



Faculty Chair Tony Massoud called the April 2009 meeting of the University Faculty to order at 12:04 p.m. on Tuesday, April 7 in the Langone Center Forum.

## MINUTES

### **A. Amendments to and approval of March 2009 minutes**

No amendments were made to the March 2009 minutes.

### **B. Announcements and remarks by the Chair of the Faculty**

Faculty Chair Massoud began by announcing that Faculty Council will consider feedback from the open forums on the report from the Committee to Review Promotion and Tenure, and that this feedback will be used to create charges to governance committees. Chair Massoud then turned to the upcoming meeting of the Board of Trustees, where faculty representatives will attend some of the meetings. Chair Massoud will make a brief presentation to the Academic Affairs committee and provide an update to the faculty afterwards. Chair Massoud thanked Marty Ligare for creating a website of faculty governance materials. These materials are now available through the Faculty Governance quick link in myBucknell. The documents there are not all current, but updates are ongoing.

Chair Massoud then turned to the nominations for faculty committees as listed in the April Agenda Appendix pp. 4-5. The floor was opened for nominations and Sally Koutsoliotas was nominated for Natural Science and Mathematics position on the Committee on Instruction. Janet Jones then announced the nominations for the Committee on Academic Freedom and Tenure: Ellen Herman, Charles Kim, Barry Long, Brandon Vogel and Amanda Wooden.

### **C. Announcements and remarks by the President**

President Mitchell began by thanking all participants in the recent forum on the University budget. There will be more campus discussions of the economic situation in the future in order to promote transparency in the budget. The President believes that the university will emerge from this crisis stronger by thinking strategically. The *Plan for Bucknell* will continue to guide the university's vision.

The President then thanked the committee working on the campus masterplan. Plans are being made for a new academic quad, renovations to the library, an arts complex and renovations to Taylor hall. The Board of Trustees will meet and outline the next steps to be taken. Hopefully these steps will address our need for more offices, classrooms and lab space. While we are very close to having priorities established, it will be a while until we see the fruits of this labor.

The President then announced new gifts for the Music Department, a professorship in French and a need based scholarship.

In response to a question from Ben Marsh, the President explained that the administration is aware of the hardships faced by the lowest paid staff who will not be receiving raises next year. While the university may not be able to afford to address this issue now, the issue should continue to be discussed in subsequent years. The university budget needs to be approved by the Board this month. Vice President Dave Surgala supplemented the president's comments by pointing out that Bucknell has a wage floor for the lowest paid staff, that the contingency fund for promotions includes funding for the wage floor, and that the wage floor policy applies to both Bucknell staff and Parkhurst staff. Vice President Surgala mentioned that Bucknell also has an Employee Assistance program, workplace advisors, retirement counseling and the Bucknell loan program. The discussion continued with faculty asking questions about the Employee Assistance Program and the wage floor program. In response to a question from Jean Shackelford, the President said that the finance office would determine how much it would cost to provide a raise for the lowest paid staff, and that these numbers would be shared with the Committee on Planning and Budget.

Provost Smyer then introduced Joanne Romagni, the newly hired director of Sponsored Research.

#### **D. Committee Reports:**

##### **1. Committee on Athletics**

Marty Ligare explained that the Committee on Athletics is a new standing committee, having previously been a subcommittee of the Committee on Instruction. This year the committee worked on three issues from the NCAA: gender equity, minority opportunities and academic performance. The NCAA mandates these issues, but the committee has interests beyond those required by the NCAA. The committee will share its reports electronically. The committee also looked at academic/athletic scheduling conflicts, including practice time versus class times and classes missed for athletic competitions. Currently there are no absolute rules about when practices can or cannot occur. We do not want students to be trapped in the middle of this dispute. The committee will consult with CoI on this issue and make recommendation either through the Provost's office or to the faculty.

Professor Ligare then reported on his attendance the Athletics Subcommittee of the Board of Trustees meeting in November. Discussions at that meeting included the status of the Patriot League, funding opportunities and the idea of shifting some need-based financial aid to merit-based financial aid. This is supported by some trustees but has not yet been voted on.

##### **2. Committee on Planning and Budget**

Karl Voss explained that the committee has been monitoring economic events and making recommendations to the administration throughout the year. He then made four points:

1. Those who missed the open forum on the budget can watch it on-line, and read the related material on budget actions at other institutions.
2. P&B will be discussing the endowment, enrollment, new buildings and financial aid.
3. A suggestion box is available thru myBucknell. Faculty are encouraged to use this to submit ideas for improvements or budget savings.
4. There will be a balanced fiscal year 2010 budget shown to the Board at their April meeting.

### **3. Middle States Periodic Review Report Committee**

Tom Solomon announced an open forum scheduled for Tuesday April 14 to get feedback on sections 3 (challenges and opportunities) and 5 (assessment processes and plans).

At this point Chair Massoud suspended the meeting until April 21.

Chair Massoud reconvened the April 2009 meeting of the University Faculty at 12:01 p.m. on Tuesday, April 21 in the Langone Center Forum. Because of the large number of important motions before the faculty, Chair Massoud adjusted the order of motions. The new order was: FAPC motion 1, CAFT motion 1, FAPC motion 3, FAPC motion 6 and then FAPC motion 7.

### **4. Faculty and Academic Personnel Committee**

FAPC Motion 1: Revise the Faculty Handbook regarding the timeline for reviews (Agenda Appendix pp. 6-12).

Geoff Schneider reminded the faculty that this motion was introduced at the March meeting and he recalled the motivation for this change. During the ensuing discussion it was established that if the motion passes it would apply to candidates under review next fall, that no additional course releases would be granted to URC members, and that departments may maintain existing deadlines for external letters.

The motion was put to vote and passed.

### **5. Committee on Academic Freedom and Tenure**

CAFT Motion 1: If the motion from FAPC to change review timelines is passed, the date sheet in Agenda Appendix pp. 13-18 shall be appended to all DRC documents until those documents have completed their next periodic review.

George Exner explained that candidates for review deserve a single source for deadlines. This document is a transitional step toward more consistency. CAFT has allowed departments flexibility in the deadlines, provided that they do not disadvantage candidates. In response to a question from Linda Smolka Professor Exner explained that (in theory) every five years DRC documents are updated and that CAFT encourages departments to submit their DRC documents for review.

The motion was put to vote and passed.

### **6. Faculty and Academic Personnel Committee**

FAPC Motion 3: Change the Role of the Provost and the President in 2<sup>nd</sup> and 3<sup>rd</sup> Year Reviews (Agenda Appendix p. 20).

Geoff Schneider explained that this motion, which was introduced at the March meeting, allows the president and provost to be removed from some reviews and this will help the URC schedule meetings. During the ensuing discussion Provost Smyer said that this amendment would allow the URC to function without the President or Provost, and Gary Steiner explained that it has been the practice of the URC for all members will read the full file should any member see a need for it. Tammy Hiller expressed concern that as currently phrased the motion would allow the Provost to participate in select reviews at his own choice.

Sandra Morris proposed that the sentence “Normally, in the case of 2<sup>nd</sup> and 3<sup>rd</sup> year reviews, the Provost need not participate in URC reviews” be changed to “Normally, in the case of 2<sup>nd</sup> and 3<sup>rd</sup> year reviews, the Provost will not participate in URC reviews.” The faculty voted

to approve this amended language. (At this point the faculty also voted to change the words "should only participate" to "should participate only," however these words were not actually part of the FAPC motion, but were instead part of the rationale for the motion. Consequently this change of language has no effect on the motion under debate.)

The amended motion was put to vote and passed.

FAPC Motion 6: Implement limited background checks on new faculty (Agenda Appendix pp. 22-26.)

Geoff Schneider explained that FAPC has spent a year studying this issue and heard from many faculty bodies. While this motion has widespread support, the next motion on criminal background checks does not.

During the debate over this motion it was established that while this check may not protect our students, it might protect the university from law suits, that job offers will not be revoked without the chair of faculty, the Dean and the Provost considering the case, that these three may consult with the General Counsel or CAFT if they choose, that the type of information is limited to what is actually available, and that although the university cannot specify what it is looking for in these background checks, the background check shows that the university has done its due diligence.

The motion was put to vote and passed.

FAPC Motion 7: Addition of criminal background checks on new faculty (Agenda Appendix pp. 27-31.)

Geoff Schneider explained that FAPC would have preferred to collect information only on felonies, however legal definitions vary from state to state and it is not possible to restrict what information would be obtained. Professor Schneider said that although most of our peers do not do this kind of check, public schools do. George Exner said that CAFT does not endorse this motion. CAFT, guided by the AAUP principle of proportionality, finds that the invasion of privacy in this motion far outweighs the potential benefits. Professor Exner said that the majority of our peers do not do this sort of check, and that Bucknell does not want to be distinguished in this way as we compete for faculty.

During the subsequent debate the faculty expressed concerns that this policy would lead to extremely conservative hiring, that acts of civil disobedience would disqualify candidates and that Bucknell could be open for discrimination lawsuits if we revoked a job offer. General Counsel Bromfield explained that Bucknell's process would require relevancy before revoking a job offer, and consequently Bucknell is unlikely to be sued for revoking a job offer.

The motion was put to vote and failed.

## **7. Committee on Instruction**

Time did not allow for an oral presentation of this report, however the written report from Roger Rothman is included here:

The new Assessment Plan has completed its transit through the Faculty committee structure (Assessment Committee and COI) with appropriate edits and modifications along the way. Both committees have approved the document, and the current version will be submitted with the Middle States Report. At this time COI is not asking for formal approval of this document by the Faculty as a whole, but those interested in seeing the document may find it in COI's public network space.

## 8. Committee on Complementary Activities

Time did not allow for an oral presentation of this report, however the written report from Bill Flack is included here:

- Governance
  - Mr. Ritter and Prof. Flack are Co-Chairs
- Current committee membership
  - Faculty: Bill Flack, Ludmila Lavine, Linda Smolka, Amy Wolaver, Dave Rovnyak, Elizabeth Capaldi Evans
  - Students: Jim Ritter, Kevin Cooper-Smith, Paul Majeski, Ali Jones, Mo Smalley
  - *Ex officio*: Susan Hopp, Robert Midkiff
  - Secretary: Jennifer Albright
- Topics under consideration during spring 2009
  - Considered or under advisement/review
    - ♣ Approved Student Affairs Educational Goals for interim Middle States report (January 2009)
    - ♣ Approved wording change in faculty handbook as it relates to CCA representation from the Provost Office. Wording stated VP of Student Affairs – changed to Provost or Provost Designee (January 2009)
    - ♣ Review of Judicial Process, role of Judicial Board, and Student Code of Responsibility with Dean Gerald Commerford. CCA made motion to recommend that BSG poll students for their input on adding controlled substances (both the use and sale) to the point system (January 2009)
    - ♣ Review of the Dining Services Contract (February 2009)
    - ♣ Reviewed and approved a Middle States paragraph from the Middle States Committee regarding the balance between students' academic and extracurricular activities (February 2009)
    - ♣ Review of Concert Committee selection process with Dean Kari Conrad, Associate Dean of Students (April 2009)
    - ♣ Review of Security Guard conduct regarding academic room closure policies, and card access with VP Dave Surgala and Chief Jason Friedberg (April 2009)
  - Remaining agenda items (to be reviewed Fall 2009)
    - ♣ Sexual Assault Task Force Report
    - ♣ Campus Greening Committee
    - ♣ Bookstore Committee
    - ♣ Annual check-in with all programs falling under CCA's purview

## 9. Committee on Faculty Development

Time did not allow for an oral presentation of this report, however the written report from Karen Morin is included here:

The Faculty Development Committee met 8 times this academic year. At these meetings we conducted our usual work, with one subcommittee continuing work on the sabbatical leave policy (below). Our usual work consists of the following: during the fall semester we primarily review sabbatical and untenured (UTFL) leave proposals, and make recommendations about

them to the Provost. During the spring we primarily review summer scholarly and curricular development proposals, and grant funds. The following summarizes our main work:

1. 22 Untenured Faculty Leave proposals were submitted to the Committee for approval, for leaves to be taken during the academic year 2009-2010. 12 of these were in Arts & Sciences, and 10 in Engineering. The committee requested revisions on 7 of these proposals, and all 22 were ultimately recommended for funding to the Provost.
2. 33 Sabbatical leave proposals were submitted to the Committee for approval, 31 in Arts & Sciences and 2 in Engineering. Of these, 11 individuals requested 3/4ths funding for a year leave to be taken in 2009-2010. We were able to fund only 6 of these. Of those not seeking 3/4ths funding, we requested revisions to 3 of the sabbatical proposals. All were ultimately recommended for funding to the Provost.
3. 11 Curricular Development Grant proposals were submitted to the Committee for summer 2009 funding. We were able to fully fund 5 of these; one was subsequently withdrawn; and 5 were denied funding.
4. 27 Scholarly Development Grant proposals were submitted to the Committee for summer 2009 funding. We were able to fully fund 15 of these and the rest were denied funding.
5. During the fall semester the committee continued to study the need for greater support for year-long sabbaticals. As a reminder, we submitted a strategic “tactic” comparing Bucknell’s leave policy with a group of peer institutions in 2006. While the faculty handbook states that the University encourages full-year sabbatical leaves, the Committee continues to feel that the current practice of awarding only 6 faculty 75% funding is counterproductive to that stated goal, and to the vibrant intellectual life of the university. Our original report did not recommend a change in policy but rather an enhancement of an existing practice. We feel strongly that regardless of to what extent our peer institutions support faculty leaves (we hope to update those profiles in the next academic year), it is imperative that Bucknell address this grossly underfunded program as soon as possible.
6. In our final meeting for the semester we met to make minor revisions to the forms and documents related to the programs under the auspices of the Committee. During our final meeting we also met with the new Director of Sponsored Research, Joanne Romagni, to discuss possible connections between our work and her office.

#### **10. University Review Committee**

Time did not allow for an oral presentation of this report, however the written report from Helen Morris-Keitel is included here:

The URC dealt with a total of 68 cases this year. We worked with CAFT, FAPC, Faculty Council, and CRTP to review language for the Faculty Handbook regarding various aspects of the review procedures. The URC is still working on recommendations for revision of procedures in response to CRTP’s report. We also discussed the possibility of electronic submission of dossiers and are going to “beta-test” this procedure next year with the reviews for promotion to full professor.

#### **E. Adjournment**

The April 2009 meeting of the Bucknell Faculty was adjourned at 12:52 p.m. on April 21.

Respectfully submitted,  
Thomas Cassidy  
Secretary of the Faculty