

**Minutes of the Faculty Assembly
Regular Meeting
23 April 2002**

| Name | Department | Present | Absent |
|------------------|-------------------|----------------|---------------|
| Robert Archibald | Economics | X | |
| Jonathan Aries | Modern Languages | | X |
| David Armstrong | Physics | X | |
| Lan Cao | Law | | X |
| Bob Diaz | Marine Science | | X |
| Dorothy Finnegan | Education | X | |
| Alan Fuchs | Philosophy | X | |
| Keith Griffioen | Physics | X | |
| William Hausman | Economics | X | |
| Colleen Kennedy | English | X | |
| Katherine Kulick | Modern Languages | X | |
| John Lee | Law | X | |
| Bill O'Connell | Business | X | |
| John Olney | Marine Science | X | |
| Roger Reis | Education | X | |
| Margaret Saha | Biology | X | |
| Laurie Sanderson | Biology | X | |
| Bill Stewart | Business | X | |
| Larry Ventis | Psychology | X | |
| Alan Ward | Government | X | |

In addition, alternate Bill Hawthorne was in attendance.

The meeting was called to order at 3:40 p.m. The minutes of the meeting of 23 March 2002 were approved after minor edits. The minutes of the annual election meeting on 16 April 2002 were approved as presented.

Sam Jones briefed the Assembly on the budgetary status of the College and fiscal recommendations of the General Assembly.

Provost Cell discussed current plans the faculty and staff bonus in 2002 and the general question of out-of-state tuition increases to fund adjustments in staff and faculty salary.

Katherine Kulik distributed the 2001-2002 Faculty Assembly questionnaire for completion by members.

Standing Committee Reports: Alan Ward (Faculty Affairs Committee) presented committee recommendations for amendments to the proposed Policy on Post-Tenure Review. This was a continuation of the report first brought to the Assembly in April. The amendments were brought to the floor by the committee as a series of seconded motions, the first of which was a substitute motion made by Will Hausman. The motions are as follows:

A motion to amend Section 3.d. of the proposed Policy on Post-Tenure Review by adding a paragraph taken from a document prepared by the American Association of University Professors as follows “The basic standard for appraisal should be whether the faculty member under review discharges conscientiously and with professional competence the duties appropriately associated with his or her position, not whether a faculty member meets current standards for the award of tenure as those might have changed since the initial granting of tenure.” The motion passed by a vote of 16 in favor, 2 against.

A motion to strike the phrase “the President’s findings’ in Section 3.e. paragraph 1 and substitute “a finding of overall unsatisfactory performance as determined under the provisions of subsection III (3)(d).” In addition, several editorial changes were recommended for this paragraph. The motion passed unanimously.

A motion to accept editorial changes recommended for Section 3.e. paragraph 2. The motion passed unanimously.

A motion to substitute the word ‘schools’ for the word ‘deans’ in the first sentence of section 3.f. The motion passed unanimously.

A motion to insert the phrase “appropriate personnel committee” or “appropriate” in Section 3.g.i. (A), Section 3.g.i. (B) paragraph 2 and Section 3.g. ii paragraph 1 and to strike the phrase “department or school” in Section 3.g.i. (B) paragraph 2 and the phrase ‘dean and the’ in Section 3.g. ii paragraph 1. The motion passed unanimously.

A motion to amend Section 3.g.i. (A) with two changes as follows: (1) add the phrases “and shall commence” and “,and shall be completed no later than March 15 of that year” to the first sentence; (2) substitute the phrase “to improve progress on the performance plan” for the phrase “for improved performance.” The motion passed unanimously.

An amended motion to insert the following in the first sentence of paragraph 1 of Section 3.g.1.(B) “at any time during the term of the performance plan.” In addition, several editorial changes were recommended. The motion passed unanimously.

A motion to strike the last sentence of paragraph 1 of Section 3.g.i.(B) “The committee’s assessment shall be completed no later than March 15 of the academic year following the finding of overall unsatisfactory performance.” The motion passed unanimously.

A motion to make editorial changes to Section 3.g. ii paragraph 1. The motion passed unanimously.

A motion to strike the phrases “has failed to implement the performance plan and his/her” and “The final assessment may also include recommendations for improved performance” in Section 3.g. ii paragraph 2. The motion passed unanimously.

Laurie Sanderson made a motion to make several additional editorial changes and to add the phrase “Arts and Sciences” to the last sentence in Section 3.g. ii paragraph 1 and the third sentence in Section 3.g. ii paragraph 2. The motion passed unanimously.

Following these votes, some discussion ensued after a question from Provost Cell concerning the deletion of the phrase “improvement in” in section 3.c.

A motion to refer the newly revised policy on Post-Tenure Review to the Personnel Policy Committee was seconded and passed unanimously. The motion required a two-thirds majority vote. The newly revised policy on Post-Tenure Review is attached to these minutes (not yet because I don’t have the document).

Dave Lutzer presented a report card on Faculty development to the Assembly. Discussion ensued.

The meeting was adjourned at 6:15 p.m.

Respectfully Submitted,
John Olney, Secretary