

Minutes of the October Meeting of the University Faculty October 2, 2000

Remarks by the President and members of his staff

President Steffen Rogers reported on his first retreat with the Board of Trustees. At the retreat the Board had asked for his perspective on issues he had encountered since his arrival at the university. In his response to them President Rogers highlighted the issues of faculty salaries and course load as important ones. He saw that the Board of Trustees was willing to listen and work with the Administration and the Faculty in considering these issues. President Rogers also told the Board of Trustees that he was very favorably impressed with the quality of Bucknell's Faculty and students. He also reported that during the Trustees' visit to campus, he and Mrs. Rogers had invited the members of the Faculty Council to a dinner with some members of the Board of Trustees. He thought such meetings were helpful in fostering good relations between the Faculty and the Trustees. President Rogers believed it was important for the Board to learn more about the Faculty, and for the Faculty to better understand the Board of Trustees. Continuing on the subject of Trustee-Faculty communication, but in a slightly different vein, President Rogers referred to a concern that some Trustees had expressed last year in the "Tenets" document about an aspect of the curriculum. Citing the example of "non-traditional" and "core" courses mentioned in that document, President Rogers reported that the President's staff had examined the courses offered at the university and estimated that a very small percentage of the total course offerings, about 1.7%, might be termed "non-traditional." He said that the Board was satisfied that this matter was not cause for concern on their part. In summary, he thought that both he and the Board had come away from the retreat with very positive feelings about the current situation and the future of the university.

Next, President Rogers turned to the matter of the new Recreation and Athletic center, reporting that the Board of Trustees had agreed to fund the entire cost of the construction, estimated at \$31.5 million. He noted that \$25 million of that amount was in hand.

Regarding the vice-presidential searches scheduled for this year, President Rogers reported that the search committees had been formed. He expected that the job descriptions for the various positions would be drafted by mid-October.

President Rogers announced that he and Mrs. Rogers would be traveling a great deal during the fall, with visits to eleven cities scheduled between now and December 31. They would be visiting at least eleven additional cities during the spring semester. He thought it was necessary for them to visit Bucknell constituents during this, their first year at the university, and at the last stage of the Capital Campaign. At the same time, he believed it was also important for him to be on campus as much as possible and expected that he could do so in the spring.

President Rogers mentioned the suspension of a fraternity for its engagement in hazing, a measure corresponding to the university's policy of no tolerance for this activity. While he has stated publicly his support for the greek system, he also expects fraternities and sororities to abide by university rules.

Following Parents Weekend, President Rogers reported hearing very positive comments from parents about their sons' and daughters' experiences at the university.

Touching upon the Capital Campaign, he reported that \$178 million had been received, and that the university's objective was to reach at least \$180 million.

President Rogers had just returned from a meeting of the Pennsylvania Association of Colleges and Universities. One topic addressed at that meeting dealt with sprinkler systems in university buildings and residence halls. The great expense associated with these systems, especially for installing them retroactively, and the little state aid available for the systems, was cause for some concern on his part.

President Rogers then introduced Interim Dean of Arts and Sciences Mark Padilla who announced that he had forgotten to mention a new faculty member at the September meeting. He asked Anne Wang Pusey, Adjunct Assistant Professor of East Asian Studies, to stand and be recognized.

Charles Pollock, Interim Vice President for Student Affairs, next reported on activities of the Greek Life Task Force. He encouraged members of the Faculty to read the draft of the task force's report, which was accessible from the Bucknell homepage. He announced that there would be a series of forums and other opportunities for discussion, including three luncheons to which faculty members would be invited. He invited feedback from the Faculty on the draft.

With no additional reports from the President's staff, President Rogers offered to answer questions from the assembly. Associate Dean Robert Midkiff asked how the distinction of "traditional" vs. "non-traditional" courses had been made. Professor Mitch Chernin, Assistant to the President, replied that as examples of "non-traditional" courses, they had looked primarily at courses dealing with Women's Studies and African-American Studies. In response to a question about why courses in these areas would necessarily be considered "non-traditional," President Rogers responded that the term had not been defined, strictly speaking. The objective was to consider the concern articulated by some Trustees that there might be too many "non-traditional" courses taught at the university, by looking at courses that might be identified as such in light of the total number of courses offered by the university. Faculty Chair Michael Payne then gave some background information to help the new members of the Faculty understand the context of this discussion. He referred to the "Tenets" document distributed to the Faculty by the Board of Trustees, a document that included the concern about "non-traditional" or "politically-driven" courses vs. "traditional" or "core" courses. He saw this summary review of Bucknell courses as a way to demonstrate that the concerns of some Trustees regarding this matter were unfounded. Professor Ben Marsh recognized that there were at least two ways that these concerns might have been addressed. One was empirically, by adding up numbers and calculating percentages; another was to offer a principled response. Following up on this, Professor Sandra Morris remarked that the Administration's procedure did not address the nature of the "Tenets" document, itself, which a number of faculty members had found to be offensive. President Rogers responded that he understood her point, but that his primary concern had been to help focus Trustee attention away from areas where there was no need for concern, onto areas of more productive discussion.

Professor Peeler asked about any new developments in the Patriot League. President Rogers responded that he had informed the Board of Trustees about the upcoming decisions in the Patriot League regarding merit scholarships. He said that Bucknell probably would vote no to more permissive kinds of merit scholarships for athletes. Professor Peeler was concerned about the effect on the student body if we have students who are being paid to be athletes, and also about the financial implications of this, both of which he thought had serious implications for the university. President

Rogers said that he would take a wait-and-see attitude for now. Professor Payne, once again to help newcomers understand the context of the discussion, explained that there was a move in the Patriot League to have non-need based athletic scholarships. President Rogers went on to explain that Bucknell and Colgate are the only colleges in the league not to offer athletic scholarships. American University already has permission to grant merit scholarships. While Army and Navy are not affected directly by this debate, they see the merit issue as a deterrent to the addition of new members of the Patriot League, and therefore are likely to support more permissive merit scholarships. Holy Cross would like to have unlimited merit scholarships. Lehigh already gives merit scholarships for basketball. Professor Carl Milofsky remarked that there was a Committee on Athletics at the university and that such a committee might be the place to initiate a broader discussion about athletics at Bucknell. President Rogers indicated that he would continue to inform the Faculty about this issue in the Patriot League and would engage the Faculty in a discussion about the university's stance in this matter. Professor Milofsky thought it was first important to talk about the form these discussions should take.

Announcements by the Chair of the Faculty

Professor Payne called on Professor Sandra Morris who announced that the Stop the Hate Vigil would take place later that evening. She urged members of the Faculty to join the thirty groups across campus and town to show their solidarity with this event by attending the event to take place in Hufnagle Park.

Announcements by the Chair of the Faculty

Professor Payne thanked the members of the Faculty who had opened their classes to Trustees and their spouses.

Professor Payne then called the Faculty's attention to the role of the Faculty Council in the university governance system, as outlined on the agenda. He explained that the Faculty Council had played an advisory role to the President and continued to serve as an "interim advisory council" in this year of some transition, particularly in the administration. When the Board of Trustees issued the "Tenets" document, against the advice of the President and the Chair of the Faculty, the Faculty response was articulated by the Faculty Council in a document that also was supported by the Administrative Forum and the Support Staff. The last paragraph of the faculty document called for the opening of a dialogue among the various university constituencies. As a result of the Trustees' acceptance to engage in such a dialogue, the "four-by-four" group was formed, made up of four members of the Board, four faculty members, four administrators, and four students. There was one conversation via e-mail, and one meeting of this group, to date.

With regard to the second point listed on the agenda, Professor Payne explained that with the need to make interim administrative appointments for this year, the President had met with the Faculty Council to discuss how to proceed. As not all members of the Faculty Council had been in town during the summer, it was decided to include Professors John Peeler and John Miller, elected members whose terms had recently expired, to participate in the discussions. Professor Payne indicated that these two colleagues had been invited to continue to work with the Faculty Council in an advisory capacity through the fall semester.

Professor Payne called on Professor Mitch Chernin, in his capacity as Assistant to the President, to talk about new activities designed to increase faculty access to the Trustees during the November meeting of the Board of Trustees. Professor Chernin

reported that on November 16, Trustee Access Day, members of the Faculty would be invited to lunch to discuss broad topics such as the teacher-scholar model and course load with members of the Board of Trustees. In the afternoon, time would be provided, as well, for the Administrative Staff and students to meet with Trustees. In the evening, there would be additional time for faculty members to meet with Trustees. He assured the Faculty that there would also be time for faculty members with their own particular concerns to meet with the Trustees. From 5:00-7:00 p.m. there would be a dinner for members of the Faculty, Staff, and students who had participated in the discussions, followed by a presentation by a faculty colleague. Professor Payne added that these activities would take place in addition to the ongoing discussions of the four-by-four group.

Professor Payne then reported that the Faculty Council had also mediated a dispute between a Department Review Committee and the Committee on Academic Freedom and Tenure.

Professor Margaret Kastner asked which faculty members were on the Four-by-Four group. Professor Payne deferred to Professor Peeler who said that the faculty constituents had been taken from the Faculty Council. He requested the Secretary's help in recalling how that was done. Professor Alice Poust recalled that an attempt had been made to have a representative from each division, although scheduling considerations resulted in the selection of Professors John Peeler, Sally Nyquist, Cynthia Hogue, and John Miller.

Professor Marsh thought that the role of the Faculty Council had increased in recent years and thought it might be appropriate for the Faculty Handbook to reflect that. Professor Payne replied that the various roles of the Faculty Council are spread throughout the Faculty Handbook, but that the Council's activities corresponded to its defined responsibilities. Professor Marsh said that it seemed that the Council acted as an executive committee, noting that historically it had more mundane roots as the faculty component of the University Council. He wondered if the chairs of committees could perform some of the functions Professor Payne had outlined. Professor Payne responded that the Faculty Council's advisory role, particularly in the organization of elections to committees was specified in the Handbook.

Professor John Kendrick thought the mediating role with CAFT seemed like a new one for the Faculty Council. Professor Payne responded that, having received a complaint from a DRC, he had called the American Association of University Professors to seek advice about how to proceed. That organization recommended that the matter be referred to an ad hoc committee. That is what was done. The role of the Faculty Council was only to form that ad hoc committee assuring that its members had no links to the DRC or CAFT. Professor Kendrick wanted to make sure that it was understood that CAFT could appeal the outcome before the Faculty as a whole, just as the DRC could do. Professor Payne indicated that that was his understanding. Professors Kendrick and Payne agreed that it would not be correct procedure to impede CAFT's reporting something to the Faculty, as per its charge.

Professor Payne reported that for now the Faculty Listserv is still moderated. He has recommended an unmoderated and uncensored listserv, which means that faculty members must take care and exercise their own good judgement in sending messages to the listserv. Any members of the Bucknell community who wished to send a message to the listserv would have to do so via a member of the Faculty.

With regard to child care, Professor Payne asked Faculty members who needed child care during the faculty meetings to contact Professors John Hunter and Ghislaine McDayter. He added that General Counsel Richard Zansitis has been assisting in the efforts to provide child care.

Professor Nancy White, Chair of the Committee on Instruction reported that the Committee on Academic Computing still needed a representative from the Social Sciences for this year. She asked people who were willing to serve to contact Professor Helen Morris-Keitel.

Professor Marsh asked if the Personnel Committee had had the opportunity to answer the question he posed to them at the September Faculty Meeting. There was, as yet, no response.

The meeting was adjourned at approximately 6:00 p.m.

Respectfully submitted,

Alice J. Poust
Secretary of the Faculty

