

UNIVERSITY FACULTY SENATE

EXECUTIVE COMMITTEE

March 2, 2010, 3:30 pm.
HMSU 227

Present: S. Lamb, A. Anderson, R. Guell, C. Lunce, C. Hoffman, C. MacDonald, D. Richards,

V. Sheets

Absent: J. Fine

Ex officio President D. Bradley and Provost J. Maynard

Guests: R. Lugar, R. Peters, Tim Hawkins (late guest)

- I. Administrative report President D. Bradley:
 - a. State revenues are currently down 10%.
 - b. No more vacant positions will be posted without consultation with the president and vice presidents for at least three to four months until we know more about retirements, etc. There are some ways to make cuts without going after positions, but there is a limit. The realistic fear is that the recession is not over yet in terms of the health of the state budget.
- Provost J. Maynard and the 15 Minute Open Discussion:
 - a. Need to increase productivity of full-time faculty to make up for the loss of SCHs resulting from temps not being rehired.
 - b. Deans and chairs will need to increase class sizes and practice intelligent scheduling. Student instruction needs must be met. Not sure what enrollment will look like next fall.
 - c. Suspending sabbatical leaves for next year. Some may be reviewed on an individual basis. A letter will be sent to campus about all this later this week. There will also be a decreased number of temporary faculty, whose duties will need to be covered by tenured faculty. Maybe some classes can be covered by grad students.
 - d. S. Lamb - the letter indicates to me that there are a variety of approaches that can be implemented at a dean's discretion. Chairs, consulting with their faculty, have to work with their individual deans about the best way to satisfy student demand. I am pleased that there seems to be a move away from a four course load per semester for everybody. While the institution does need to satisfy student demand, we can not take on the characteristics of a community college and decrease our research commitment. I am saddened by the lack of input that faculty governance had concerning sabbaticals. While our input has been sought on other issues, I recall no discussion concerning this topic.
 - e. Provost – EAP staff, if qualified, can teach. We are looking at best ways to use existing resources. Provost requested that deans get back to him by May concerning their instructional implementations. Provost acknowledged that he had sought little input concerning sabbaticals. Given the instructional demands facing the institution he felt he had little choice but to deny them this year. He feels that this will be a one year moratorium on sabbaticals.

- f. S. Lamb – I look upon deferring decisions from the Provost to the deans, working with chairs as a positive. Academic units are best able to decide on how to proceed. Research productivity has to be respected. A global approach would be the worst way to proceed.
- g. Concerning EAP staff working in teaching positions: Currently many EAP serving as adjuncts are making between \$1,500-\$2,000 per course within their fields of expertise. Is that going to stay? President – that depends on the needs of the person's supervisor. Rather than receiving adjunct pay, the EAP staff member may receive released time. Deans may also say that part of an EAP's responsibility is to teach a particular course. J. Maynard – we need to look at additional duties a person is picking up and see if serving as an adjunct is still possible. Vice presidents will have to use common sense when they make those decisions. The provost stated that each EAP's situation is different and that a discussion with the individual's supervisor would have to be held before making a decision concerning released time versus adjunct compensation.
- h. Questions from R. Guell:
 - 1) Erickson Hall and Family and Consumer Sciences facilities: when will faculty have to move and what will become of these buildings?
 - Provost and President responses:
 - a. Faculty in Erickson will have until end of the regular school year (May 2011) to move. The building will revert to a residence hall. The hope (but not expectation) is that it can be quickly converted to a residence hall for the Fall 2011 school year.
 - b. Faculty in FCS will have until August 2010 to move the contents of their offices. Their lab space will remain untouched until that can be moved (probably throughout the '10-'11 academic year).
 - 2) Tenure renunciation statement in the early retirement forms?
 - President response: This has been fixed. The renunciation of tenure is effective on the retirement date, not the signature date.
 - 3) Standing Committee Membership needs to be on the Faculty Senate web page. Lamb: We just put it there.
 - 4) Sabbatical Suspension: Will one-year (@60%) leaves be treated differently from semester leaves?
 - Provost response: The logic (that it could save money) is potentially sound but he hadn't considered making a distinction. He will consider making such a distinction. Yet, he would have a difficult time rationalizing a year leave and denying a semester leave.
 - 5) Is V.P. Ramey resigning? No comment
 - 6) Statement: With regard to an outstanding grievance: I and other members of the Executive Committee have kept this and other Executive Session items in confidence. It now seems that in a letter to the grievants the Provost not only made reference to advice received in Executive Session, he simultaneously misrepresented who made it and the degree to which it was agreed upon with advice of the entire Executive Committee. I find this troubling.

- i. C. Hoffman – Is phased retirement a right? President – it is not a right, and it can be denied. It's a negotiation process. All conversations (with Candy Barton and one's supervisor) concerning phased retirement should happen before April 2. Phased retirement is not affected by early retirement. If one chooses to retire by a certain date, can additional year be added but paid for one? Yes an individual may have a two-year half-time equivalent, or three year 1/3-time equivalent. This was meant to be a flexible vehicle. The chair would be a major player in determining the terms and the feasibility of phased retirement.
- j. A. Anderson – concerned as to the wisdom of taking an instructional building and using it for non-instructional offices. The FCS building would be excellent for specialized areas of study/labs/studios where natural lighting is important. It is also a building that a department could point to with pride to visitors.

III. **Approval of the Minutes** of February 16, 2010. C. Lunce/C. Hoffman 8-0-0.

IV. R. Lugar and R. Peters were invited to the table (R. Guell/V. Sheets -acclamation) to give an overview of the Social Work proposal. The proposal was to move the department of Social Work from the College of Arts and Sciences to the College of Nursing and Health and Human Services.

- a. R. Lugar noted that her department did not want to jeopardize accreditation. That was the reason that this proposal was postponed until the process of accreditation was accomplished. The Social Work department did receive full accreditation for eight years. After receiving accreditation the department vote was unanimous to move to the College of Nursing and Health and Human Services. We are very excited about this proposal.
- b. R. Peters – we believe that it is one of the cleanest curricular proposals and it seems like an appropriate move.
- c. Will adjuncts be going with you? R. Lugar – adjunct positions unchanged. This is the only building that houses faculty from two different colleges. We plan to stay in Erickson until we have to move but will eventually be going to Nursing.

APPROVED (D. Richards/C. MacDonald 8-0-0).

There will be no Executive Committee meeting next week due to spring break.

Moved into executive session at 4:21 p.m. Out of executive session at 4:41 p.m.

Tim Hawkins, who had been waiting outside, entered the Executive Committee meeting once the committee came out of executive session. He was invited to share his concerns with the Executive Committee. He was distressed about faculty being asked to have a four course load per semester. He was especially concerned about being required to teach outside of his area of expertise. He also felt that research was being diminished in importance.

Motion: "While recognizing the legitimate concern of satisfying student demands, we are opposed to

professors/instructors teaching outside their areas of expertise."

APPROVED (C. Hoffman/D. Richards 6-0-2)

Meeting adjourned at 5:00 p.m.

