5-19-1982

CWU Faculty Senate Minutes - 05/19/1982

Esther Peterson

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MINUTES: Regular Faculty Senate Meeting, 19 May 1982
Presiding Officer: Rosco Tolman, Chairman
Recording Secretary: Esther Peterson

The meeting was called to order at 3:10 p.m.

ROLL CALL

Senators Present: All Senators or their Alternates were present except Gerald Brunner, Eric Thurston, Charles Vlcek and Stephen Worsley.


CHANGES TO AGENDA

   A. Letter from Bill Benson, dated May 6.
   B. Letter from James Pappas, dated May 7.
   D. Letter from Trudy Pederson, dated May 18.
   E. Letter from Fran Bovos, dated May 19.

APPROVAL OF MINUTES

Without objection, the minutes of the meeting of May 5, 1982 were approved as distributed.

COMMUNICATIONS

A. Letter from Bill Benson, dated May 6, 1982, stating he believes Mr. Tolman was incorrect in reporting at the May 5 Senate meeting that merit money could not be used toward the cuts made necessary by the legislature reducing CWU's budgets. His understanding is that use of merit money toward the cuts would be a political issue, not a legal one and merit money can be used to offset cuts to other parts of the university.

B. Letter from James Pappas, Dean of Admissions and Records, dated May 7, reporting on the number of withdrawal petitions he approved and denied after the last time to withdraw and for the Winter Quarter 1982, the first quarter the new withdrawal policy was implemented. He notes that the number of W's have dropped significantly from 1,445 to 894. He also includes the comparison of incomplete grades for the past four winters, which shows a smaller number.

C. Letter from Malcolm Alexander, dated May 17, 1982, requesting a list of tenured faculty who would be willing to accept appointment to Internal Review Committees which will coordinate the review and evaluation of individual university departments and programs. He notes the "Central Washington University Policy and Procedures for Review of Academic Programs is being prepared and will be distributed by Dr. Schliesman's office to department chairs, program heads, deans, administration, and committee members. Appended to this distribution will be the current revised schedule of the "5 year cycle for review of programs."

D. Letter from Trudy Pederson, dated May 18, tendering her resignation as an alternate delegate for Hebeler School.

E. Letter from Fran Bovos, noting Barbara Miller will serve as a replacement for Trudy Pederson as alternate representative for Hebeler School for the remainder of the school year.

CURRICULUM PROPOSALS

A. University Curriculum Committee proposals, page 620, deferred until the next Senate meeting.
A. Chairman's Report--

1) Board of Trustees--The Board of Trustees met on May 14. The proposed amendment that had been passed at the last Senate meeting was presented to the Board of Trustees last Friday and was rejected unanimously. Another proposal was introduced at the same meeting. (Mr. Tolman read the proposal to the Senate.) At the Trustee's meeting, Mr. Tolman and other faculty argued strongly in opposition to this proposal. Mr. Tolman urged the Board of Trustees to work with the Senate in amending the layoff policy in such a way that it would be mutually acceptable, but to do it without the restraint of time being so critical—that they continue with the current language of the Code for the current problem, and that any change that might be made be applied if and when there is another emergency to face. The Board did not accept that reasoning, but did decide to make an attempt to follow the Code procedure for Code amendments. Regarding Code amendments, the Code states that if the Faculty Senate sends an amendment to the Board of Trustees and that amendment is rejected by the Board of Trustees, the Board is obligated to put in writing to the Senate the reasons for that objection. The Board sent the following letter, dated May 14, 1982, addressed to President Garrity and the Faculty Senate:

"Pursuant to Section 0.10A(5) of the Faculty Code, the following reasons are presented to the Faculty Senate for the Board's rejection of the proposed amendment to the Faculty Code layoff policy which was submitted to the Board of Trustees by the Senate on May 14, 1982.

1. Unworkability of the procedure to establish department subdivisions. Could not be relied upon to work as a process. The absence of action by the faculty of affected departments would produce an unacceptable result.

2. The notion that the departments should be run by secret vote of 2/3 of the faculty is unacceptable in principle.

3. The proposed rule of 3 (minimum of three members in departmental subdivision) is arbitrary and unworkable."

2) Proposed Amendment to Layoff Policy--If the Senate authorizes Mr. Tolman to do so, he will present a second draft of a proposed Amendment to the Layoff Policy to negotiate with the Board of Trustees at their meeting tonight.

3) Open Meeting With Board of Trustees--The Board of Trustees will hold a public meeting at 6 p.m. tonight before they hold their Special Meeting at 7 p.m. tonight.

MOTION NO. 2129: Mr. Pratz moved, seconded by Mr. Lillard, that the Faculty Senate vote to object to the rejection by the Board of Trustees.

Mr. Vifian recommended that the Senate should not act impetuously or precipitously under the time restraints the Board has placed on them. He suggested the Senate consider recessing this meeting and reconvene at 8 p.m. to give the Board of Trustees an opportunity to discuss this issue with the Senate as a whole.

MOTION NO. 2130: Mr. Lillard moved for the question. Seconded by Ms. Schactler. Failed by a majority voice vote.

Discussion on the main motion resumed.

MOTION NO. 2129 voted on and passed by a majority voice vote and one abstention.

Mr. Vifian presented a Resolution which he suggested be approved by the Senate and presented to the Board of Trustees at their meeting tonight, as follows:

RESOLUTION

The Faculty Senate reaffirms its commitment to the principles contained in the present Layoff Policy. While recognizing that some flexibility is necessary in adjusting the policy to program needs, we continue to insist that any changes to the policy adhere to the following principles:

I. Collegiality:

A. Any Layoff plan must be developed by the joint efforts of the faculty and the administration, and must include the faculty in its execution. (The present plan
B. Policy Changes. Except in the most severe emergency, the code policies for revision should be followed. We continue to abjure any unilateral action by the Administration or the Board.

C. Program Changes. If any changes are made in the organization of Departments and Programs to facilitate layoffs, the following conditions should obtain:

1. That there be a clear, written policy for such changes.
2. That the faculty involved have a significant voice in such decisions.
3. That program changes should not be made impetuously under the constraints of an already invoked financial exigency.
4. That when such changes result in layoff for an individual, a method of appeal to one's peers should be available.

II. Seniority: We reaffirm our belief in seniority as a reasonable and expedient method of conducting a layoff. The present policy which states the process to be followed (3.78G) should be continued.

III. Faculty Rights: All considerations made in the present policy for any faculty member laid off should be continued. (Re-employment rights, for example.)

IV. Stability: The Layoff Policy, once established by joint agreement of faculty administration, and the Board, should be subject to amendment only in the most serious circumstances. (Without some order, stability, and security, faculty morale will further disintegrate to the disadvantage of the individuals involved and the University as a whole). Precipitous action, such as is now being contemplated, should be avoided.

The Faculty Senate also reaffirms its willingness to cooperate with the Administration and the Board of Trustees to help form just, reasonable layoff policies and procedures.

MOTION NO. 2131: Mr. Vifian moved, seconded by Mr. Utzinger, for the passage of the RESOLUTION as a statement of basic principles which should be considered regarding any proposed change in the layoff plan. Passed by a majority voice vote.

Discussion resumed as to the allowing of any programs to be composed of one person--that it is ill-advised.

MOTION NO. 2132: Mr. Grossman moved, seconded by Mr. Black, that the Executive Committee be instructed not to negotiate down to one person in a unit. Failed by a majority voice vote.

B. Executive Committee Report--Mr. Pratz reported that the Executive Committee has met with Vice President Harrington and has begun consideration of layoff.

The Executive Committee has agreed with the President, and so has Vice President Harrington, in response to information from Courtney Jones, that an emergency does exist.

C. Standing Committees

1. Academic Affairs--No report.
2. Budget Committee--Mr. Grossman presented a brief report.

MOTION NO. 2133: Mr. Grossman moved, seconded by Mr. Pratz, that the Faculty Senate recommends that the $287,000 "merit pool" allocated for the 1982-83 fiscal year be used in the following manner:

1. The normal number of promotions be given to become effective September 1, 1982 as specified in the Faculty Code.
2. Merit and professional growth steps be given in the normal manner with the effective date set at such time that the expenditure for promotion, merit, and growth approximate $87,000 for the 1982-83 fiscal year.
3. Remaining monies in the "merit pool" be used against the budget cut for the express purpose of retaining faculty positions.

Following discussion and a hand vote, a roll call vote was requested.

Motion No. 2133 passed with 16 Ayes, 15 Nays, 0 Abstentions, as follows:
Faculty Senate Minutes, 19 May 1982


Nay: James Hinthorne, Kathleen Morris, Henry Eickhoff, Barbara Miller, Martin Kaatz, Catherine Sands, George Stillman, Jim Hawkins, Robert Dean, Owen Pratz, Robert Jones, Wayne Klemin, Jim Nylander, Clair Lillard, Peter Gries.

Abstentions: None

3. Code Committee--no report.
4. Curriculum Committee--no report.
5. Personnel Committee--no report.

D. CFR--no report.

OLD BUSINESS

There was no old business.

NEW BUSINESS

A. Election of 1982-83 Executive Committee officers.

MOTION NO. 2134: Mr. Lillard moved, seconded by Ms. Sands, that the rules be suspended for adjournment time until this item of business is finished. Passed by a unanimous voice vote.

1. Chairperson nominees:
   Lillian Canzler was nominated from the floor.

MOTION NO. 2135: Mr. Lillard moved, seconded by Mr. Lawrence, that the nominations be closed for chairperson. Passed by a unanimous voice vote.

Ms. Canzler was elected chairperson by acclamation.

2. Vice-Chairperson nominees:
   Catherine Sands
   Robert Dean
   John Dugan.

   John Dugan was elected vice-chairman on the first ballot.

3. Secretary nominees:
   Catherine Sands
   Kathleen Morris

   Kathleen Morris was elected secretary on the first ballot.

4. At-Large Executive Committee Officers -- (2) nominees:
   John Vifian       Wayne Klemin
   James Hinthorne   Robert Dean
   Catherine Sands   Phil Backlund

   James Hinthorne and Robert Dean were elected at-large officers on the first ballot.

B. Request from ASC and the Residence Hall Counsel to co-sponsor Casino Night--

Mr. Tolman noted he had received a call from the ASC and Residence Hall Counsel requesting that the Faculty Senate co-sponsor casino night with them.

MOTION NO. 2136: Mr. Lawrence moved, seconded by Ms. Sands, that the Faculty Senate co-sponsor Casino Night with the ASC students. Passed by a unanimous voice vote.

ADJOURNMENT

The meeting adjourned at 5:10 p.m.
AGENDA

REGULAR FACULTY SENATE MEETING
3:10 p.m., Wednesday, May 19, 1982
SUB 204-205

I. ROLL CALL

II. CHANGES TO AGENDA

III. APPROVAL OF MINUTES of May 5, 1982

IV. COMMUNICATIONS
   A. Letter from James Pappas, dated May 7

V. CURRICULUM PROPOSALS
   A. University Curriculum Committee Proposals, page 620

VI. REPORTS
   A. Chairman
   B. Executive Committee
   C. Standing Committees
      1. Academic Affairs
      2. Budget Committee
      3. Code Committee
      4. Curriculum Committee
      5. Personnel Committee
   D. CFR
   E. President's Report

VII. OLD BUSINESS

VIII. NEW BUSINESS
   A. Election of 1982-83 Executive Committee officers

IX. ADJOURNMENT
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<td>Bovos, Fran</td>
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<td>Daniel Ramsdell</td>
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<td>Lillian Canzler</td>
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<td>Peter Gries</td>
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<td>Rosco Tolman</td>
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**Roll Call Vote**

- **AYE:** 14
- **NAY:** 15
- **ABSTAIN:** 0
1982-83

NOMINATIONS FOR EXECUTIVE COMMITTEE

CHAIRMAN

[Signature]

VICE-CHAIRMAN

Catherine Sands
Robert Dean
John Dugan

SECRETARY

Catherine Sands
Kathleen Morris

AT-LARGE OFFICERS (Two Positions)

John Vifian
James Hinthorne
Catherine Sands
Kathleen Morris
Wayne Klemin

Robert Dean
Phil Backlund
John Dugan

NOTE: Additional nominations will be accepted from the floor, provided that prior consent of the nominee has been secured.)
May 6, 1982

Dr. Roscoe Tolman
Chairman
Faculty Senate

Dear Roscoe:

I believe that you were incorrect in reporting to the Faculty Senate on May 5 that merit money could not be used toward the cuts made necessary by the legislature reducing our budgets.

The understanding I have of the matter is that use of the merit money toward the cuts would be a political risk as the university representatives have argued and convinced legislators of the need for merit money. In sum, it is my understanding that merit money use is a political issue, not a legal one. Merit money can be used to offset cuts to other parts of the university, but like every other decision this one has costs.

It is also my understanding that the merit issue is being worked on in the budget committee and that the Faculty Senate will have an opportunity to make their recommendation concerning whether and how merit money should be used in these extraordinary times.

I believe that the merit issue is an extremely important one and I look forward to the recommendations of the Faculty Senate.

Sincerely,

William L. Benson
Assistant Vice President
for Off-Campus Programs

WLB:bfm
TO: Rosco Tolman  
Chair, Faculty Senate  

FROM: James G. Pappas  
Dean of Admissions and Records  

DATE: May 7, 1982  

RE: Report on New Withdrawal Policy Winter Quarter 1982

As was suggested or recommended by the Faculty Senate, I am reporting to you the number of withdrawal petitions I approved and denied after the fifth week (the last time to withdraw), for the Winter Quarter 1982. This was the first quarter the new withdrawal policy was implemented.

The approximate number of students who came into the Admissions and Records Office and requested a withdrawal after the fifth week was 52. In addition, some 68 more students filed a petition, thus we had 120 requests for withdrawal after the fifth week of instruction. The results:

<table>
<thead>
<tr>
<th>Denials</th>
<th>Approvals</th>
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<tr>
<td>Verbal</td>
<td>52</td>
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<tr>
<td>Petition</td>
<td>29</td>
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<td>Total</td>
<td>81</td>
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You will also note from the attached letter to me from Barbara Knudsen that the number of W's have dropped significantly from 1,445 to 894!

Also included is the comparison of incomplete grades for the past four winters. Again, you will see a smaller number.

It appears this new academic policy is a good one and that it is working.

mw

Enclosure

cc: Edward Harrington
May 6, 1982

James G. Pappas  
Dean of Admissions and Records  
Mitchell Hall  
Central Washington University

Dear Dr. Pappas:

There were 39 withdrawal petitions approved and 29 denied for Winter Quarter 1982. The approximate number of walk-ins denied was 52.

Comparing the number of withdrawals and incompletes Winter 1979-82, I found the following:

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<tr>
<td>W's (on-campus)</td>
<td>1,330</td>
<td>1,187</td>
<td>1,253</td>
<td>835</td>
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<tr>
<td>W's (off-campus)</td>
<td></td>
<td>126</td>
<td>192</td>
<td>59</td>
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<td></td>
<td>1,330</td>
<td>1,313</td>
<td>1,445</td>
<td>894</td>
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<tr>
<td>Inc's (on-campus)</td>
<td>686</td>
<td>710</td>
<td>673</td>
<td>521</td>
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<td>686</td>
<td>822</td>
<td>778</td>
<td>591</td>
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It appears the policy is working.

Sincerely,

Barbara Knudsen  
Administrative Assistant
MEMORANDUM

TO: Rosco N. Tolman, Chair
Faculty Senate

FROM: Malcolm Alexander, Chair
Program Review and Evaluation Committee

DATE: May 17, 1982

RE: Compilation of List of Tenured Faculty to Serve on Internal Review Committees

The Program Review and Evaluation Committee needs a list of tenured faculty who would be willing to accept appointment to Internal Review Committees which will coordinate the review and evaluation of individual University departments and programs.

Will you announce this request for volunteers and compile the list for us?

For your information, Dr. Schliesman’s office is preparing the distribution of the “Central Washington University Policy and Procedure for Review of Academic Programs” which was approved by the Senate April 7, 1982. Appended to this distribution will be the current revised schedule of the "5-year cycle for review of programs." My understanding is that distribution will be to department chairs, program heads, deans, administration and committee members.

Thank you.

cc: Dr. Harrington
TO: Rosco Tolman, Chairman  
Faculty Senate  
CWU

FROM: Trudy Rodine Pederson  

DATE: May 18, 1982

RE: Alternate Position for Hebeler School

I herewith tender my resignation as an alternate delegate for personal reasons.

Thank you.
TO: Roscoe Tolman, Chair  
Faculty Senate  

FROM: Fran Bovos, Senator  
Hebeler Children's School  

DATE: May 19, 1982  

RE: Alternate Senator Position Hebeler Children's School  

As a result of the resignation of Trudy Rodine Pederson as alternate to the Faculty Senate for Hebeler Children's School, the faculty of Hebeler Children's School have unanimously elected Barbara Miller as her replacement for the remainder of the school year.
May 14, 1982

President Donald L. Garrity and
Faculty Senate
c/o Professor Rosco Tolman, Chairman

Pursuant to Section 0.10A(5) of the Faculty Code, the following reasons are presented to the Faculty Senate for the Board's rejection of the proposed amendment to the Faculty Code layoff policy which was submitted to the Board of Trustees by the Senate on May 14, 1982.

1. Unworkability of the procedure to establish department subdivisions. Could not be relied upon to work as a process. The absence of action by the faculty of affected departments would produce an unacceptable result.

2. The notion that the departments should be run by secret vote of 2/3 of the faculty is unacceptable in principle.

3. The proposed rule of 3 (minimum of three members in departmental subdivision) is arbitrary and unworkable.
Proposed Amendment to Layoff Policy

New Section (re-number present Section 3.78 G (1) as 3.78 G (2) and 3.78 G (2) as 3.78 G (3)):

3.78 G (1) In order to accommodate the need for reduction in numbers of faculty employed, and at the same time protect the programmatic integrity of the university, layoff units will be established, where appropriate, within departments and/or programs, in accordance with the following criteria:

   a) The dean, in consultation with the appropriate department chairmen and/or program directors, will establish a list of layoff units for those areas reporting to him or her, listing by name the faculty member(s) in each unit.

   b) The list of layoff units, with names of faculty in each, will be forwarded to, and must be approved by, the President, the Vice President for Academic Affairs, and the executive committee of the Faculty Senate.

   c) Within each layoff unit, seniority shall prevail.

   d) Division of departments or programs into layoff units must be demonstrably programmatic.

   e) Faculty members shall be informed as to which layoff unit(s) they belong, at the time the dean makes his/her recommendation. They may object to such division by stating their objection in writing to the Academic Vice President within one calendar week of receipt of the notice. An individual faculty member may be assigned to more than one layoff unit. New hires will be placed in the appropriate unit(s), as determined by the dean and department chairman or program director.

3.78 F Insert new phrases as underlined:

(2) Laid off faculty members shall be listed by department or program and by any layoff unit formally created and recorded (3.78 G (1)) and in order of seniority.

(3) The university may not fill a vacancy in a department or program, or in any layoff unit formally created and recorded (3.78 G (1)), for which there are names on its re-employment list.

3.78 G

(2) (formerly (1)) where it is necessary to lay off one or more of the faculty within a particular department, program, or layoff unit within a department or program, layoffs will be made in the following order:
Since I feel strongly that the Senate should not act impetuously or precipitously even under the time restraints the Board has placed upon us, I would urge that the Senate By-Laws be followed, and that any action on New Business be delayed until the next special meeting—-including any action or reaction to the rejection of the Senate's Code Amendment. If necessary I will move to extend debate to the next special meeting of the Senate. (Thursday, Friday, or some day next week?)

I would like the Senate to consider recessing this meeting and reconvening at 8:00 (or 7:00) for an hour to give the Board of Trustees an opportunity to discuss this issue with the Senate as a whole.

John Vifian
TO: Faculty Senate
FROM: Senate Budget Committee
DATE: May 19, 1982

Motion:

The Faculty Senate recommends that the $287,000 "merit pool" allocated for the 1982-83 fiscal year be used in the following manner:

1. The normal number of promotions be given to become effective Sept. 1, 1982 as specified in the Faculty Code.

2. Merit and professional growth steps be given in the normal manner with the effective date set at such time that the expenditure for promotion, merit, and growth approximate $87,000 for the 1982-83 fiscal year.

3. Remaining monies in the "merit pool" be used against the budget cut for the express purpose of retaining faculty positions.