



UNIVERSITY GOVERNANCE RECORD

Minutes

The February meeting of the Bucknell University Faculty was called to order by Faculty Chair Marty Ligare at 12:03 p.m. on Tuesday, February 12, 2008 in the Langone Center Forum.

1. Amendments to and approval of February 2008 minutes

2. Announcements and remarks by the President

President Brian Mitchell opened his remarks with the recognition of new Chief Information Officer, Param Bedi.

Then, the President proceeded to highlight a number of decisions made at the Board of Trustees January meeting:

--The Board endorsed a plan to begin the phased implementation of a College of Management, with the establishment of a School of Management within the College of Arts and Sciences. This will entail a reorganization of the Dean of Arts and Science Office. The school could evolve into an autonomous School or College of Management after the successful realization of organizational, staffing, and fundraising goals. In April, the Board will be presented with a timetable that will identify the landmarks that will determine the stages of development of the college.

--Based on a recommendation from the campus committee, the board approved an aggregate increase of 5.2% for faculty salaries and an aggregate increase of 3.75% for staff salaries. The Board also approved an additional 1.25% increase for use in promotions.

--After substantial debate, the Board also approved an increase in tuition. The overall increase in the comprehensive fee is 4.75%, which is deliberately lower than in previous years, given Trustees concern about the rising costs of higher education. The increase will be distributed between tuition and room and board.

--As an aside, President Mitchell mentioned his recent meeting in Washington, DC with members of the Pennsylvania delegation, including Senators Casey and Specter, to discuss efforts to require universities to disgorge endowment resources in order to hold the line on tuition increases.

--President Mitchell also reported that the Board voted to limit the number of students allowed to live in off-campus housing to no more than 200 in any given academic year, beginning with the 2013-2014 academic year. As a result, the University will have to develop some new on-and-off-campus housing options for students. The Board directed that a plan for student housing be developed which would be grounded on the principle that the residential life experience is a significant component of a Bucknell education.

--Again, after debate, the Board voted to proceed with arming campus public safety officers, but left the details of arming—such as who will be armed, what will the protocols for using weapons look like—for a decision later this spring, after continued conversations on campus over those details.

--Also, Chief Communications Officer Pete Mackey presented to the

Board the latest initiatives designed to support the external communications strategy endorsed by the Board in November. That external communications strategy remains available on *myBucknell*. A draft of the internal communications strategy document will be discussed at the upcoming University Council meeting.

Next, President Mitchell reported on campus initiatives. In the first session of a series of Senior Staff Forum, VP for Development & Alumni Relations Sam Lundquist is scheduled to hold a session on the Comprehensive Campaign. VP for Finance & Administration Dave Surgala will present the Campus Master Plan in April and Chief Communications Officer Pete Mackey is scheduled for March. Details concerning a campus forum to be held by the President later this semester will be announced shortly. The acting Provost and the two academic Deans will also hold an open campus forum on academic issues.

Also, fourteen conversations with the President dinners have involved nearly 100 members of the faculty so far, and the President plans to do at least ten more over the course of the Spring and Summer.

During the successful daylong Focus the Nation program, President Mitchell announced that Bucknell would join over 480 other colleges and universities in committing to promote environmental sustainability. The President's Climate Commitment includes the creation of a Campus Greening Council to evaluate the impact of University policies on the ecology of the campus.

On Monday, February 25, improvements will begin in residence halls to ensure that access is available only to those individuals who are supposed to have access.

Next, President Mitchell announced the creation of an exploratory committee made up of trustees, friends of the University, faculty and students to develop the plans for a new visual arts facility. Judge Susan Crawford, Chair of the Board of Trustees, will clear the way with the Board to take this important step. This announcement was followed by a round of applause.

Finally, President Mitchell yielded the floor to Professor Maria Antonaccio, Chair of the Provost Search Committee, who reported that nine candidates are now on the short list. Open forums will provide access to final candidates during on-campus interviews after spring break. Suggestions for other forms of access are welcome.

During the Q&A period, Professor Peter Kresl asked if the College of Management proposal had been presented to University Committees. Dean of Arts & Sciences Chris Zappe responded that the University Council had been made aware of opportunities to comment and that although this was largely an administrative decision, Faculty would be involved in the process. Professor Ben Marsh added that the point had been made at the Board meeting that issues such as Administrative Divisions had to be addressed.

President Mitchell confirmed that the proposal will go before the appropriate committees, and that it would have to be funded appropriately without depleting other programs.

Chair Marty Ligare mentioned that in addition to Professor Doug Allen, the Chair of the Committee on Planning and Budget, Professor DiStefano, as well as Professors Ben Marsh and Michael Toole as Faculty Council representatives also attended the Board meeting. A report on some of the issues discussed will be circulated.

3. Announcements and remarks by the Chair of the Faculty

Chair Ligare opened his remarks with an announcement concerning the availability of the Hart Alumni and Leadership Research Report on *myBucknell*. Under Quick Links, follow Bucknell Information and Board Update Documents.

Next, he introduced the President and members of the Bucknell Student Government: Harry Kastenbaum, Jordan Franklin, Darrell Chin, and Katsie Calhoun. Then, Chair Ligare yielded the floor to Professor Katharina Vollmayr-Lee.

4. Committee Reports:

a. Committee on Instruction

Professor Vollmayr-Lee, Chair of the Committee on Instruction first proposed a quick review of the timeline that led to the proposed Bucknell University Educational Goals document (see report of the Committee on Instruction in the Appendix to the Agenda for this meeting). Next, Professor Vollmayr-Lee motioned that the faculty endorse the following Bucknell University Educational Goals:

Bucknell University Educational Goals

The goal of a Bucknell education is to transform students through rigorous and sustained academic study supported and enriched by co-curricular and residential experiences. To that end, Bucknell University's students will:

1. Learn, integrate, and apply knowledge and methodological approaches through in-depth study of an academic discipline.
2. Integrate and synthesize a range of knowledge, perspectives, and creative methods acquired through study and practice across multiple academic disciplines and diverse educational experiences.
3. Develop knowledge and skills for interpreting the commonalities and differences among human societies, including diverse cultural perspectives and traditions within the United States and internationally, to enable living and working effectively in a global context.
4. Develop knowledge and skills to identify and respond creatively and effectively to local and global challenges to humans and the natural world.
5. Understand the importance of and develop the capacities for self-assessment, ethical reasoning, and effective interaction with others so as to act responsibly and to promote justice in professional and communal life.
6. Develop critical thinking skills to evaluate arguments and address complex issues using techniques including quantitative and qualitative analysis and scientific reasoning.
7. Develop skills in oral and written communication to articulate ideas and arguments clearly and effectively.
8. Develop information literacy and technological competency across disciplines.

9. Develop the desire and intellectual skills for life-long learning.

Once the motion was seconded, Dean of Arts & Sciences Chris Zappe took the floor and emphasized how important it was to move ahead with an official affirmation of all the work that went into this document. Professor Ben Marsh also spoke in favor of motion describing the document as the crystallization of a mass of good intentions. The motion was voted on and carried unanimously. A round of applause followed the vote.

b. Faculty and Academic Personnel Committee

The Chair of the Faculty and Academic Personnel Committee, Professor Geoff Schneider, reported on Faculty compensation and recommended allocations for salary increase. The complete written report of the Committee on Faculty and Academic Personnel appears in the Appendix to the Agenda for this meeting.

4. Ad hoc Committee Reports:

Ad hoc Committee to Review Tenure and Promotion Policies and Procedures

Professor Ben Vollmayr-Lee, Chair of the ad hoc Committee to Review Tenure and Promotion Policies and Procedures, announce that the committee will be sending an online survey to the Faculty assessing perceptions and opinions about current faculty review processes. In order to get an accurate assessment of the faculty's views, Professor Vollmayr-Lee strongly urges everyone to participate. The survey will be anonymous, space for comments and division identification will be provided. A progress report will be given in March, and a final report provided in the Fall.

5. Unfinished business

Chair Ligare read the motion from Professor Marsh, seconded at the February meeting, and requesting a formal response to the issues of communication and trust raised in the final report from the external review team. The motion was followed by an amendment proposed by President Mitchell. The complete text of the original motion appears in the Appendix to the Agenda for this meeting.

Professor Marsh proposed two slight modifications (noted in bold) to his original motion.

"The Faculty considers the trust and communication concerns raised in the external review report from the Faculty governance review to be of **great** significance to the ongoing health of the institution, and believes that a formal response from **the administration** to the issues therein is needed, especially to the imperative of the last sentence: *'In order for Bucknell University to achieve the ambitious goals it has set for itself, an internal communication strategy must be developed that will enable the president and senior administration to build better relationships between constituencies, relationships characterized by trust and mutual respect.'*"

Then, President Mitchell gave the floor to Chief Communications Officer Pete Mackey for an update on the status of the Communication Strategy. Pete Mackey announced that the University Council had seen a draft of the Internal Communication Plan document to be discussed at the next Faculty Council meeting.

Next, the President accepted Professor Marsh's motion and proposed to vote in favor of it. The motion was voted on, all were in favor, and the motion carried.

6. Announcement and remarks by members of the President's staff

Director of Strategy Implementation, Ed Loftus, reported on tactics and announced the creation of a white paper document available on *myBucknell* under Board Update Documents. Also, in The Plan for Bucknell under the spotlight channel in *myBucknell*, the Office of Strategy implemented a Tactics Dashboard with graphics that should be easier to maneuver. Comments and questions are welcome.

7. Adjournment

The February 2008 Meeting of the Bucknell Faculty was adjourned at 12:47 p.m.; no second meeting time was necessary this month.

Respectfully submitted,

Philippe C. Dubois
Secretary of the Faculty