

## Regular Meeting of the University Senate

November 18, 2004

IPJ, Room H

### Attendance

*Arts & Sciences:* Dobkin, Chair; Branch; Jubran; Lewis; Meter; Nadkarni; Nelson; Otto;

Pachence; Pierson; Sullivan; Williams

*Business:* Gin; Schubert

*Education:* Quezada

*Law:* Kelly; Player; Ramsey

*Nursing:* Orsi

*Ex-Officio:* Donnellan; Drinan; Rodriguez

*Student Representative:* Dixon; Keil; Maurer

Dobkin opened the meeting at 12:20 p.m.

### 1. Announcements

**a) Update on Provost search.** The outcome of the Provost search will be announced before Thanksgiving.

**b) Update on Enrollment Management Committee.** Senate representative Otto reported that the Committee met on Nov. 4 to review the current composition of the incoming class and the type of processes that Admissions uses to select incoming students. The committee will meet on Dec. 2 to discuss the implications class size could pose for teaching, academic services, and campus services, such as housing. A survey on admissions priorities will go to faculty and other units in the spring.

**c) Update on policy review process.** Dobkin, Pachence, and Kelly will meet with Pat Oliver on Nov. 22 to discuss the policy review process.

**d) Update on information technology.** David Todd will meet regularly with the Senate. At the next Senate meeting he will give an update on IT progress and IT issues identified in recent Senate resolutions.

**e) Update on IRB membership.** Laura Berend, Law School, will serve on the Institutional Review Board to review proposals that involve prisoners as research subjects. Federal law requires that, in such cases, the review board include someone who is a prisoner or a prisoner representative with appropriate background and expertise.

**f) Executive Committee report, policy and procedure review.** The Tobacco Free Environment Policy will be sent to the President with the changes noted on the policy.

**g) General Education review.** Drinan reported that the curriculum portions of the GE review have passed the three professional schools and the College. The next part, involving chiefly the pass/fail recommendation, will go to the Academic Assembly for a vote in early December, and then to the Senate and Board of Trustees early in Spring semester.

Schubert commented that the Engineering faculty vote (2 positive, 9 against, 1 abstention) was folded into the School of Business vote. Drinan said he would speak with the Engineering Chair to discuss the faculty's GE concerns.

**h) Appeals process.** Drinan recommended that if the Faculty Status Committee reviews the appeals process, it should consult the Senate by-laws under jurisdiction Section B, where there is a paragraph about Senate jurisdiction that the committee may wish to realign with the appeals policy.

**i) Bulletins.** Donnellan announced that all on-line bulletins will be in html format. It will take three to four weeks to convert the current *Undergraduate Bulletin* to html format.

## **2. Approval of minutes of November 4, 2004**

Motion by Kelly, seconded by Gin, to: APPROVE THE MINUTES OF NOVEMBER 4, 2004 WITH THE FOLLOWING ADDITION: Add Williams to Attendance.

Vote: 17 – Approve; 0 Oppose; 3 – Abstain. The motion passed.

## **3. New business**

Dobkin said motions A and B came from the Report and Recommendations of the Faculty Status Committee, chaired by Paul Horton.

### **A. Motion to approve the faculty-appointments policies of the College and Schools of Business Administration and Education and ratify prior Senate approval of the 1994 faculty-appointments policy of the School of Nursing and Health Sciences**

Vote on Motion A: 17 – Approve; 0 – Oppose; 3 – Abstain. The motion passed.

### **B. Motion to approve resolutions derived from the Recommendations of the Faculty Status Committee:**

- 1. Resolved: the Senate urges the School of Law to provide its policy and procedure on faculty appointments to the Senate for its review and approval.**
- 2. Resolved: The Senate encourages the College and Schools to adopt written policies and procedures for the appointment of non-tenure-track faculty.**

Pachence asked for a rationale for having written policies for adjunct faculty hiring. Kelly said the motion is to record and submit the policies to the Senate. Drinan said it could be unwise to put adjunct hiring policies into writing because that practice might make it easier for someone not hired to bring an unnecessary grievance. He questioned the Senate's jurisdiction on Resolution B.1. The issue of the appointments policy request came out of the reformed ARRT policy in the Senate 12 years ago; it didn't involve the Law School. He asked whether the Faculty Status Committee examined its jurisdiction over one school because jurisdiction in the by-laws refers to general policies pertaining to faculty that are widely operational in the Schools and College.

Dobkin responded that the report states the Senate's jurisdiction extends to general policies pertaining to faculty appointment, reappointment, rank, and tenure.

Rodriguez stated that the Law School's nonsubmission of its appointment policy was not accidental.

Motion by Pachence, seconded by Sullivan, to: SEPARATE RESOLUTIONS 1 AND 2.

Vote: 19 – Approve; 0 – Oppose; 0 – Abstain. The motion passed.

Motion by Drinan, seconded by Sullivan, to: TABLE RESOLUTION B.1. UNTIL THERE HAS BEEN A DETERMINATION BY THE JURISDICTION COMMITTEE OF THE SENATE'S JURISDICTION.

Vote: 17 – Approve; 1 – Oppose; 1 – Abstain. The motion passed.

Quazada said that the School of Education NCATE accreditation recommended the adoption of policies and procedures that would help the School recruit and appoint diverse tenure-track faculty.

Drinan said that, if abuses in adjunct hiring occur, they should be dealt with by the chairs and deans. The motion does not mandate the adoption of written policies, but it could be a first step toward such a requirement, and he is therefore opposed to the motion.

Ramsey asked whether the motion raises the same jurisdictional concern noted for the previous motion and asked whether a rationale had been provided. Dobkin said the motion is written such that each of the Schools and College could adopt separate policies, in which case Senate jurisdiction might not apply. Nelson noted that the report's rationale states only that the College and schools would benefit, which is an insufficient rationale.

Pierson said that having procedures to follow within what is often a very short timeframe when it comes to adjunct hiring could create more problems than it would solve.

Williams suggested that, although the motion does not speak to diversifying part-time faculty, a statement of intent from the dean about diversifying part-time faculty might be appropriate.

Motion by Kelly, seconded by Sullivan, to: RETURN MOTION B.2. TO COMMITTEE FOR A RATIONALE.

Vote: 13 – Approve; 6 – Oppose; 0 – Abstain. The motion passed.

### **C. Resolution urging the Office of the Provost to provide the Senate with a support staff person**

Rodriguez said administrative budgetary decisions involve tradeoffs, and that it is bad practice for the Senate to get involved in directing resources. Sullivan responded that the resolution urges the Provost to staff a person; it is not a demand. It acknowledges the importance of the position, and urges the administration to recognize that for the Senate to be effective, especially given its increased attention to policy issues, the Senate can't continue to rely on one person who has many other duties.

Donnellan said she believes the Senate should have a staff person and recommended the position be organizationally part of the Provost's Office. She will be able to offer staff support in the near future when a new support person is hired in the Provost's Office.

Williams, seconded by Branch, called the question.

Vote: 16 – Approve; 1 – Oppose; 2 – Abstain. The motion passed.

### **D. Executive committee motion to recommend that the President establish an executive-level oversight committee, with faculty participation, to monitor retirement and investment plans available to employees**

The motion's rationale, provided with the meeting agenda, stated that the Benefits Advisory Committee is not involved in retirement package and investment option issues, and at present there is no mechanism for oversight. The desire for such an oversight mechanism has been expressed by several senators, the Benefits Policy Committee, and Gwendolyn Lytle.

Dobkin said HR had a person whose job included oversight of retirement plans and investment options. Pachence said this issue came to the Benefits Advisory Committee as a charge, which they support, but it isn't within the jurisdiction of the Committee

Dobkin explained that two issues are involved: 1) having someone to explain the retirement options available, and 2) having someone to explore the retirement options. There is no mechanism to change or evaluate other mutual fund companies in which employees may

participate. The motion seeks to include faculty in important decisions made about their retirement and investment plans.

Vote: 18 – Approve; 0 – Oppose; 1 – Abstain. The motion passed.

Pachence said Coreen Petti has replaced Cheryl Dean on the Benefits Advisory Committee.

Motion by Kelly, seconded by Sullivan, to: ADJOURN.

The meeting adjourned at 1:35 p.m.

Submitted by,

David Sullivan  
Secretary

Peggy Agerton  
Recording Secretary