

**Minutes of the School of Liberal Arts
Faculty Assembly Meeting
CA 508, 2:00pm, 5 March 2004**

Present: Andersen, Anton, Aponte, Barrows, Bein, Bersier, Blomquist, Bomke-Keating, Brant, Brennan, Burke, Carlin, Chakrabarti, Cochrane, Connor, Craig, Cramer, Davis T., DeTienne, DeWester, Dicamilla, Duerksen, Dwyer, Erickson, Fedor, Foote-Ardah, Goff, Goldfinger, Haas A., Jackson W., Johnson, Kryder-Reid, Kubitschek, Long, Lovejoy, McCormick, Mullen, Polderman, Rozycki, Sandwina, Sandy, Sheeler, Souch, Spechler, Sutton, R., Sutton, S., Trotter, Vargus, Ward, White, White-Mills, Wilson, Yonogi.

1. Call to order.

John McCormick, President of the Faculty Assembly called the meeting to order at 2:05pm.

2. Acceptance of the Minutes of the last meeting of the Assembly (14 November 2003)
Minutes accepted.

3. Dean's Remarks.

Acting Dean **White** announced and encouraged all faculty to attend one of two upcoming workshops on workplace violence.

He announced that credit hours for the campus are up 2.9% and credit hours for the school of Liberal Arts are up .2%. However, the .2% actually represents a decrease since the school budgeted for a 1.0% increase. The Dean said next year's budget would represent a flat increase.

Acting Dean White acknowledged the assembly and the focus on research. He noted that the campus performance report came out; "the report allowed us to keep track of announcements as they relate to the Chancellor's call for increased research activity."

He reported that while we are not in a budget crisis, there are some financial implications of the current situation: 1) There will be no new hires when a faculty member retires. The faculty member line will not be replaced immediately, thus allowing for salary savings. The change allows us to embed, after this year, a certain amount of money. There might be extraordinary circumstances that would forestall the policy. 2) We will enforce more carefully the standards of course release. The online FAR allows us to monitor the standard more efficiently. For example, if a faculty member has not published an article in two years, they will need to explain the situation, and they should teach an additional course in the following Fall semester. While there might be mitigating circumstances, the standard will be that release time for research must be utilized otherwise the faculty will need to offer the course it was meant to replace. 3) Next summer there will be a maximum income that senior faculty may be able to earn. Again, this is consistent with Chancellor Bantz's call for increased research. It is expected that senior faculty would continue grant-writing activities to support their research activity over the summer.

4. Update on School of Liberal Arts Dean search.

Associate Dean **Souch** provided an update of the SLA Dean search. She reviewed the earlier activity, reporting that the committee made a recommendation; an offer was made to the

candidate, but declined. The search has been reopened and has been re-advertised with a priority deadline of March 10, 2004. Eight of the former applicants were contacted to ascertain their interest in the position. Seven of the applicants agreed to continue in the application process. There are another fifteen new applications. In addition, Robert White, acting Dean of SLA has reactivated his application. The committee will meet after spring break to review the applications.

5. President's remarks.

Faculty Assembly President, **John McCormick** acknowledged the celebration of research during this faculty assembly.

6. Committee reports.

a. Academic Standards and Policies: will have a report available at the next meeting.

b. Faculty Affairs: **Herbert Brant** presented a proposal for Outstanding Lecturer Award. A friendly amendment proposed by **Bill Schneider** was offered to include the correct university language to describe the line - associate faculty. **Associate Dean Souch** volunteered to address the question of appropriate and correct university language to describe associate faculty. The proposal was voted on by the faculty assembly and passed (pending insertion of the correct and appropriate terminology). **Brant** also announced changes to the SLA and campus wide document regarding Promotion and Tenure guidelines. The changes reflected the inclusion of language regarding the promotion of lecturers, clarification of and note to mention external recommendations, bylaw stipulations, and special cases. They were awaiting a response from Promotion and Tenure committee.

c. Graduate Curriculum: **Bob Barrows** presented the proposal for a Ph.D. minor in Sociology. He reported that Sociology has been a minor in the past, and the proposal represented a formalization of what has been done on an ad hoc basis hitherto. The proposal was approved by a vote of the faculty assembly.

He presented a second proposal. The proposal for a combined degree (JD/). The discussion ensued with a question regarding the credit hours necessary to complete the degree. The proposal was voted on and passed by the faculty assembly.

d. Library: **John McCormick** read a statement from regarding improvements to the interlibrary loan system. The Iliad system is up and working.

e. Nominating Committee: **Paul Carlin** reported the slate prepared by the nominating committee for this year's elections. He reported that all slates were complete with the exception of Promotion and Tenure committee. Faculty were encouraged to make nominations by Friday, March 12th to complete the slate.

f. Resources and Planning: **Nancy Newton** reported that the committee was exploring strategies which have been discussed to implement and rationalize the budget. Some of the strategies were: 1) delay the replacements for tenure-track replacements for one year, 2) monitor academic publications, 3) forfeiting summer teaching for 12-month administrative personnel, and

3) enforcing a salary cap for faculty summer teaching next summer.

The committee talked about retention, increasing external grants, increasing publications, advisability of our school engaging in a discussion with Banta and Bantz regarding a 6-year budget plan. Questions and comments from the faculty assembly ensued. Paul Carlin commented that the emphasis was on quality vs quantity. Bob White explained that part of the quantity question was a surface issue, that it was not clearly a question of quantity, rather a question of equity; was the quantity of work equitably dispersed amongst the 140 faculty members?

g. Undergraduate Curriculum: **Kristine Karnick** reported on proposed changes in several minors. First, there were two in Communication Studies, one in rhetoric and a second in media studies. Second, English will offer two writing minors: business and professional writing, and a writing minor proper (general writing minor). Third, Sociology proposed two minors: one a general minor in which the requirement for the methods course was dropped, and a second minor in medical sociology. Finally, Spanish proposed a change to its minor, lowering the required credit hours from 15 to 12. All changes and new minors were put to a vote. The faculty assembly approved all proposed changes and new minors.

7. Reports from Faculty Council and University Faculty Council.

Bill Schneider reported the revision of university wide policy only affects research. He reported that a new commitment of interest regarding teaching and service is being devised. **Rick Ward** reported on the B.S. in Environmental Studies being moved to the Information Science building. There will be a hearing on campus March 23rd on tuition. He also reported that the classroom environment task force is supporting a \$100,000 assignment of funds to promote the development of classroom environment.

Bill Schneider also announced that the AAUP will meet with Chancellor Bantz on April 13th at 3:30pm. The meeting will be held in UL 1126.

Rick Ward, Associate Dean, reported there would be a hearing held on campus March 23rd regarding tuition. He reported that based on Chancellor Bantz's remarks, the chance for getting Cavanaugh Hall renovation money was not good. The classroom environment task force was discussing plans to allocate the \$100,000. During the UFC February meeting, there was a movement to remove the conflict of interest statement.

8. Old Business.

SusanMarie Harrington raised the question of how the various committees were handling the Chancellor's request for the doubling efforts. A request that information be sent to committees was made.

9. New Business

Faculty Assembly President, **John McCormick** presented a proposal to amend the bylaws to include a more detailed statement of the duties of the president. The proposal was tabled, to be revisited at the next Faculty Assembly.

10. Adjournment.

The assembly was adjourned at 3:22pm. All were invited to the reception immediately following in celebration of research.

