. The meeting was called to order at 2:05 p.m.

2. The minutes of the 6 February 2009 All-Faculty Meeting were approved.

3. General announcements:
   - Marta Maruri (Director, Student Life) announced the date of the commencement ceremony (May 15, 5 p.m.; Mass at 4 p.m.) and elicited information from faculty members on attendance and needs for caps and gowns.
   - Paul Vita (Academic Dean) explained the cessation of the Director of Assessment, Sofia Poe expressing regrets at not having publicly thanked her in his informative email. He explained that she had been thanked personally, and that the decision was not a surprise to those involved. Frank Reale (Rector) reiterated this information.

4. Vita explained faculty rankings according to the Convenio. Renzo Llorente (Social Sciences and Humanities) added that, according to the salary tables, faculty at same rank should have same base salary, although other complements can (and indeed do) apply. The goal is to have each faculty member’s rank clear by Fall ’09. Reale clarified that for now, in Human Resources, faculty are classified as fijo, fijo-discontinuo, full-time, or part-time (part-time contracts do not enter into the Convenio). Llorente pointed out that the Convenio is in the process of being updated but there are no changes expected with respect to this issue. Reale further suggested that we need academic ranking titles in English for use in the professional world given that these are not equivalent to those in the Convenio. Reale then commented on the projected raise for the upcoming fiscal year (which begins July 1). There is a 1.5% pooled increase in compensation on our campus this year, with 1% raises given to everyone, and the remaining .5% to be divided amongst the lowest earning workers on campus, mainly maintenance and cleaning personnel. Vita ended this point with a reminder of the faculty review process, which this year is focused as a developmental, self-reflective process, and should finish within the next month.

5. Vita then presented the current state of the proposal to restructure faculty divisions, designed to increase leadership positions, to emulate the broad academic sectors in many Universities (with an additional division for languages, separate from humanities, given their high profile on our campus), and to group together areas
which are more similar in teaching and research. Carolina Aznar (Social Sciences and Humanities) pointed out that people who are split between divisions need to have this taken into account during the faculty review process.

Vita also presented the Administration and Service positions which would be added to the organization of the faculty. He called for concerns and ideas, to be expressed to him in writing or in person (see attachments).

6. John Welch (Social Sciences and Humanities), Secretary of the Faculty Professional Development Committee, presented their report. He pointed out that their role is an advisory one and explained their short-term activities: providing recommendations about funding for conferences (6 requests so far this year, all approved) and for the summer research grants. Vita announces that this year they have been awarded to Llorente and Brian Goss, English and Communication. Welch announced that the following week the committee would be meeting to discuss recommendations for sabbaticals for 2009-10. He further explained the long-term goals of the committee: to encourage more sustained professional development, with more collaboration among faculty. They have developed a survey to be distributed shortly to faculty. Completed surveys should be submitted to John Welch or Anne Dewey (English and Communication), chair of the committee.

7. Marjory Hutchison (English and Communication) reported on the current proposed policy for Academic Integrity. A handout was made available at the meeting, which faculty are encouraged to read and provide feedback to Hutchison or Paolo Saona (Business and Economics); a meeting to discuss the proposal will also be scheduled shortly (before the end of the current semester).

8. Announcements:
   - Vita announced that registration is in process, and explained the current paperless procedure. He asked faculty to encourage students to register.
   - Vita reminded faculty that students with financial holds CAN take their final exams (in contrast to policy in previous years). No student can miss an exam because of a financial hold.
   - Vita explained that the library forum had met, and that a faculty survey resulted. Juliet Arata (Director, Library) is currently analyzing the results.
   - Vita announced the first all-faculty meeting for the fall ’09 semester: Friday, October 2.
   - Rafael Cabañas (Modern Languages and Arts) mentioned that this year’s theater performance (*Picnic* and *Guernica*, by Fernando Arrabal) is wonderful, and encourage all to attend.
   - Fabiola Martinez announced an upcoming event to promote the Art History minor.
• Taieb Gasmi (Chair, Sciences and Engineering) announced that course evaluations would be available from April 27-May 5. Faculty can reserve the computer lab in PRH for their classes. No incentives are provided to students this year for filling out evaluations. Knut Roder (Social Sciences and Humanities) suggested that a drawing might increase participation.
• Maura Tarnoff (English and Communication) announced the upcoming 7th annual graduate student conference, *Voices and Visions*, June 5-6.
• Anne McCabe (English and Communication) announced the student writing awards in academic writing and creative writing, and asked faculty to encourage students to submit their work. Deadline is May 4.
• Vita explained that next academic year will include a half hour break in the middle of the day.
• Maria Jose Morrell (Director, Enrollment Management) announced that numbers of applications for Fall ’09 were higher this year than last year; numbers of admitted students is the same right now as it was in last year.
• Hutchison commented that student motivation seemed to be lower this year. Welch suggested that low attendance could be due to the nature of the breaks and holidays this semester.
• Tarnoff mentioned problems with receiving technological equipment in the classroom.

9. Meeting was adjourned at 3:02 p.m.