



UNIVERSITY GOVERNANCE RECORD

Minutes of the Faculty Meeting

February 3, 2003

Prof. Michael Payne called the meeting to order at 5 PM.

Announcements by the President

President Rogers introduced David Surgala (in absentia) as Interim VP for Finance and Administration. He next reported on the recent Board of Trustees meeting. The trustees approved an increase of 5% in the comprehensive fee for the next academic year, and there was some sentiment to set this figure higher. A 2.5% salary increase for faculty and staff was also approved. He felt the meeting had a positive and constructive tone, and there will be more opportunities for faculty members to interact with trustees at future meetings. The budget for 2004-05 is now balanced, although the exact budget cuts to achieve this balance have not been determined. The projected deficit for 2005-06 has also been reduced; once that budget balances, 2006-07 will also be balanced. Positive performance from the stock market will help us in this regard. We are protecting the instructional budget, which will increase 2% next year; ISR will have an increase but one smaller than originally planned. Other areas will see no change or a reduction in budget allocation. We have as a goal to take the lead compared to other schools in the percentage of our budget devoted to instruction.

VP Charlie Pollock next reported some statistics on student behavior. The percentage of police calls in Lewisburg involving Bucknell students, alcohol infractions, and self-reported binge drinking are all down compared to the last year or two. He credited Dean Ferraro and his staff for success in this area.

Provost Steve Bowen reported on the Vision 2010 planning process on behalf of the Academic Affairs Task Force. After discussion by the Steering Committee, a draft will be ready for wide circulation. Several open forums are planned to elicit faculty feedback to inform the next draft; this plan will be formally presented at the March faculty meeting. In response to questions, Provost Bowen confirmed that the report would go to the Committee on Instruction, and the task force had incorporated ideas from the recent faculty retreat on the academic plan, particularly concerning items that were strongly supported by the faculty members in attendance.

President Rogers noted that the plans are due to go to the Board of Trustees in April, but that they need not be 100% complete. He briefly discussed targets for the size of the student body, which will be an on-campus enrollment of 3350 undergraduates (plus approximately 200 graduate students). He also remarked that some ideas he had offered at the faculty retreat have now have been filtered through the planning process, and have been changed as a result.

Finally, the President answered a submitted question about the Campus Climate Survey. A public formal report was never intended; the main point was to give feedback to managers in a confidential process, which is allowing them to develop action plans. A summary report of the big issues can be shared (possibly on E-Reserve). The cost of the survey was \$46,000, higher than anticipated.

Announcements by the Chair of the Faculty

Prof. Payne also commented on the planning process, noting that we will have a slate of motions regarding new or changed policy to vote on in March. He seconded the President's opinion that the recent Board meeting was positive. Trustees are eager to hear from faculty on what we consider to be the important issues. In response to several questions, he clarified the form he hoped the March motions would take: the list should be manageably small and take into account sentiments expressed at the faculty retreat. The task force reports will be at the same time under review by relevant governance committees. Provost Bowen noted that the content of the motions had yet to be decided.

Prof. Payne then asked for approval to appoint Prof. Ben Vollmayr-Lee to a long-empty slot on Committee on Instruction, which he received. Finally, he reported that campus habitué John Throssel ("Good Luck John") will hereafter reside at the Kramm Nursing Home.

Old Business

Prof. Allen Schweinsberg introduced for the required second reading the Faculty Handbook amendment that would permit leaves to be advanced as much as 3 years, noting that this requires a 2/3 vote. In a brief discussion, he and Dean Genie Gerdes elaborated that leaves can already be delayed; early leaves are permitted as long as 4 years intervene until the next leave. The current motion in essence removes this 4 year restriction and the need for Staff Planning approval for each case. The motion passed.

Prof. George Exner, in his guise of a private citizen (not as chair of COI) next presented his motion to eliminate varsity athletic practices (or practice-like activities) between 8AM and 4PM, with some exceptions noted in the December, 2002 Agenda. After the motion was seconded, he went on to elaborate that his motion addressed the principle of protecting the academic day and the practicalities of resolving current conflicts. He asserted that a policy banning practices before 4PM had long been observed *de facto*, if not *de jure*, but now seems to be more frequently violated. If the policy is now not being observed by coaches, then the complications of his motion are necessary.

Prof. Janice Mann observed that under the terms of the motion more practices would be moved to evenings and thus conflict with evening classes, even if students had open time during the day; Prof. Exner agreed that calling only 8 to 4 "class hours" was inaccurate and struck that phrase from the motion. Practices could be held between 4PM and 7PM and not interfere with any classes. Prof. Gary Sojka wondered why other activities such as musical and theatre rehearsals were not mentioned, and observed that the motion was not helpful to a general discussion of the role of athletics at the university. Prof. Exner considered the conflicts to be largely with athletic practices, and was directed at coaches and institutions, not individuals. Former student-athlete, and current faculty member Prof. Doug Allen noted that too much management of a student's free time is paternalistic and that student-athletes perform well academically. Prof. Exner countered that in fact we do not have complete data on this issue and was not sure the University was interested in gathering such data. A number of discussants commented that perhaps the data should be gathered before approving a rather complex motion. Several members of the Committee on Athletics (a subcommittee of COI) noted that COA has looked into the issue of conflicts and could not document a major problem. Prof. Ned Ladd agreed with Prof. Exner that conflicts have been frequent. Prof. Ben Marsh, stating that the motion was both complex and not of high urgency, moved that the motion be referred to COI for further study, including data gathering. After a second, his motion was voted on and passed.

New Business

Prof. Exner, remaining on the floor in his role as Chair of COI, presented the report on advising printed in the February Agenda. It was received by the faculty without discussion. The same was true of the report from the Committee on Planning and Budget presented by Prof. Marsh. Prof. Marsh agreed with previous speakers that the recent Board meeting went well, and that trustees were not averse to considering larger comprehensive fee increases in the future. We are in good shape right now on faculty salaries in each rank, although we have somewhat more faculty at lower rank than comparison institutions. The current salary pool increase will be allocated to each rank by the Personnel Committee.

Doffing his CPB chair hat and donning his attire as a private citizen, Prof. Marsh then presented his motion on sabbatical replacements and adjuncts. He had heard that reductions in this area were planned for next year, which is not compatible with protecting the instructional budget. After the motion was seconded, Provost Bowen offered some comments, first agreeing that these are important investments that are needed to support the curriculum. Benefits also result from having new faculty on campus for short-term stays. However, our need for replacement and adjunct faculty varies from year to year and is often not clear until just before term begins (due to unexpected need for overload sections or faculty illness). Sabbatical slots are not replaced one for one; for instance, this year we are replacing 42.5 FTE's with 36.67 FTE's. Salary costs for replacement, adjunct, and overload faculty this year are \$1.8 million (not including benefits, or search and relocation costs). There will be no reduction in this budget for next year; in fact, the budget will rise due to salary increases. Dean Gerdes elaborated on reasons for variability in demand for extra faculty from year to year. Factors include faculty decisions on whether to take a full or half-year sabbatical, availability of adjuncts, and willingness of students to take courses from a temporary faculty member. The original proposal for noncompetitive sabbaticals states that full replacement will not be possible; we have tended to exceed our replacement goals of one half to two thirds of courses

Prof. Mary Beth Gray moved to extend the meeting 10 min; which was seconded and passed.

Prof. Marsh said that the sense of his motion was that we have to support the curriculum, and that Staff Planning should be monitoring this. Prof. Payne noted the special needs of departments in which programs are continuous (such as languages). Associate Dean Chris Zappe said that his office is making every effort to accede to requests. President Rogers added that finances have to be the purview of the administration, which needs flexibility. The motion was then voted on and failed.

The final item of business was the motion from Prof. Aarne Vesilind about cheerleader safety. He read a letter to Director of Athletics John Hardt, dated November 14, 2002, pointing out that our cheerleaders do stunts on unprotected floors. The letter referred to an ESPN program showing risk of catastrophic injury (and consequent liability) in such circumstances. He has not received an answer to his letter so far; the motion requests such a reply. After his motion was seconded, VP Pollock said a response was indeed forthcoming. The motion passed.

The meeting adjourned at 6:35 PM.

Respectfully submitted,

Andrea Halpern
Secretary of the Faculty