

## Minutes

### FACULTY SENATE

February 21, 1995

The Senate convened at 3:30 p.m. in the Conference Room, Blume Conference Center, Hankamer School of Business, with Chair Ray Cannon presiding.

Present: Barker, Basden, Benesh, Buddo, Cannon, Davis, Edwards, Garner, Goforth, Hillman, Jensen, Johnson, Longfellow, Luper, Massirer, McGee, Monk, Nixon, Pierce, Pippin, Robinson, Rogers, Sanders, Thomas, Tipton, Wallace, Wood, and Youngdale.

Absent: King, Ortuno, Seward, and Whipple.

Distributed by Cannon prior to the meeting were (copies attached to file copy of the minutes):

1. A copy of a February 8, 1995, Council of Deans document dealing with a proposed revision of the Faculty Workload Policy
2. The agenda for the February 21 Senate meeting
3. A memorandum giving background information on some of the agenda items

### AGENDA

1. **Invocation**  
Monk led the invocation.
2. **Minutes of January 17, 1995**  
Jensen moved that the January 17, 1995, Minutes be approved as distributed. Longfellow seconded. Motion passed.
3. **Report from Presidential Search Advisory Group Members**  
Cannon gave a brief report of the work of the Presidential Search Advisory Group. Other members of the group were invited to speak. The group has been asked not to report details about candidates or about the interview schedule and process. Cannon did indicate that interviews were being scheduled, with the candidates scheduled to visit first with the Board of Regents and then with the Advisory Group, followed then by a report of the Advisory Group to the Board of Regents. Some questions, comments, and discussion followed. Cannon indicated that the process is moving quickly. Members of the Advisory Group indicated their regret that they could not be more open at this time about the details of the process.

**4. Senate Reaction to Proposed Contract Changes**

Cannon reported that General Counsel has proposed elimination of the attachment to our yearly contracts, thereby reducing the yearly contract to a one-page document. Senate reaction to the proposed changes has been requested. In a straw vote, fifteen of those present indicated that they would like the addendum to continue. Senators indicated that whether or not the changes were implemented, the Personnel Policy Manual needs to be issued on a regular, annual, ongoing basis--perhaps on-line. Senators also indicated that they would prefer that any changes in the contract be approved by the Senate. An issue is how to implement such an approval process. A question was raised as to whether the Senate could get legal advice from persons other than the University General Counsel about contract proposals. Cannon will report these reactions to the university administration.

**5. Impact of Merit Pay Implementation**

Cannon opened a discussion of the impact of merit pay implementation. Impressions were:

- \*There is a tremendous amount of effort being put forth for very little merit pay dollars.

- \*Merit pay will be done as before, by department heads, instead of a university-wide system of implementation.

- \*Faculty members were not told the percentages of increase by category, as originally promised.

- \*Copies of the final merit pay document were requested. (Cannon indicated that he would make such a request on behalf of the Senate.)

- \*Merit pay procedures have caused great unhappiness; the process should be canceled.

- \*The process is bringing about a lack of congeniality and creating an atmosphere of competition among colleagues rather than support of colleagues.

- \*Feelings of distrust about the administration have surfaced.

**6. Early Final Examinations**

The Provost has received a complaint about faculty giving final exams during the last week of classes. The Senate discussed the matter, affirming the current exam schedule and expressing the strong sense that the exam schedule should be enforced. Cannon will convey this message to the Council of Deans. In a related matter, the Senate expressed a concern about Dead Week, understanding that Dead Week, as designed, meant no social activities during the days designated as Dead Week. Cannon will convey this concern to the Student Affairs Division. The Academic Environment Committee was encouraged to look into these matters.

**7. Faculty Workload Policy**

In addition to the previously distributed Faculty Workload Policy proposed revision, a second proposed revision was distributed (copy attached to file copy of the minutes). It was noted that the policy is under study and revision. Senators are invited to make comments and suggestions.

**8. President's Faculty Forum, 3:30 pm, March 2, Bennett Auditorium, Refreshments at 3:15 pm**

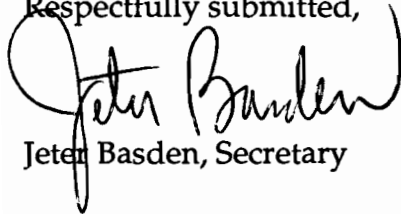
Cannon reminded the Senate of this event and encouraged all to attend.

**9. Faculty Handbook Workshop, Friday, March 3, and Saturday, March 4**

Cannon informed the Senate of this workshop.

At 5:02 p.m., the meeting was adjourned.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Jeter Basden". The signature is written in a cursive style with a large initial "J".

Jeter Basden, Secretary