



## UNIVERSITY GOVERNANCE RECORD

### **Minutes of the Faculty Meeting September 8, 2003**

The meeting was called to order at 5PM by Prof. Michael Payne. Prof. Payne reminded the faculty of the upcoming forum on the presidential search as well as a dinner hosted by the Trustees.

#### Announcements by the President

The President welcomed old and new faculty and introduced David Surgala, the new Vice-President for Finance and Administration. In response to several questions about staff salaries, he reported that our benchmark for salaries, the Consumer Price Index, was 2.13% last year. The average salary increase for faculty, as well as administrative and support staff was 2.5%, including the President's staff. A very small number of faculty received less than CPI. He also reported that the 3:2 teaching load was not currently being discussed.

This year we will complete the Middle States Accreditation Review, the performance classification study, and will work on the budgets through 2005. Our projected deficit has been reduced due to a better stock market, from 3 to 2.1 million. But health care costs remain a concern. The Board of Trustees has capped any increase on health care costs in '05.

Prof. Matt Silberman asked if the administration planned to get the Personnel Committee involved in the health care cost situation. VP Surgala said that over the summer a task force was created to study this problem, consisting of representatives from the two Personnel Committees, Planning and Budget, and the personnel department, as well as some other administrators. Data from an upcoming peer group study will be helpful. Prof. Silberman was concerned that the issue will not go through the proper governance bodies and thence to the faculty. President Rogers assured him that any proposals will be brought through the proper procedures and involve the community.

Introductions of new faculty and librarians were given by Deans Gerdes and Orbison, and ISR Director Gene Spencer (see attached list).

#### Announcements by the Chair of the Faculty

Prof. Payne noted that he had sent out a mailing advising the faculty of its rights and responsibilities in the governance system, including the right of either a committee or an individual to bring motions to the floor as long as they adhere to the three-day rule. He is also happy to answer questions about procedures at any time. He will enforce a 15 min limit on discussion of any questions sent to the President.

This year, we face several complex issues. The head of the Middle States team will be on campus October 28. The Faculty Council is part of the Steering Committee for the Middle States

review. We also have a presidential search process. The Faculty Advisory Committee's role is to receive any nominations from faculty, and is the faculty group available to interview candidates at the discretion of the main search committee. We are following the Association of Governing Boards procedures, under which candidates' names are kept confidential in early stages of the search. Additional nominations were solicited for this committee, but none were forthcoming.

Prof. Marty Ligare offered the following resolution about some recent good news: *The faculty recognizes and applauds the commitment of the Athletic Department to the academic success of Bucknell students as manifested in the recently announced 100% graduation rate of Bucknell student-athletes.* This was seconded and accepted unanimously.

### Old Business

Prof. Allen Schweinsburg re-introduced the matter of updating the *Faculty Handbook*, first introduced last March. He pointed out that the last printed version from 1992, by now a collector's item, is wrong in many places. Some errors result from changes that the faculty voted on. But most of the updating is simply information that changes over 11 years. The Personnel Committee was guided by the Staff Handbook that is changed every 2 years; for instance, faculty and staff benefits are nearly the same. The document is posted on ERES. The Comparisons and Commentary section shows all the proposed changes; over the summer, a few additional changes were made and they show up in green font. CAFT has also reviewed the Handbook and may have some amendments to offer. He invited everyone to look over the document for discussion and vote in October.

Prof. Payne thanked Prof. Schweinsburg and his committee for all its hard work on the *Handbook*. Prof. Ben Marsh asked about future changes. Prof. Schweinsburg admitted he had a collection of substantive amendments that have been suggested, which will go through the Personnel Committee for possible faculty action in the future, after the Handbook has been updated. Prof. Payne offered the ironic comment that procedures for amending the Handbook are contained in that very document.

The meeting adjourned at 6:05.

Respectfully submitted,

Andrea Halpern  
Secretary of the Faculty

## 2003-04 New Faculty Members and Librarians

<u>Name</u>	<u>Education</u>	<u>Rank</u>	<u>Department/Program</u>
Stephen Buonopane	Johns Hopkins University	Assistant Professor	Civil and Environmental Engr
Amy Carney	University of Iowa	Assistant Professor	Education
Tevye Celius	Cornell University	Visiting Assistant Professor	Chemistry
Mark Ciavarella	University of Georgia	Assistant Professor	Management
David Ciavatta	Pennsylvania State University	Visiting Assistant Professor	Philosophy
Maurice Clark	Murdoch University	Visiting Assistant Professor	Physics
David Collins	University of Texas, Austin	Visiting Assistant Professor	Physics
Jordi Comas	Universidad de Navarra	Visiting Assistant Professor	Management
Abby Clobridge	Florida State University	Librarian	ISR
Isabel Cuñado	Cornell University	Assistant Professor	Spanish
Kevin Daly	Harvard University	Assistant Professor	Classics
Kate Douglass	Pennsylvania State University	Visiting Assistant Professor	French
Michael Drexler	Brown University	Assistant Professor	English
John Fernsler	University of Michigan	Visiting Assistant Professor	Management
Rosaria Gabriele	University of Wisconsin, Madison	Visiting Assistant Professor	Education
Peter Goetz	University of Oregon	Visiting Assistant Professor	Mathematics
A. C. Harth	University of Pennsylvania	Visiting Assistant Professor	Political Science
Stephen Jordan	University of Connecticut	Assistant Professor	Biology
Kelly Knox	University of Washington	Visiting Assistant Professor	Theatre and Dance
Shara McCallum	Binghamton University	Assistant Professor	English
Molly McGuire	University of Wisconsin, Madison	Assistant Professor	Chemistry
Matthew McTammany	VA Polytechnic Institute and State U	Assistant Professor	Biology and Environ Studies
Amy Miko	Indiana University of Pennsylvania	Visiting Instructor	Mathematics
David Mitchell	Syracuse University	Assistant Professor	Political Sci and Internatl Rel
Ron Mohring	Norwich University	Visiting Assistant Professor	English
Ranganath Murthy	Vanderbilt University	Visiting Assistant Professor	Economics
Georgia Newlin	University of Hartford	Visiting Assistant Professor	Music
Felipe Perrone	College of William and Mary	Assistant Professor	Computer Science
Samantha Richerson	Louisiana Tech University	Assistant Professor	Biomedical and Electrical Engr
Roger Rothman	Columbia University	Assistant Professor	Art and Art History
David Rovnyak	MIT	Assistant Professor	Chemistry
Peter Sak	Pennsylvania State University	Visiting Assistant Professor	Geology
Ali Sezer	University of Nebraska	Visiting Assistant Professor	Chemical Engineering
Richard Weida	University of Delaware	Visiting Associate Professor	Mathematics
Barbara Yener	Purdue University	Visiting Assistant Professor	Management