

MINUTES
Meeting of the Faculty of Arts and Sciences
7 November, 1995

The meeting was called to order by Dean Jacklin at 3:39 PM and the minutes of the meeting of 3 October, 1995 were approved after some discussion and the correction of the phrase "Registration Committee" on page 9 to read "regular committees."

REPORTS OF ADMINISTRATIVE OFFICERS

President Sullivan noted that he had not much to add after his two hour session informational session of mid-October, but express a willingness to take further questions.

Provost Cell announced that the Faculty Assembly had agreed that the Academic Status Committee was the appropriate body to deal with the implementation of recommendations and suggestions of the Self-Study. Provost Cell had met with them earlier in the day and begun setting priorities and doing preliminary work in preparation for these tasks.

She also announced the creation of three-year-term Chairs for Excellence in teaching, information about which would be distributed to chairs very soon.

Dean Jacklin announced that she had no announcements, but was now open to questions.

REPORTS OF COMMITTEES

Nominations and Elections

Professor Hoak announced that one additional election needed to be held for the Procedural Review Committee: the nominees were Keith Griffioen and Charlotte Mangum.

There were no additional nominations from the floor; a motion was made, seconded, and passed by voice vote to close nominations. The ballots were then collected.

Faculty Affairs Committee

Professor Clemens reported that the Committee had held five meetings since the last Faculty meeting and that they were

bringing one item for action to this meeting of the Faculty of Arts and Sciences: a resolution regarding salaries which had been brought before the Dean's Advisory Council, where it had been amended to apply to Arts and Sciences only:

"We thus recommend that \$500,000 of the funds freed up by the Plan's reductions in administrative expenditures be devoted to a pool for merit pay raises for Arts and Sciences faculty."

Professor Clemens added that he was aware of the problems of diverting funds away from the clusters and other aspects of the Strategic Plan, but that opportunities for private funds are better in those items.

Professor Conlee asked how much money had been freed up in total and how the FAC had arrived at this figure.

Professor Clemens answered that roughly \$700,000 might be available.

Professor Marc Sher asked how much it would take to reach the 75th percentile?

Professor Clemens responded: "\$3.9 million."

Provost Cell interjected that a revised look at the data by rank had lowered that to \$3.2 million. She added that all the deans had received the first phase of a salary report and that Phase 2 will get more details specific to schools by surveying peer groups.

Professor Robert Archibald moved to strike "for Arts and Sciences Faculty" from the resolution for the sake of presenting a common front against a common problem.

Professor Schone seconded the motion to amend.

Professor Clemens pointed out that this phrase had been added at the Arts and Sciences Chairs meeting.

Professor Marc Sher asked how the Law and other Schools ranked, relatively speaking.

Provost Cell: "We don't know."

Professor James Harris asserted that steps have already been taken to help the Schools and that this meeting is concerned with our Faculty of Arts and Sciences; therefore he was against the amendment.

Professor Rublein spoke in favor of the amendment because the funds were needed for restructuring across the schools; as now stated the resolution takes us out of participation by saying we want our share as salary now.

The amendment passed by a vote of 22 in favor to 20 against.

Professor Stephen Park voiced opposition to the resolution as amended on the grounds that the funds need to be used elsewhere.

Professor Chappell expressed agreement with Professor Parks, but asked to be reminded what other priorities would be given consideration for the funds in question.

Provost Cell replied that of the \$1.4 million available, 1/2 has already been committed for, e.g. 8 new positions in Arts and Sciences for the new curriculum, 3 new positions for Information Technology, and increases in graduate student stipends. There remains a series of priorities which the Implementation Committee has left to consider. This resolution would lead to a reconsideration of some decisions already made and severely affect others.

Professor Chappell asked whether there was any hope from other directions for salaries.

Provost Cell listed the following points:

1. The State Council is working on a 4 year plan to get up to the 60th percentile.
2. The Business Higher Education Council has had an impact on the current state administration.
3. The Endowment Association is working on plans to help both salaries and financial aid, and have established a special subcommittee to work on this. If the state gets this institution to 60%, it is possible to get to 75% through endowment.

Professor Terry Meyers pointed out that Professor Clemens had said that it was easier to raise money for clusters, etc., than for salaries.

Provost Cell: "I'm not sure how easy it will be to raise money for clusters; that remains to be seen."

Professor Tiefel admitted that he felt some alarm about speaking about self-interest rather than the interests of students, but we are not asking only for ourselves, but for our younger colleagues and for equity for our institution.

Professor Baxter noted that the timing is such that symbolic statements might weaken those who represent us -- we need, not to pass this resolution, but to complain more.

Professor Robert Johnston expressed concern about the 14th percentile salary level for hiring new people; the Dean is concerned about recruiting for uncompetitive salaries, and as a chair he has faced the problem at close range.

Professor Houle stated that she agreed with Professor Tiefel in principle, but felt that morale is more affected by changes in the tenure and promotion standards; she favored more money for junior research leaves.

Professor Robert Archibald answered that there has been no decline in faculty research money.

Professor Fuchs recognized that faculty salaries seem to be in a crisis situation, but wanted a more careful study of financial priorities before making such a decision -- we are not yet in a position to take this action now.

Professor Willis argued that this money has been freed up for others to make claims upon -- we can come up with many such ideas, but it is time to make a statement that faculty salaries are a high priority now, while we also rethink other priorities.

Professor Livingston asked how the money was to be spread: evenly among all Arts and Sciences faculty? The need seemed greatest among our juniors. He then proposed to amend the resolution to insert the word "junior" in the previously deleted phrase so as to end the resolution: "for junior faculty."

Professor Robert Johnston seconded the amendment.

Professor James Harris objected that we are now giving direction to the other Schools because of our previous amendment; what is the situation for junior faculty in the Schools?

Provost Cell replied that such a study is being done now, but so far only the aggregate is known.

Professor Houle expressed a desire for an amendment to strike "merit" and make other changes to add to research support.

Professor Schone: "Let's not get too specific."

Professor Robert Johnston: "We're gonna study this thing until somebody else spends the money -- I hope we don't amend this thing to death!"

The amendment failed by a vote of 16 in favor and 23 against.

The resolution then was defeated by a vote of 20 in favor and 23 against.

Professor Clemens then turned to other issues being discussed in the Faculty Affairs Committee: first, the proposal circulated in a letter from Professor St. Onge allowing dissenting members of committees concerned with tenure and promotion cases to append minority reports to the committee documents forwarded to the Dean.

Professor Terry Meyers asked whether this was in accord with the policy that tenure and promotion case files are closed when submitted.

Professor Clemens responded that minority reports must be included in the package sent to the Dean; they may not be read if they come in after.

Dean Jacklin pointed out that we are in transition, but this is not a change in current policy.

Professor Kennedy asked whether there would be a procedural problem if the Dean did read things submitted afterward.

Professor Clemens: "No, but this is not an invitation for letters to be sent late." He then went on to the topic of the confidentiality of our minutes circulated on email. The technology is available, but our bylaws make the meetings and minutes closed, which may be in conflict with freedom of information laws -- professional legal opinions have not been conclusive. He also urged all present to encourage junior faculty to attend our meetings.

Professor Rublein then reported on recent Faculty Assembly meetings: work continues on the Handbook, Professor Clemens has been appointed to the Faculty Compensation Board, and the Assembly has agreed to construct an iteration of the Faculty Survey used during the Self-Study. The Assembly also approved a policy on external appointments and bylaw changes regarding a smaller UPAC. Coming up are further discussion of the structure and membership of UPAC and draft #11 of sexual harassment policy, to be published and brought up for action soon.

Advisory Committee on Retention, Promotion, and Tenure

Professor St. Onge noted that the name does begin with "Advisory Committee," and that it submits a written report on all issues considered. After some discussion of points about the policy of abstentions from voting by Committee members in the report for November, 1995, he stated, in response to a question from Professor Terry Meyers, that the Committee cannot refrain from making a recommendation unless it lacks adequate information, in which case its duty would be to request that information.

Professor Terry Meyers then asked who determines if all the information is there? Do they turn to the Dean?

Professor St. Onge replied that it was the Committee's responsibility.

Professor Baxter commended the Committee on its decision to avoid abstentions and expressed a desire to see a change to require committee members to exercise their responsibilities.

Educational Policy Committee

Professor Bohl announced that a report on the implementation of the GER's would be available by the end of the month and that his Committee would ask the Dean to call a special meeting of the Faculty in January to consider the report.

Other Business

Professor Marc Sher reported that the program to put course syllabi on line is working -- there were 13,000 inquiries for the current registration process.

Professor Stephen Parks asked that the Syllabus program not be implemented on the Web until the scan system is up to date.

It was announced that Charlotte Mangum had been elected to the Procedural Review Committee.

The meeting was adjourned at 4:56 PM.

Respectfully submitted,


James R. Baron

Secretary of the Faculty of Arts and Sciences