



The September meeting of the University Faculty will be held on Monday, September 10, 2001, beginning at 5:00 PM in the Langone Center Forum. Professor Michael Payne will preside. If there are any amendments to the April, 2001 minutes, please send them to Andrea Halpern, Secretary of the Faculty, in advance of the meeting.

AGENDA

1. Amendments to April 2001 minutes
2. **Announcements and remarks by the President and members of his staff**
 - a) Introduction of new faculty and staff
 - b) Questions
 - i. Many of the Coleman faculty and staff housed this summer in Vedder Hall found it to be decrepit and noxious: collapsing ceilings, decaying doors, dangling cabinets, ominous stains on the paint and carpets, and a migraine-inducing stench like moldy laundry and moth balls -- a smell that pervaded our chairs and books, and moved back up the hill with us. How has it come to be that many of our students must live in this malodorous squalor when construction funds seem so abundant elsewhere? What plans does the university have to improve living conditions in under-maintained residence halls?
 - ii. First-year student athletes are reporting pressure to drop courses that conflict with practices beginning as early as 2 PM, and to avoid BS majors because labs use those precious afternoon hours. New students are skipping the second day of class for game preparation, and some even skipped their very first foundation seminar meeting for a practice. Have coaches intentionally chosen to be especially intrusive into the academic realm this year, or have their obligations not been made clear to them? Will the Department of Athletics be able maintain an appropriately secondary position in the lives of students on its own, or is new university policy needed to redress the imbalance?"
3. **Announcements by the Chair of the Faculty**
 - Role of the University Council in the planning process

4. Old Business

Two Faculty Handbook amendments were introduced in April 2001, and will be voted upon at the current meeting.

a) The Committee on Planning and Budget moves that its committee membership be expanded to include one additional salaried staff member (below the level of dean) and two hourly staff members so that all members of the campus community are represented on this committee. The new members of the committee should be elected through a ballot process that is consistent with other staff committee membership processes.

b) The Faculty Council moves that the last sentence in Personnel, Section M, read: The Faculty Hearing Committee shall consist of five tenured faculty members elected every three years, one from each of the standard groups and one at-large

5. New Business

a) Nominations for positions on CAFT

3 -year tenured position

Brian Williams
David Pearson

3- year untenured position

Dave Evans
Jamie Hendry

Two untenured 1- year positions

Duane Griffin
Katharyn Nottis
Jim Maneval
Matt Higgins

1-year engineering position

Richard Zaccone
Steve Shooter

1 semester position

Meenakshi Ponnuswami

CAFT Nominating Committee: Linden Lewis, Jim Pommersheim, Jean Shackelford.

b) Report of the Committee on Faculty and Academic Personnel

FAPC is in the process of constructing a survey that will be distributed to all tenured and tenure-track faculty. This survey will ask faculty about their opinions and experiences with our current merit system. Questions are being generated from particular concerns about the merit system that have been voiced on the floor of the faculty and to committee members. Our intention is to report on the results of this survey at our October 1 faculty meeting and, depending on the responses from the faculty, to recommend changes in the merit system at this meeting. Provost Steve Bowen has indicated that the Compensation Committee of the Board of Trustees is expecting to consider modifications to our merit system at their November Board meeting. As most of you know, three years ago the faculty created a new merit system by which all tenured faculty are currently evaluated. Under this system, tenured faculty are evaluated in the areas of teaching, scholarship, and service every three years. Ratings in each of these areas are weighted and combined to create a composite merit rating which is then used to determine, in part, salary raises for the next three years (there is also a smaller, across-the-board component). When the faculty created this system three years ago, we voted to evaluate the system thoroughly after two cycles of reviews (i.e., after six years). Although we have just finished the first cycle of reviews, we have decided to conduct a modest review at this time in response to concerns raised by a number of faculty. More complete descriptions of the merit system can be found in electronic reserves (Eres) at <http://eres.bucknell.edu/coursepage.asp?cid=611>. You can search using the keyword "FACP" or "Draper". The password is "faculty". Surveys should appear in mailboxes in a bright blue large envelope by Monday, September 10th. In order to have your views included in our analysis, surveys will need to be returned by 4:00 Monday, September 17th.

Respectfully submitted,
Kim Daubman, Chair

c) Report from the Faculty Representative to the Finance Committee of the Board of Trustees

Michael Moohr