

## Summary of October 6, 2016 Meeting

Christopher Constas  
Anthony Annunziato  
William Keane  
Patricia Riggin  
Jonathan Laurence  
Can Erbil  
Judith Clair  
Ronnie Sadka  
William Fehder

Kent Greenfield  
Sharon Beckman  
Mariela Paez  
James Bretzke, S.J.  
Claudia Pouravelis  
Gregory Kalscheur, S.J.  
Gautam Yadama  
Thomas Wall  
Joseph Du Pont

John Rakestraw  
Margaret Loughman  
Craig Ford  
David Quigley  
Billy Soo  
Akua Sarr  
Nanci Tessier  
Thomas Chiles  
Joseph Carroll  
Jessica Pesce

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1. **The summary of the April 28, 2016 meeting was approved.** It will be sent to the All summaries encouraged to share them with colleagues.

2. **Policies for Postdocs and Visiting Scholars** Bill Nunez, Jiin-Yu Chen, Bill Murphy

effective  
December 1, 2016, \$47,476 would be the new minimum annual salary needed for employees to be exempt from overtime. Before the change, it had been \$23,600. The universit

In some cases, money allocated in grants for postdocs will need to be re-budgeted. The university will not make up the difference in funding. This is consistent with how many peer institutions are handling the shortfalls. OSP requests that these re-budgets be submitted by November 1. All new grant proposals that have been submitted since May already factored in the appropriate postdoc salary amount, so this only affects existing grants.

Overall, the FLSA change will have the greatest impact on non-academic areas of the university.

In light of the revised postdoc policy, it was also important to revisit the definition of Visiting Scholars at the institution. Billy Soo and Jessica Pesce said that Visiting Scholars have typically been faculty or graduate students from another institution who are unpaid and visit BC to collaborate with

suggested the time missed before giving birth would be better considered a medical leave. The Law School representatives noted that law students cannot miss 8 weeks of class due to ABA policies. Therefore, the Law School would prefer that each school have an individual policy along with an overarching statement from the university.

A Council member brought up the issue of graduate students who are earning money off grants. She said that the NIH has clear policies about family leave that are usually only applicable to principal investi TJ43(y)200f1 0 0 1redsste12 ti63.34 tha63.3(membe1.3 F1 12 Tf115h)-11

classroom experiences than white men. To follow up on this issue, Institutional Research will conduct focus groups with faculty. Please let Billy Soo know if you or any of your colleagues would like to be included in these focus groups.

## 6. Future Agenda Topics

A Council member said that she would like to discuss university responses to events on campus that affect campus climate/culture. In many cases, students find out about issues before the faculty and staff who are here to support them.

Other Council members said they would like to talk about internal grants. For example, the REG cap has been \$2,000 for the last 15-20 years, and people would like to see it higher. Additionally, TAM grant proposals are only reviewed once a year. TAM grants align well with faculty who might be designing new courses.

Another Council member said that, while there is a lot being done on campus to encourage and facilitate interdisciplinary collaboration, not everyone knows about these initiatives. How can we better enable and better publicize these types of collaborations?

Another Council member noted that there is concern with the safety of the BC-operated shuttle busses.

Graduate students are concerned with how to determine their hours. Some TA jobs count for 20 hours, some count for 10, and some not at all. Grad students would like to see the math laid out on assistantships so they know how many jobs they can take on.

Council members would like to hear ideas for future topics.