REGULAR MEETING OF THE UNIVERSITY FACULTY SENATE

MAY 6, 1996

MINUTES

Senators excused were: Kenneth Biederman, Hugh Frick, Steven Helmling, Neil Houser, Vera Kaminski, Calvin Keeler, Michael Rosenberg, Leonard Schwartz, Roland Smith, Tracy Smith, William Stanley, Carolyn Thoroughgood

Senators absent were: Steven Bennett, Paul Hooper, William Idsardi, Abigail Jahiel, Arnold Kerr, Francis Kwansa, Bill Lawson, Ajay Manrai, Kara Newport Paige, Shawn Phillips, Ali Poorani, Kent Price, Tuncay Saydam

I. ADOPTION OF THE AGENDA

The agenda was approved as submitted.

II. APPROVAL OF THE MINUTES

The minutes of the April 1, 1996 meeting were approved as written.

III. ELECTION OF SENATE OFFICERS AND CERTAIN COMMITTEE MEMBERS

Balloting for Senate Officers and certain committee members was held. Ballots were collected and removed for counting by members of the Committee on Committees and Nominations.

IV. REMARKS BY UNIVERSITY PROVOST SCHIAVELLI

The Provost had no remarks.

V. ANNOUNCEMENTS

President Hall thanked all members of the Faculty Senate for their work during the year and remarked that the business of the Senate could not proceed smoothly without the dedicated work of the several committee chairs and those serving on the committees.

ANNOUNCEMENTS FOR CHALLENGE

The following two Announcements for Challenge were accepted without discussion:

1. Modification of degrees and modification of GPA requirements for admission to EDDV 400 Student Teaching
2. Revision of the Master s in Business Administration: Creation of concentration in Leadership and Management of Museums

V. OLD BUSINESS

There was no old business.

VI. NEW BUSINESS

A. Request from the Committee on Committees and Nominations for Senate confirmation of appointments.

The amended list (attachment 1) of committee appointments was confirmed.

B. Election of a chairperson for the Committee on Committees and Nominations to be chosen from the committee members elected by the Senate.

This position appeared on the ballots already cast.

C. Recommendation from the Faculty Senate Executive Committee for revision to the Promotion Policy as stated in the Faculty Handbook, Section III, Personnel Policies for Faculty, Section K, pages III-24 through III-33, and to the charge of the Faculty Senate Committee on Promotions and Tenure as stated in the Faculty Handbook, page I-19.

President Hall listed a few typographical corrections to be made to the document on the floor. He then explained that the

proposal was the result of a two-year self-study and review by the University Committee on Promotions and Tenure and primarily consisted of procedural changes and clarifications intended to make the system work more smoothly and efficiently. Moreover, there was a companion resolution from the Committee on Committees and Nominations (COCAN) concerning the charge to the University Committee on Promotions and Tenure Committee which arose from the routine evaluation carried out by COCAN. These, together with the results of conversations between members of the Provost s Office and the University Committee on Promotions and Tenure, resulted in the recommendations which were now on the floor.

President Hall then stated that his intention was to consider the proposals contained in the document in seriatim

Senator David Bellamy stated that the College of Arts and Science Senate intended to recommend that the University Committee on Promotions and Tenure be abolished and made the following motion as a substitute resolution:

RESOLVED, that the duties of the University Committee on Promotions and Tenure be suspended for twenty-four months.

President Hall ruled that the motion was more appropriate for the next question concerning the charge to the Committee. This ruling was accepted by Senator Bellamy.

Senator Maurice Cope asked if there were procedures in the new document which were in conflict with present practices and whether the new procedures would take precedence.

President Hall stated that any such change would be applicable only to future proceedings. Cases currently in the system would proceed under the old procedures.

Senator Lu Ann DeCunzo said that she had taken the proposed changes to her departmental colleagues and that it was their opinion that there were several substantive changes that were being suggested. She objected to the consideration of the proposals in the document serially as she would be voting on portions of the document before she had a chance to discuss the final form of the proposal with her colleagues. She felt that, in spite of President Hall s characterization of the majority of changes as minor, she should have the opportunity to take the proposed document back to her department for discussion before voting on it.

Senator De Cunzo s motion was interpreted by the Parliamentarian to be a motion to consider the motion on the floor as a whole. The motion was seconded. Senator De Cunzo then clarified that she wished to move--that the document be returned to the committee because the compelling reasons for introducing the proposed changes were not clear to the members of her department. She then agreed to withdraw the motion until some debate on the main motion could take place and some of the motivation for the changes could be made clear.

Senator Gordon Bonner asked for some comment on the background of Senator Bellamy s motion. President Hall confirmed that he had received a motion from the College of Arts and Science to abolish the University Committee on Promotions and Tenure. Senator Bonner asked if Senator Bellamy had anything to add to the discussion since such a recommendation should be considered if the resolution was returned to Committee.

Senator Bellamy remarked that the motivation of the College of Arts and Science was to confine assessment of a case closer to those who have the expertise to make the required professional judgments. There were adequate safeguards within the system and, unless the Provost felt a need for the input of another committee, the College of Arts and Science Senate did not see the need for the University Committee on Promotions and Tenure. Provost Schiavelli stated that he did not think that the floor of the Faculty Senate was the appropriate forum in which to discuss the question of abolition of the University Committee on Promotions and Tenure. He remarked that he had lived for nine years without a university committee and would not like to go back to that state of life.

The Chairperson of the University Committee on Promotions and Tenure was asked by Professor Kenneth Koford both to discuss the issue of the difficulty of evaluating individuals across different departments, as well as to identify those proposals in the resolution which he believed were potentially controversial.

Professor Dalrymple replied to the first question that the six members of the Committee did represent some breadth of discipline. What the Committee does is to make judgments as to whether the material in the dossier supports the assertion that the departmental criterion for excellence in research and/or teaching is met. It is not necessary to be an expert in the field in order to see whether, for example, research is being pursued or contributions to the profession are being made, nevertheless it is a difficult, but not an impossible task.

Regarding changes in the Promotions and Tenure documents of the departments, Professor Dalrymple remarked that much of the document is a restatement of the University policy and that streamlining those documents would be of considerable help to those who must read the dossiers. Further changes are designed either to protect confidentiality of outside reviewers, and close loopholes in terms of deadlines or to make other minor changes.

Professor Dalrymple further stated that it was not the intention of the proposed changes to alter departmental criteria. Misinterpretations could be a source of controversy. The other potentially controversial point was some change made to the criteria for promotion to full professor.

President Hall added that an additional change was that of disallowing tenure-track individuals coming up for promotion in their terminal year.

Senator Linda Gottfredson remarked that some changes might throw the College of Education procedures out of compliance. For example, they currently have untenured individuals serving on their committees. Moreover, having only two departments, if members of a department were not allowed to vote on the promotion of a departmental colleague, the other department would control promotions in that department. Furthermore, the timetable being proposed would make it more difficult to obtain outside reviews in a timely fashion.

Vice Provost Andersen commented that current policy forbids the service of untenured faculty on promotions and tenure committees and, if that was the current practice in the College of Education, they were currently out of compliance.

Senator De Cunzo asked that Professor Peter Weil of Anthropology be allowed to speak. There being no objection, Professor Weil reviewed some of the history of the current policy and some of the abuses that it was designed to prevent. In particular, the policy put primary responsibility on the departments. He expressed concern that the proposed policy could be interpreted in shifting some of that responsibility to the University Committee and that such a shift should be carefully debated.

The motion to return to committee was then seconded and the first part of the resolution was returned to the Committee on Promotions and Tenure.

WHEREAS, the Faculty Senate Committee on Promotions and Tenure has been involved in a two-year self-study of its policies and procedures which has resulted in recommending a number of minor revisions aimed at improving the information submitted to the Committee, making its efforts more efficient, and producing the best judgment of which a faculty committee is capable, and

WHEREAS, a subcommittee of the Committee on Committees and Nominations has recently completed a routine review of the Committee on Promotions and Tenure and recommended

several minor revisions to its procedures and constitution, therefore be it

RESOLVED, that the revised Promotion Policy, as attached, be approved by the University Faculty Senate,

The Faculty Senate then considered the second part of the resolution which was to change the charge to the Committee on Promotions and Tenure as stated in the Faculty Handbook. As certain proposed changes were contingent upon the passage of the preceeding part of the resolution, the Chairperson considered the resolution on the floor to be amended to exclude those changes which were dependent upon the preceeding motion being passed.

Senator Bellamy s motion to substitute a recommendation suspending the review of promotion and tenure cases by the Committee on Promotions and Tenure for a period of 24 months was reintroduced and ruled in order by President Hall. After being seconded, the floor was open for debate. Interim Associate Provost John Cavanaugh pointed out that the current document promised a university-level faculty review of cases, and any suspension of those rules should not be immediately implemented. Senator Bellamy was asked what implementation schedule he intended, and replied that he intended that the suspension be effective with the next academic year.

Senator Stuart Cooper spoke against the motion. Professor Dalrymple commented that it was clear to him, after discussions with the President of the Arts and Science Senate, that that body did not have a clear idea of just what the Committee did.

The question was called and the motion to substitute was defeated.

Debate on the original question proceeded. The Chairperson of COCAN, Carol Denson, explained the thrust of the proposal: the reordering of the charge would make the Committee s role clearer; lines 8 through 17 were not to be amended, as the previous question had been returned to committee, and the charge would disallow department chairs from serving on the University Committee on Promotions and Tenure.

Senator Jay Hildebrandt inquired if the long delay which his department experienced for the approval of changes to the departmental promotion and tenure document was at all typical and, if so, whether the Committee was overworked and that its duties should be divided. Professor Denson remarked that the subcommittee did not consider that issue. The question of delays was referred to Professor Dalrymple who commented that the Committee on Promotions and Tenure continued to meet and was considering document changes at the present time. He stated that he believed it a bad idea to separate the duties because the University Committee on Promotions and Tenure must familiarize itself with all departmental documents. If there were a separate committee two sets of individuals would have to familiarize themselves with the documents.

Senator Bellamy remarked that his department had also experienced a long delay before its document was approved.

The following recommendation was voted on and carried by a vote of 32 to 2: (The revised charge is at Attachment 2)

AND BE IT FURTHER RESOLVED,

that the revised charge to the Committee on Promotions and Tenure, as stated in the Faculty Handbook, page I-19, be approved.

President Hall then interrupted further consideration of New Business to announce the results of the election:

President-Elect	Robert Carroll
Vice President	Joann Browning
Secretary	Frank Dilley
Member, Committee on Committees & Nominations	Barbara Viera
Chairperson, Committee on Committees	

& Nominations Carol Denson

D. Recommendation from the Committee on Undergraduate Studies for a change to the Faculty Handbook and Undergraduate Catalog pertaining to student class attendance.

Professor Robert Taggart, Chairperson of the Committee on Undergraduate Studies, explained that there were a number of students who, as parents, occasionally were required to miss a class because of the illness of a child or other members of the immediate family. Professor Kenneth Koford, Chairperson of the Committee on Graduate Studies, supported the motion, pointing out that there were also students who were required to take business trips for their employer and were therefore absent. Professor Robert Bennett, Chairperson of the Committee on Student Life, suggested that the new statement also be placed in the Student Handbook and his suggestion was incorporated in the motion without objection.

The following resolution was unanimously approved:

WHEREAS, many students have children or other family members for whom they are responsible, and

WHEREAS, these family members may have medical emergencies that make it impossible for the student to attend class, therefore be it

RESOLVED, that the following additions in wording be made to the section on Student Class Attendance in the Faculty Handbook, page II-9, section d., second paragraph, to the Undergraduate Catalog, page 17, section d., second paragraph, and to the Official Student Handbook, page 59, section d.,: [Additions in bold and underlined]

d. [Second paragraph] For relatively minor, short-term illnesses of students (e.g. colds and flu, where attendance in class is undesirable) or their immediate family, the University system depends upon reasonable communication between students and faculty. If possible, students should report such illnesses before the affected class, following the directions of the instructor of the term.

E. Introduction of New Business

Senator Maurice Cope presented a resolution for consideration by the Faculty Senate concerning the journal holdings in the Morris Library. While the Faculty Senate has no budgetary power, he asked that the resolution be presented as a Sense of the Senate.

President Hall inquired if he wished the resolution be forwarded to the Faculty Senate Library Committee. After some discussion, it was decided that the following resolution be presented to the Faculty Senate at its next meeting.

WHEREAS, the library is mandating cutbacks in the orders of professional journals (1991--20%, 1992--18%, 1997-98--30%), and

WHEREAS, periodical literature is of fundemental importance for teaching and research in all field, and is crucial for departments offering graduate degrees, and

WHEREAS, other sources of periodical material are at present grossly insufficient: most journals are not yet on-line, some may not be on-line for the forseeable future, and there is not yet the technology for reproduction adequate for all needs, and

WHEREAS, having to order each article separately will greatly increase the time needed for research and its cost as well, costs which the library will cover only in part, therefore be it

RESOLVED, that the cutback in journal orders for 1997 and 1998 be rescinded, and the entire program be reconsidered in the light of the needs of the various departments, the state of technology, and the actual availability of articles of comparable quality from other sources. Any future cutbacks should be discussed with and approved by the individual departments before implementation.

There being no further new business, the meting was adjourned at 5:15 p.m.

Respectfully submitted,

Thomas Angell
Secretary
University Faculty Senate

TA/rg
Attachments:
1. Committee Appointments
2. Revised charge to the Committee on Promotions and Tenure
3. Annual Reports of the Faculty Senate Standing Committees

E. Such items as may come before the Senate. (No motion introduced under new business, except a motion to refer to committee, shall be acted upon until the next meeting of the Senate.)

MK/rg
Attachments: Committee Activities Report
1. Slate of Nominees
2. Biographies of Nominees
3. Modification of degrees and modification of GPA requirements
4. Revision of the MBA
5. Confirmation of Appointments
6. Present and Revised Promotion Policy
7. Charge to the Committee on Promotions and Tenure