



UNIVERSITY GOVERNANCE RECORD

The October 2006 meetings of the University Faculty will be held on Tuesday, 3 October 2006 and, if needed, on Tuesday, 10 October 2006, beginning at 12:00 p.m. in the Langone Center Forum and running until 12:52 p.m. or the conclusion of business, whichever comes first. Professor Martin Ligare, Chairperson of the Faculty, will preside. If there are any amendments to the September 2006 minutes, please send them to Jamie Hendry, Secretary of the Faculty, in advance of the meeting.

AGENDA

- 1. Approval of September 2006 minutes**
- 2. Announcements and remarks by the University President**
- 3. Announcements and remarks by the Chair of the Faculty**
- 4. Reports of Standing Committees**
 - a. Committee on Planning and Budget**
 - The written report is included in the appendix to this agenda and also available on E-Reserves
 - b. University Review Committee**
- 5. Faculty Council Report**
 - Mitch Cherninn will report on behalf of the ad hoc committee established to develop a charge for the new Standing Committee on Athletics.
 - A related motion regarding an amendment to the *Faculty Handbook* is included in the appendix to this agenda.
- 6. Unfinished business**
- 7. New business**
- 8. Announcements and remarks by the President's Staff**
- 9. Adjournment**

APPENDICES

Report from the Committee on Planning and Budget (CPB) – October 2006

Faculty compensation: CPB recommends an overall increase of 4.53% in the budget for continuing faculty salaries for academic year 2007/2008 (FY 2008). We will forward this recommendation to President Mitchell and Provost DeCredico.

Rationale: Faculty salaries at Bucknell, although competitive, have ranked low (often in the lowest quartile) of Bucknell's eleven school peer group for many years. Last year, at the urging of President Mitchell and the Trustees' Compensation Committee, CPB made a two-year recommendation to "step the faculty salaries up to the middle of our peers." An increase of 8.12% was approved for FY 2007 (the 2006/2007 academic year), with an expectation that another (smaller) step would be needed for FY 2008 to achieve the stated goal. In addition, the University community and Trustees declared their intent to maintain a compensation program designed to target mid-range rankings.

The salary increase for FY 2007 has had a significant impact on Bucknell's standings. Planning and Budget is pleased to report that for the first time in recent memory, all three faculty categories – professor, associate professor and assistant professor – are forecast to be within the mid-range of the peer group. Assistant and Associate Professors are forecast to rank 5/11 in salaries and full professors 7/11 for the academic year 2006-2007.

Given this positive position, and based on the average increases of our peer schools over the past five years, CPB forecasts (or estimates) that an overall faculty increase of 4.53% for academic year 2007-2008 (fiscal 2008) will maintain Bucknell's targeted mid-range ranking.

Because recommendations are necessarily based on historic averages, forecasts must be adjusted each year as real data become available. Thus, the calculation methodology is not an exact science. CPB expects that there will be years where one or more faculty salary categories will be a bit above or below the mid-range. We expect correcting adjustments in subsequent years.

The Committee on Planning and Budget will next focus on comprehensive fee discussions and then turn its attention to budgeting for the additional faculty lines needed to implement the five course load.

Motion brought by Faculty Council – October 2006

The Faculty Council moves that the *Faculty Handbook* be amended to create a Standing University Committee on Athletics. The charge of the Committee will be as follows:

The responsibilities of the Committee on Athletics are to:

- a. foster an intercollegiate athletics program consistent with the educational mission of the University;
- b. develop policy recommendations for consideration by the faculty and/or administration;
- c. respond as appropriate to requests from the faculty on matters at the intersection of academics and athletics;
- d. annually monitor and evaluate issues pertaining to gender equity and minority opportunities – programs mandated by the NCAA;
- e. conduct and evaluate the annual academic performance survey of student athletes;
- f. periodically review programs specifically established for student athletes;
- g. actively participate in the NCAA recertification process;
- h. communicate the results of its work to appropriate university committees or constituencies;
- i. act as an advisory group to the Director of Athletics who reports directly 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)
- VP for Enrollment Management (or appointee)
- Associate Dean for Academic Policy
- Associate Dean of Engineering
- Senior Woman Administrator of Athletics *ex officio*
- Senior Associate Director of Athletics *ex officio*
- Two students (one male, one female) elected from the 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.