

## Regular Meeting of the University Senate

September 22, 2005

Manchester Center, Hazard Board Room

### Attendance

*Law:* Lazerow, Chair; Kelly; Ramsey

*Arts & Sciences:* Lewis; Meter; Moran; Nelson; Otto; Pachence; Pierson; D. Sullivan; Velo; Walsh; Williams; Wright

*Business:* Barkacs; Gin; Schubert

*SOLES:* Perrakis; Quesada

*Nursing:* Lehman

*Ex-Officio:* Cole; Cordeiro; Drinan; J. Sullivan

*Student Representative:* Franz

*Guests:* Dobkin; Herrinton

Lazerow called the meeting to order at 12:22pm

### I. Announcements

**A. Senate committees.** Lazerow distributed a list of nominees for Senate standing committees and committees of the Board of Trustees. Lazerow asked for senators to fill the remaining spaces on the standing committees. The committees will be confirmed when the membership is completed.

**B. Senate representatives to Board of Trustees Committees.** A Senate representative to the Finance Committee of the Board has not been selected.

Motion by Nelson, seconded by Walsh, to confirm Senators to the following Board committees:

*Academic Affairs:* Athena Perrakis, SOLES

*Athletics:* Kristin Moran, A&S

*University Relations* (formerly Development): David Sullivan, A&S

*Mission & Vision:* Ron Pachence, A&S

*Student Affairs:* Eric Pierson, A&S

Vote: 20 – Approved; 0 – Opposed; 0 – Abstained. The motion passed.

**C. University task forces on campus disability accessibility, student health insurance, student immunization, and student sensitive issues.** The task forces are being established by the VP of Student Affairs with the assistance of the Provost. J. Sullivan asked whether the Senate would recommend Senate representatives to the task forces. She provided the following information about the task forces:

- The Campus Disability Accessibility Task Force will examine campus accessibility under ADA;
- The Student Health Insurance Task Force will examine compliance and enforcement issues associated with health insurance requirements;
- The Student Immunization Task Force will examine compliance and enforcement issues associated with student immunizations;
- The Student Sensitive Issues Task Force will act as a resource for student referrals to appropriate services.

The Senate recommended that a School of Nursing representative, a graduate student, and Michael Ichiyama, Psychology Department, be appointed to the Student Sensitive Issues Task

Force; that Lehman or other Nursing faculty member serve on the Health Insurance and Immunization task forces; and that Pierson serve on the Health Insurance and Immunization task forces. Franz recommended that a student serve on each task force.

**D. Provost's update.** Sullivan announced that Herrinton, at the Provost's invitation, has agreed to stay in the Provost's Office as Associate Provost for an indefinite period.

**E. Report of the Sept. 21 Cabinet meeting.** Lazerow reported that the 2006-2007 university budget was discussed. Bissonnette reported that a 5-year utility contract will expire May, 2006. A new contract will be negotiated at current rates, and therefore a substantial increase will be budgeted for utilities. A second increase will be budgeted for debt services to pay interest on the bonds for the SOLES building and UC expansion. Less discretionary spending will be available for the next fiscal year.

The Cabinet approved a new major in Biochemistry and approved changing the name of the Chemistry Department to the Department of Chemistry and Biochemistry.

A weekend and evening student programming and services brochure was distributed. Other examples of service changes include expanded operating hours at The Grille on Saturday nights and at Copley Library on weekends.

## **II. Approval of minutes of September 9, 2005**

Motion made and seconded to approve the minutes of Sept. 9, 2005, with the following changes: 1) p.2, D., last line, insert "to" between "invited" and "contact"; 2) p. 3, delete fifth paragraph from bottom; 3) p. 3, third paragraph from bottom, third line, insert "full-time" between "that" and "non-tenure-track"; 4) p. 3, third paragraph from bottom, new last sentence to read: The College through its department chairs already has written procedures for review of temporary faculty. 5) p. 3, last paragraph, second line, delete "not"; and 6) p. 4, last paragraph, third line, delete "that."

Vote: 21 – Approve; 0 – Oppose; 2 – Abstain. The motion passed.

## **III. Unfinished business**

Motion to approve the resolution derived from the Recommendation of the Faculty Status Committee:

*Resolved:* The Senate encourages the College and Schools to adopt written policies and procedures for the appointment of non-tenure-track faculty.

Lazerow summarized the discussions from the last meeting. Points in opposition to the motion: 1) the matter may not be within the Senate's jurisdiction, or it may not be prudent for the Senate to exercise its jurisdiction; 2) appointments of non-tenure-track faculty frequently need to be done under severe time pressure and a detailed set of policies would interfere with orderly administration within the Schools and College. Points in favor of the motion: 1) the resolution does not seek to require any unit to adopt a particular policy; it states that each unit should have a written policy; 2) practices in some schools might disregard the role that faculty have in the hiring and review of non-tenure-track faculty members. It appears that people are being appointed or reappointed off the tenure track as a visiting lecturer, an adjunct instructor, a 5/8-time faculty member, or full-time faculty member without faculty review or vote, which isn't the case with tenure-track faculty.

Motion to amend by D. Sullivan, seconded by Schubert, to: STRIKE "APPOINTMENT" AND REPLACE WITH "HIRING AND REVIEW," to read: "The Senate encourages the College and

Schools to adopt written policies and procedures for the hiring and review of non-tenure-track faculty.”

Vote: 17 – Approve; 0 – Oppose; 4 – Abstain. The motion passed.

Drinan noted that the College has a procedure for the review of non-tenure track faculty. He would be uncomfortable with building in seniority rights.

Lazerow and Pachence met with Kelly Douglas, University Council. She recommended that the Schools and the College have a broad policy in writing.

Motion to substitute by Ramsey, seconded by Cordeiro, that: THE SENATE SUGGESTS THAT THE UNIVERSITY ADMINISTRATION IN CONSULTATION WITH THE DEANS CONSIDER WHETHER THE COLLEGE AND SCHOOLS SHOULD ADOPT WRITTEN POLICIES AND PROCEDURES FOR THE HIRING AND REVIEW OF NON-TENURE-TRACK FACULTY.

Ramsey said it is appropriate that the Senate suggest that this issue be taken up. The question is whether the Senate’s role is to advise the administration to consider issues or whether the Senate’s role is to decide policy for individual schools.

Drinan noted that an advantage to the substitute motion is to have an institutional policy on how full-time non-tenure-track faculty with more than a few years of service are considered. There had been a custom that a non-tenure-track faculty member with six consecutive years of full-time non-tenure-track service could be placed in a tenured position. He recommends a central administration policy on that item and is in favor of the substitute motion.

Senators noted that some non-tenure-track faculty, being perceived as having second-class status, may be subjected to conduct and attitudes that treat them as disposable faculty. It was recommended that faculty work within their units to address these concerns.

J. Sullivan said that the issue would be put on the Deans’ Council agenda. She encouraged faculty to be outspoken in regards to non-tenure-track faculty who may not be treated with respect.

Motion by Barkacs, seconded by Walsh, to: TABLE THE DISCUSSION.

Vote: 5 – Approve; 12 – Oppose; 6 – Abstain. The motion failed.

Vote to substitute the motion: 11 – Approve; 7 – Oppose; 5 – Abstain. The motion passed.

Vote on amended substitute motion: 10 – Approve; 11 – Oppose; 2 – Abstain. The motion failed.

The meeting adjourned at 1:45pm.

Submitted by,

David Sullivan  
Secretary

Peggy Agerton  
Recording Secretary