



UNIVERSITY GOVERNANCE RECORD

The March meetings of the University Faculty will be held on Tuesday, 7 March and Tuesday, 21 March 2006, beginning at 12:00PM in the Langone Center Forum. Professor Martin Ligare will preside. If there are any amendments to the February 2006 minutes, please send them to Erik Lofgren, Secretary of the Faculty, in advance of the meeting.

AGENDA

1. Amendments to February 2006 minutes
2. Announcements and remarks by the President
3. Announcements and remarks by the Provost
4. Announcements by the Chair of the Faculty
5. Unfinished Business

Report from the Steering Committee on the NCAA Recertification Process:
(documentation: <<http://eres.bucknell.edu/eres/coursepage.aspx?cid=1637&page=docs>>)

6. Committee Reports

a. Report from Faculty Council: Marty Ligare

i) Endorsement of *The Plan for Bucknell* (per approved motion by John Peeler, 15 November 2005)

Motion by Faculty Council: Marty Ligare

Faculty Council moves that *the Faculty endorse The Plan for Bucknell, the final draft of which was circulated to the campus by President Mitchell on 24 February 2006.*

ii) Motion by Faculty Council: Marty Ligare

Faculty Council, after consultation with an ad-hoc committee responsible for drafting the charge of the proposed standing Committee on Athletics (Mitch Chernin [chair], John Hardt, Joel Wade, George Exner, Jean Peterson, and Kari Conrad; per Ad Hoc Committee to Review Faculty Governance motion adopted 4 April 2005), moves *the creation of*

a University Committee on Athletics. The charge to the Committee will be that described in the amendments section of this Agenda.

[Because this motion requires an amendment to section II.D of the *Faculty Handbook* to include the charge to the committee, it is only being introduced. It will not be discussed or voted on prior to the April meeting. ERL]

b. Report from Committee on Instruction: Kevin Myers

- i) Reporting grade statistics
- ii) Composition Council update
(see report attached at the end of this Agenda)

c. Report from Committee on Faculty and Academic Personnel: Geoff Schneider and Amy McCready

- i) Faculty Salary Increases: Geoff Schneider
(see report attached at the end of this Agenda)
- ii) Handbook Revision: Untenured Faculty Leave: Amy McCready
(see report attached at the end of this Agenda)

Motion by Committee on Faculty and Academic Personnel: Amy McCready

The Committee on Faculty and Academic Personnel moves that *the Faculty adopt the changes to the Faculty Handbook presented in our report.*

[NOTE: As this issue is not governance related, the provision for a one-month notice does not apply. As it is a motion to modify Section III of the *Faculty Handbook*, a $\frac{2}{3}$ majority is needed for the motion to pass. ERL]

d. Report from Committee on Staff Planning: Tony Massoud

7. Announcements and remarks by members of the President's staff

8. Questions for the President

ATTACHMENTS

Proposed charge for the new University Committee on Athletics (from the Ad-Hoc Committee for the Creation of the Committee on Athletics, and Faculty Council) for the Faculty Meeting on 7 March 2006

The responsibilities of the Committee on Athletics are to:

- a. foster an intercollegiate athletics program consistent with the educational mission of the University;
- b. annually monitor and evaluate issues pertaining to gender equity and minority opportunities – programs mandated by the NCAA;
- c. conduct and evaluate the annual academic performance survey of student athletes;
- d. develop policy legislation for consideration by the faculty and/or administration;
- e. periodically review programs specifically established for student athletes;
- f. actively participate in the NCAA recertification process;
- g. communicate the results of its work to appropriate university committees or constituencies;
- h. respond as appropriate to requests from the faculty on matters at the intersection of academics and athletics;
- i. act as an advisory body to the Director of Athletics who reports to the President.

Membership

Three members of the faculty elected at-large (3-yr terms)

Faculty Athletics Representative to the NCAA

Athletic Director

Dean of Students (or appointee)

Dean of Arts and Sciences, or designee

Dean of Engineering, or designee

Senior Woman Administrator of Athletics *non-voting*

Senior Associate Director of Athletics *non-voting*

Two students (one male, one female) elected from the NCAA-mandated Student Athlete Advisory Committee (SAAC) for a term to be set by SAAC, but not less than 1 year

Student elected by the BSG, for a term to be set by the BSG, but not less than one year

The chairperson of the committee shall be elected from its faculty membership.

CoI Report for Faculty Meeting on 7 March 2006

1. Faculty are invited to comment on COI's proposal (see December agenda) for reporting grade statistics to the faculty annually, which was referred back to COI for additional consideration in the February meeting. After considering additional faculty input, we intend to report at the April

meeting a proposed (revised) format for disseminating these statistics. Comments can be directed to Kevin Myers (kmyers@bucknell.edu).

2. The Composition Council was previously charged with two tasks: a.) a subset of faculty on the Composition Council was to review the Writing Program in light of faculty input, and b.) the Composition Council was to propose Assessment Plan for the Writing Program. COI has received from the Composition Council very thorough reports on each topic. We are currently discussing the content of these reports and considering the recommendations made in each. We plan to report recommendations on these issues at the April faculty meeting, likely to involve legislation changes for the Writing Program.

CFAP Report (i) for Faculty Meeting on 7 March 2006

The Faculty and Academic Personnel Committee (FAPC) received the following recommendations for faculty salary increases from the Committee on Planning and Budget:

Rank	Average Salary Increase
Full Professor:	9.64%
Associate Professor:	8.20%
Assistant Professor:	6.43%
Faculty Average:	8.12%

These recommendations are consistent with the current model of targeting the 6th position in faculty salaries with respect to our frame of reference schools and with the goal of achieving that position in two years. FAPC accepted the recommendations from Planning and Budget. Furthermore, FAPC notes that, because of the adoption of this methodology with respect to faculty salaries, faculty salary increases this year and next will be significantly higher than normal.

As always, raises within the associate and full professor ranks will vary according to merit scores. The across-the-board component of faculty raises will be approximately 1.5%, or ½ of CPI, and the remainder of raises will be allocated according to the faculty merit system.

The higher raises for full professors reflect the fact that our merit system allocates merit raises in fixed dollar amounts, which has allowed the salary position of full professors to deteriorate relative to peers for the last few years.

The lower raises for assistant professors reflect the extraordinarily large raise given to them last year, which brought the average salary for assistant professors much closer to the 6th position relative to our frame of reference schools than was true for associate and full professors.

The current merit system salary model does create some salary compression within the associate and full professor ranks. Thus, while annual raises for *all* members of the faculty have been higher as a result of the adoption of the current compensation model, the most highly compensated associate and full professors have probably benefited the least from this model in

percentage terms. In other words, associate and full professors whose salaries are substantially above the average salary within rank have received higher raises under the current compensation model than they would have under our former compensation schemes, although they have received lower percentage increases than their counterparts with salaries substantially below the rank average.

CFAP Report (ii) for Faculty Meeting on 7 March 2006

Proposed Revision of the Faculty Handbook

The Committee on Faculty and Academic Personnel recommends one major and two minor revisions of the Faculty Handbook section III.B Tenure-Track Appointments (see attachments). FAPC will bring this before the faculty for a vote at the April meeting.

First, and most importantly, we wish to eliminate the difference for the tenure clock between a one-semester untenured leave (UTL) and a full-year UTL. The current handbook states that the year in which one takes a full-year UTL will not count as full-time service toward tenure unless he or she requests to have the year count. If one takes a one-semester UTL, the year in which the UTL is taken does count as service toward tenure. We propose that a year in which any UTL is taken (whether the UTL be one semester or one year) presumptively not count as service toward tenure unless a faculty member opts to have it count after consulting with the department chair and the academic dean.

Given that many faculty members who take one-semester UTLs do so for financial reasons or family obligations, and that taking a one-semester UTL not only advances the tenure clock but also offers less time for research than the full-year UTL, the provisions in the current handbook seem inequitable. In other words, those who are financially able to take a full-year UTL have the possible further advantage of having an additional year before the tenure decision. Eliminating the difference for the tenure clock between a one-semester UTL and a full-year UTL eliminates the inequity and allows all faculty members the same choice of whether to count the year in which a UTL is taken or not.

Secondly, we have clarified the process by which a faculty member may decide to have the year in which an UTL is taken count as service toward tenure. We specify a consultation with the department chair and the appropriate academic dean to ensure that a faculty member is aware of factors to consider when making such a decision. We also specify a date by which this decision must be made.

Third, in the course of reviewing this section, we noticed that the current handbook states that an extension of the tenure clock in exceptional cases requires the consent of the Provost and the URC. The URC, however, has no role in determining tenure clocks for the usual cases (e.g., UTLs and child-bearing leaves). Given that a faculty member with his or her department would request an extension in an exceptional case (that a faculty member would request such an extension for his or her advantage), we see no reason to include the URC in this process and suggest deleting it.

The change in section III.B would entail a corresponding change in III.I.4b, as indicated on the attached sheet.

I. FACULTY GROWTH AND DEVELOPMENT

4. Faculty Leaves

Leave programs support both teaching and scholarship as additional means for professional growth and development. The main purpose of the leave policy is to improve the professional competence of the Bucknell Faculty and thereby enhance the instructional program of the University. The following policy statement has been written with these objectives in mind. All leaves require confirmation by the Board of Trustees.

b. Untenured Faculty Leaves

Untenured faculty leaves of absence are granted to members of the Faculty to provide opportunities for faculty members who are young professionally to engage in productive professional development beyond their dissertations and graduate school contexts. Although it is expected that most participants will engage in scholarly research during the leave, proposals that set forth scholarly inquiry into the development of pedagogy also will be considered. Untenured faculty leaves are granted according to these provisions:

- 1) Provisional faculty members hired with zero or one-year credit toward tenure may apply to receive an untenured faculty leave in their third or fourth year of service. Award of the leave is contingent upon having received a favorable second- (or "third-") year review. Faculty members may apply during the Fall of their second- (or "third-") year review if they wish to be considered for an untenured faculty leave during the following year.
- 2) Primary criteria for the untenured faculty leave program are:
 - a. the strength of the proposal and its clear connection to the faculty member's scholarly and teaching development;
 - b. the likelihood of the successful completion of the project (e.g., a clear plan of study and project(s) of manageable size);
 - c. special circumstances that make such a leave especially advantageous;
 - d. strong support from the respective department chair and Dean.
- 3) The recipient of an untenured faculty leave agrees to return to the University to teach for one academic year directly following the untenured leave or to reimburse the University for compensation received during the untenured faculty leave. In case of physical inability to teach following the leave, or other exceptional circumstances, the requirement to return compensation may be waived upon recommendation by the Provost with the approval of the President and the Board of Trustees.
- 4) The applicant for an untenured faculty leave shall submit a detailed application early in the Fall preceding the academic year of the desired leave. The proposal shall explain fully the faculty member's intended use of the leave and its importance to his/her research and teaching. It will be accompanied by the endorsement of the department chairperson and a statement of replacement needs, if any, for the department. The application shall be submitted to the Provost for referral to the Committee on Faculty Development. Guidelines and dates for the submission of applications are published each September.
- 5) The Committee on Faculty Development shall evaluate each proposal and provide comment and counsel to each applicant. The Committee and the applicant shall work in concert to develop the best possible research plan for each leave. Ill-conceived applications which are not satisfactorily revised will be rejected. Upon receipt of Committee recommendations, the Provost shall announce the award of untenured faculty leaves.
- 6) A brief written report is to be submitted to the Provost and to the Committee on Faculty Development within two months after the end of the leave.
- 7) The program provides support for one-semester leaves (at full salary), full-year leaves (at half salary) or, where justified, one-year leaves at one-half released time (at full salary). A specific budget (where travel or research funds are necessary) not to exceed \$1000 may be requested, but award of funds is not guaranteed. An untenured faculty leave will not count as service toward tenure. See section III.B.

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B. TENURE-TRACK APPOINTMENTS

Provisional Appointments may be made at any rank to tenure-track positions; such appointments provide an opportunity for the University to assess the qualifications of a person for a tenured appointment. A provisional appointment is a probationary one which does not include the right to permanent employment. The minimum requirements and conditions for retention and for the award of tenure are set forth in each department's stated criteria and in this Handbook, Section III.K.

The period of service without tenure for someone at the rank of assistant professor may not normally exceed seven years of full-time service at Bucknell. The period of service without tenure for someone at the rank of professor or associate professor may not normally exceed four years of full-time service at Bucknell. A year in which a faculty member on a provisional appointment has a reduced teaching load to complete a doctoral dissertation, or takes a childbearing or childrearing leave, or takes *an* untenured faculty leave, normally will not count as full-time service.

Upon consultation with the department chair and the appropriate academic dean, a faculty member may opt to have the year in which he or she takes an untenured leave count as service toward tenure. This decision must be made by May 1st of the calendar year in which the next review will occur. The decision is then forwarded to the Provost for review.

A provisional faculty member, regardless of years of service, is entitled to stop the tenure clock or extend the probationary period, with or without taking a full or partial leave of absence, if the faculty member (whether male or female) is a primary or coequal caregiver of newborn or newly adopted children. Thus, faculty members are entitled to stop the tenure clock while continuing to perform faculty duties at full salary. The tenure clock can be stopped for up to one year for each child, but faculty may normally take no more than two one-year extensions of the probationary period (for child-bearing/child-rearing or for any other reason, such as *an* untenured faculty leave).

Only in exceptional cases may a provisional appointment be extended for one year beyond the limits specified above. These are cases in which (a) illness of one year's duration or more has reduced the opportunity for the evaluation of teaching and scholarship, (b) the goals of a department or its programs have shifted so significantly that the time required for an individual's professional development has reduced the opportunity for the evaluation of teaching and scholarship, or (c) there are other extenuating circumstances of a compelling nature. In these circumstances only, the faculty member and the department may petition the Provost for a one-year extension. The petition must be tendered prior to the year of the review in which the decision on tenure is to be made. An extension requires the consent of the Provost,

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A faculty member may request a maximum of three years of credit for full-time teaching at Bucknell or elsewhere, even though the total period of provisional appointment at Bucknell and elsewhere is extended beyond six years. Such credit requires the written agreement of the Dean and the Provost.