

Faculty Senate Minutes

Holloway Hall

October 17th , 2000

3:30-5:00 p.m.

Present: E.J. Crane, Elizabeth Curtin, Jerome DeRidder, Tom Erskine, Greg Ference, Kathy Fox, Kashi Khazeh, K.-Peter Lade, Jim McCallops, Michael O'Loughlin, Rich McKenzie, Ken Milner, David Rieck, Kathleen Shannon, Marvin Tossey, Don Whaley.

I. Provost's remarks – Don Cathcart - Don discussed the implementation of policies regarding the dissemination of faculty salary information. He also discussed the general search process for hiring new faculty, and emphasized the importance of proper documentation of the search process.

II. Senate President's remarks – Elizabeth Curtin – Elizabeth announced that Linda Abresch was awarded the Regent's Staff Award, and expressed congratulations on behalf of the Faculty Senate. Elizabeth also mentioned that, although she had not yet received confirmation from UMES regarding the 11/28/00 meeting with the UMES Faculty Senate, that the meeting still appears to be on for that date. Elizabeth also reminded the Senate that President Dudley-Eshbach would be present at the 10/24/00 Senate meeting, and that it would be held in DH149.

III. Approval of 10/10/00 minutes – E.J. Crane - The minutes from the 10/10/00 meeting were approved, pending specification of which Faculty Senator expressed the sentiment that new graduate programs should not come at the cost of damage to our current undergraduate programs.

IV. Policy on Hiring (see attached *Working Document for Faculty Hiring Procedures.doc*) – Leon Burks - The attached document was discussed. Kathleen Shannon mentioned several specific points in the document which she had difficulty understanding. In response to K.-Peter Lade's question regarding the implementation of this document, President Dudley-Eshbach responded that due to difficulties with the document that it should not be implemented immediately. Don Whaley stated that he believed that the statements regarding reimbursement for recruitment at conferences (page 2, item 3(d) of the document) were unwise and would make this form of recruitment, which can be beneficial in the recruitment of a more diverse faculty, much less appealing. Marvin Tossey stated that the meeting of a search committee of which he is currently a member with the EEO office had a chilling effect on the committee. David Parker expressed concern about micromanagement of the hiring process. Kathleen Shannon proposed that a working group made up of Don Whaley, Kathleen Shannon and Ellen Zenner (the new assistant to the president) be put together to look at this document. Kashi Khazeh suggested that Denise Rotondo be added to this working group. The motion suggesting that a working group of Don Whaley, Kathleen Shannon, Ellen Zenner and Denise Rotondo be charged with the task of looking at the hiring document was seconded and passed unanimously.

5:00 Meeting adjourned