

Faculty Senate Minutes

Faculty Senate Minutes

May 12 1998

Senators Present: L. Bush E. Crane D. Defino J. DeRidder N. Drewer T. Erskine G. Ference (Vice President) J. Kalb (Secretary) M. Garner J. Jenne C. Long S. Muller D. Parker (President) K. Shannon C. Thomas D. Whaley.

A quorum being present the meeting was called to order by Senate President Parker at 3 p.m.

1. The minutes of the April 14 1998 April 21 1998 and April 28 1998 meetings were approved.

2. Announcements from President Parker:

A. Merit: \$125 0 will be distributed to 30% (62 members) of the faculty. This year there will be no grades of merit; all recipients will receive \$2 0 Parker expressed his hope that the Administration would select those faculty members who are doing what the Administration judges is best for the institution (e.g. overall "outstanding"; contributions to national eminence). The decisions will be made based on 1997 evaluations.

In response to various questions from the senators and visitors Parker made the following points and comments:

- President Merwin will be distributing an additional \$32.0 in order to overcome historical salary inequities. (Kalb was troubled by the criteria and process for the distribution of this money "held out" of the overall amount. Whaley remarked that this was not a surprise; the Provost had told us about this discretionary money when he had discussed merit and the process earlier this year.)
- Chairs and Deans will send forth at most 40% of faculty worthy of merit. The Deans Council will choose the top 30% or 62 faculty members.
- Likely some unfairness will ensue; the results will be disruptive to morale.
- Initially USM said only 20% would get merit but some finagling on the part of the Administration got the system to agree to the 30% figure.
- There is no separate category for department chairs. In response to the incredulous "Chairs will decide chairs' eligibility?" Parker said Deans will decide.
- (There was also some "competition" among the senators as to whether it was the Fulton or Henson school which housed the faculty with the most salary inequities.)

B. Academic Freedom and Tenure Committee.

Charlie Cipolla on behalf of the Committee has informed Parker that there are still untenured tenure track faculty members who are not being routinely evaluated. Cipolla wished to remind departments that untenured faculty should be annually evaluated and informed as to their progress toward tenure.

C. Graduate Council. The currently "free-standing" Graduate Council should probably either be a committee of the Senate or a sub-committee of the University Curriculum Committee.

D. Human Subjects Committee. This ad hoc committee of the Forum is "floating out there" and should probably go to the Senate.

E. Provost Search Committee. The schools have selected their 3 or 4 candidates. The Senate officers--Parker Ference and Kalb--will meet with President Merwin on Thursday May 14 to select from these names the two faculty members from each school.

F. GroupWise/e-mail Troubles. Members of the Perdue School and others have recently been upgraded to GroupWise 5.1 which has led to undeliverable mail. Parker had some tips (which Kalb was unable to record for the record).

3. Other Announcements:

A. Associate Dean Jim Lackey announced that Don Cathcart had agreed to take the post of Interim Provost.

B. Vice President Greg Ference announced that the at-large ballot would go out tonight and the ballots were due back by Tuesday (May 19) at 5:00 p.m.

4. Campus Grievance Policies. Michael O'Loughlin on behalf of the Faculty Welfare Committee spoke to the senators about the Committee's recommended changes to the draft of the SSU Grievance Procedures as forwarded by the Attorney

General's office. Unfortunately the Senators did not have copies of the revised document (another e-mail snafu? an oversight?) and only a few had the previous document as O'Loughlin led the senators through the proposed changes.

O'Loughlin indicated that Faculty Welfare was operating under two principles for the campus grievance policies: the process should be a fair and just process and the process should offer the least exposure and discomfort to those faculty members requiring it. The Committee wishes to retain some of its discretionary power to make decisions. While the procedures outlined by the Attorney General suggest an adversarial process in which there are hearings attended by all parties cross examination of witnesses etc. the Welfare Committee prefers an investigatory process--a fact finding process and the avoidance of unnecessary unwarranted confrontations.

The bulk of the remainder of O'Loughlin's presentation dealt with a proposed revision to the "D. Findings" section of the Procedures in which he proposed that the Committee findings would be forwarded to the grievant and the grievant would determine whether or not to proceed. If the grievant did proceed then the Committee's finding would be distributed to the Provost (or Vice President for Student Affairs in the case of student grievances) and to the grievee. O'Loughlin's argument is that in

the event that the Committee determines there is no merit to the grievance and the grievant decides not to pursue the matter further there would be little benefit with broadcasting the decision to other parties.

Much discussion followed this presentation which at least made it obvious that the Faculty Welfare Committee sees itself as a faculty advocate group usually embroiled in grievances against the Administration and wishes to protect grievants as much as possible and believes it can do so best by avoiding the confrontational hearing mode and choosing instead a process of fact-finding and private interviews. However senators had problems with the lack of opportunity to hear all evidence to face one's accusers to interview witnesses etc. Jim Lackie pointed out that original point of the policy was a universal set of procedures which can be adapted to fit all four committee which hear grievances. Discussion as to the special case of Faculty Welfare and this policy and the recommended changes resulted in the Senate's inability to resolve this issue. It will need to be taken up once more in the Fall by the "new" Senate.

5. Meeting was adjourned at 4:52 p.m. As soon as the elections are over Parker will try to arrange a meeting time for the retiring continuing and new

senators to meet to select officers assign
designated senators to committees etc.

Submitted by John Kalb Senate secretary

Comments and questions about this page can be directed to the [Senate Webmaster](#).