

Faculty Meeting Minutes November 18, 1997

President Pierce called the meeting to order at 4:04 p.m. Forty-six voting members of the faculty were present by 4:25 p.m.

Minutes of the October 8, 1997 faculty meeting were approved as published.

In response to the call for announcements, Finney reminded faculty of the Register Lecture at 8:00 p.m. in Kilworth Chapel, on November 19th, with Bill Breitenbach lecturing.

President Pierce described the emergence of on-line "virtual" universities that claim to solve education access problems for large numbers of students. She said that these universities have appropriated the language of the liberal arts to justify their existence, even though they have no campuses, no full-time faculty, no science labs, and no libraries. She said it is more important than ever that we make a compelling case for the kind of education we provide.

President Pierce reported that editors of *U.S. News & World Report*, with whom she met recently, assured her they are trying to improve their education guide and college rankings.

President Pierce announced that the Arthur Vining Davis Foundation has awarded the university a grant for \$150,000 for the new academic building.

President Pierce, in keeping with *Robert's Rules of Order* and with the consent of the faculty, asked Dean Terry Cooney to preside over discussion of proposed changes to chapters one and two of the *Faculty Code* since she might wish to participate in the discussion. She indicated she would reassume the chair for discussion of later chapters, unless she wished to participate in the discussion. Dean Cooney reminded us that, under procedures adopted October 8, 1997 for proceeding with the discussion, we will take no formal votes today. We then began discussion of changes proposed to chapters I and II of the *Code*.

David Droge reported that the Code Revision Committee (CRC) had held several meetings with interested faculty to receive informal feedback about the changes. He said that every suggestion received at these meetings and in writing was considered by the CRC before it prepared the November 13, 1997 ("buff" colored) addendum II distributed to faculty in hard copy before today's meeting. He and fellow CRC member John Riegsecker then led us through the proposed changes one by one.

We first considered proposed change #1, to Chapter I, Part A:

Substitute: "The university was founded in 1888 by what is now The United Methodist Church and is governed today by a wholly independent Board of Trustees."

For: "The university was founded in the Christian tradition and is supported by the United Methodist Church."

There was little discussion except for Kent Hooper's declaration that he was "ecstatic" and Bill Breitenbach's thought that perhaps the word "but" might be substituted for "and" in the proposed language.

We next considered proposed change #2, to Chapter I, Part B, Section 4, a:

Insert: "accepts," "and its published policies," and a new comma so that the new provision would read:

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"Upon appointment to the faculty, a professor accepts responsibility for the advancement of the university as a teaching-learning center and accepts the authority of the university, its government and governing procedures, and its published policies.

Suzanne Barnett asked if the *Faculty Code* is a "published document." Droge responded in the affirmative. George Tomlin then inaugurated what became a persistent theme throughout the ensuing discussion by asking "what are the published policies?" Bill Haltom, Ron Van Enkevort, and others expressed concern about approving the change without knowing what the policies are "that we are buying into." Dean Cooney responded to this emerging consensus view by suggesting that we return at a later meeting to the discussion of this change after a list of approved policies can be provided.

Ken Rousslang expressed uncertainty about what "its government and governing procedures" means. President Pierce and Dean Cooney said these are described in the faculty and trustee bylaws. Ted Taranovski said that our task is not to go through the old code line by line, but to concentrate on what is being proposed now as new changes.

We next considered proposed change #3, to Chapter I, Part B, Section 4, b:

Substitute: "each person" for "everyone"

"Membership in the academic community obliges each person to respect the right of others . . ."

There was no discussion.

We next considered proposed change #4, to Chapter I, Part C, Section 2, a:

Substitute: "use" for "utilize"

Insert: "fulfilling"

Substitute: "that support" for "relating to"

"Faculty members are to use fully the academic term by meeting all classes through the final exam week, keeping office hours, meeting students for scheduled appointments, and fulfilling other duties that support the teaching learning environment."

There was no discussion.

We next considered proposed change #5, to Chapter I, Part C, Section 2, e:

Substitute: "Service that advances the mission of the university includes participation in departmental and university governance, in co-curricular programs, in promoting intellectual vitality and a high quality of life on the campus, and in activities which help convey the nature and purpose of the university to its constituencies."

For: This [university service] is accomplished primarily through service on the Faculty Senate, the university committees, participation in faculty meetings, advising student groups or intellectual organizations and other such activities."

Taranovski said that he thought the proposed change was substantive, not editorial, and that he was therefore not comfortable with it. Kris Bartanen said that the CRC was trying to bring the

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Faculty Code in line with current practice, as defined by the Professional Standards Committee (PSC), which has been to broaden the range of appropriate service options for faculty; the proposed substitute language is essentially the description of university service used in the PSC statement on university evaluation criteria.. Florence Sandler said she thought the change was “a vast improvement.”

We next considered proposed change #6, to Chapter I, Part C, Section 2, f:

Substitute: "Academic Vice President and Dean of the university (hereinafter referred to as the dean)" for "dean of the university (hereinafter referred to as the dean)"

There was no discussion.

We next considered proposed change #7, to Chapter I, Part C, Section 3, a:

Substitute: "A full-time" for "The"

"A full-time faculty member shall not engage in teaching courses at other institutions where the effect is direct competition with the university."

Van Enkevort said he thought that, in certain situations, temporary full-time faculty ought to be able to teach an evening course at a community college. Riegsecker pointed out that the proposed change is less restrictive, not more restrictive, than current wording. Van Enkevort responded that the change did not go far enough; that “the remedy is still wrong.” Taranovski supported the change, saying that “the university has the right to protect itself this way.” Sandler suggested adding the word “normally,” and Bartanen suggested adding “on-going.” Dean Cooney pointed out that the meaning of “direct competition” is open to interpretation, permitting flexibility in implementing the policy. Van Enkevort said that teaching at a community college has in the past been interpreted as being in direct competition with the university.

We next considered proposed change #8, to Chapter I, Part C, Section 4:

Substitute: "recommendation to the parties" for "deliberation"

"If questions of professional ethical import arise which cannot be resolved, the party or parties may refer the issue to the Professional Standards Committee for recommendation to the parties."

There was no discussion.

We next considered proposed change #9, to Chapter I, Part F, Sections 1 and 2:

Substitute: "Academic and Student Affairs" Committee for "Instruction" Committee

There was no discussion. This ended consideration of changes to Chapter I of the *Faculty Code*. Dean Cooney summarized what we had done so far as coming up with a working version of Chapter I, with the exception of section 4 of part B that will require further work once we have a list of “published policies” (see proposed change #2 above).

We began discussion of proposed changes to Chapter II of the *Faculty Code*. Droge noted that discussion of the proposed change to II.A.1.c. will occur later, when we discuss proposed change #19.

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We considered proposed change #10, to Chapter II, Section 2, a:

Substitute: "who" for "ordinarily"

"Tenure-line faculty members are those appointed to the ranks of assistant professor, associate professor, or professor, who are eligible for reappointment and promotion to higher rank, and who are eligible for tenure consideration."

There was no discussion.

We considered proposed change #11, to Chapter II, Section 2, a (1) and (2):

Substitute: "An appointment without tenure" for "A non-tenured appointment"

There was no discussion.

We next considered proposed change #12, to Chapter II, Section 2, b:

Substitute: "Non-tenure-line faculty are all those persons who have teaching responsibilities but are not eligible for tenure consideration."

For: "Non-tenure-line faculty are all those persons who have teaching responsibilities but are not classified as tenure-line faculty."

There was no discussion.

We considered proposed change #13, to Chapter II, Section 2, b:

Delete: "emeritus faculty," "lecturers," "pursuant to Section 1.c. above," and "normally to be considered," so that the new provision would read:

"Persons appointed as instructor, adjunct faculty, visiting faculty, or other positions that might be created are non-tenure-line faculty."

There was minimal discussion, with no major points raised.

We next considered proposed change #14, to Chapter II, Section 2, b:

Substitute: "Use" for "utilization of"

There was no discussion.

We next considered proposed change #15, to Chapter II, Section 2, b:

Delete existing Code II.A.2.b.(4): "Lecturers are those persons appointed, usually part-time and usually temporarily, to fill specific needs in the curriculum," and clarify definition of adjunct faculty by incorporating language formerly used to define lecturers, as follows:

"Adjunct faculty are those persons appointed, usually part-time and usually temporarily, to fill specific needs in the curriculum and those persons who, because of particular professional skills

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and stature, are appointed to specific teaching and/or research responsibilities. This appointment may be honorary, and may be continuous at the discretion of the university."

Taranovski argued that we should keep the "lecturer" category to retain flexibility. Dean Cooney pointed out that in the past fifteen or twenty years no one had been appointed as a lecturer.

We next considered proposed change #16, to Chapter II, Section 2, c:

Define emeritus faculty and incorporate possibilities for teaching by emeritus faculty and delete "designated as emeritus by the dean." Recognize both male and female retirees.

Substitute: Faculty emeritus and emerita are former tenure-line faculty who have retired in good standing from the university. Faculty emeritus and emerita may be employed as adjunct faculty or according to policies approved by the Board of Trustees."

For [from existing Code, Section 2, b (2)]: "Emeritus faculty are retired faculty members. Some may be designated to teach by the Board of Trustees upon being nominated by the dean, after being recommended to the dean by the faculty member's department or school."

There was little discussion except for the suggestion that the plurals "emeriti" and "emeritae" replace the singulars "emeritus" and "emerita."

We next considered proposed change #17, to Chapter II, Section 3, b:

Substitute: "Qualifications for initial appointment include earned degrees appropriate to the position to be filled, promise in teaching and professional growth, and qualities conducive to success in performing the duties for which appointed."

For: "Qualifications for initial appointment are training appropriate to the position to be filled, promise in teaching, successful participation in professional activities, and personal qualities conducive to success in performing the duties for which appointed."

Tomlin asked whether someone A.B.D. would be disqualified for initial employment under the change, and the response from a variety of sources was "no, not in my opinion." Taranovski and Alva Butcher said that they liked the original language better because it carried the notion that training might in some fields be more important than an earned degree. Bartanen said the CRC proposed the change because we are not appointing people without degrees, and the current language is misleading. Cooney pointed out that a terminal degree is required for tenure.

Droge then introduced the following three changes together:

Change #18, to Chapter II, Section 4, a:

Substitute: "Initial appointment is made by the president."

For: "Initial appointment is made by the president after the following actions have been taken."

Change #19, to Chapter II, Section 4, b:

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Substitute: "Departments, schools and programs shall develop criteria for all faculty appointments and submit those criteria to the dean. The dean must approve all searches. Departments, schools, and programs shall work closely with the dean and the president in the search process."

For [existing Code II.A.1.c]: Schools, departments and programs shall develop criteria for all faculty appointments and work closely with the president and the dean in developing policies in this area."

And for [existing Code II.A.4.b]: "When the dean has approved the search"

Change #20, to Chapter II, Section 4, c:

Substitute: "Search procedures for faculty appointments are outlined in a faculty recruitment guide available from the Office of the Academic Vice President."

For: Existing Code provisions II.A.4.a, b, d, e, f, and h, which are deleted.

With regard to proposed change #19, Haltom said that he liked the old language of II.A.1.c. better because it is more collaborative and less hierarchical and adversarial than the proposed new language. Taranovski suggested that the proposed change was substantive, not editorial, because it shifts responsibility from departments to the dean. Droge responded that there is no procedural difference between the old and new language. He said the dean approves the search in both versions. Martin Jackson said yes, but, the old language still describes a consultation between the departments and the dean that is stricken in the new language. Cooney suggested that the larger issue is: "do we outline our whole procedures in the code?" He suggested this creates rigidity. Haltom said that the new language simplifies tasks and that this change is good. Haltom also suggested that the new language might avoid litigation based on elaborate procedures. He and President Pierce agreed that it might be best to delete reference to the recruitment guide in the code. Riegsecker pointed out that circumstances change, that use of the internet to advertise positions, for example, is not anticipated in current code language. The code should not be so restrictive as to limit flexibility in search procedures.

Because the hour of adjournment was approaching, Dean Cooney suggested that we begin discussion at this point at the next meeting.

We adjourned at 5:29 p.m.

Respectfully submitted,

John M. Finney
Secretary of the Faculty