



UNIVERSITY GOVERNANCE RECORD

Minutes of the Faculty Meeting

September 9, 2002

The meeting was called to order at 5PM by Prof. Michael Payne. Prof. Payne reminded the faculty of its rights and responsibilities in the governance system, including the right of either a committee or an individual to bring motions to the floor as long as they adhere to the three-day rule. Substitute motions may be offered. Two special meetings have been called: September 30 on performance reviews and October 14 on merit scholarships. Profs. Steve Knotek and Bill Flack then offered suggestions and highlighted campus resources for assisting students during the 9/11 commemorations.

Announcements by the President

President Rogers addressed the budget problem that emerged this summer. Our financial model assumes a balance between income from restricted and unrestricted endowment but in actuality it was discovered that we had a larger proportion of restricted income. Combined with a mandate from Trustees to cut \$500,000 from the budget, a \$2.1 million shortfall needed to be made up by budget cuts over the summer. Most areas of the university, except for academic department budgets, were affected, but the budget is now balanced and the error amended. Because no large increases in income are anticipated, budget reallocations will be needed in the future. The President next brought the group up to date on the Vision 2010 planning process. A guideline document has been written by the administration, and the University Council is now examining it. The final plan needs to be given to the Board of Trustees by April. The faculty will see the overall and divisional plans by December or January.

The President reported that he and his staff have been working on staff issues. They have succeeded in creating a staff category of "benefited casuals" to give some level of benefit, including health benefits, to all campus workers. The Campus Climate survey is still being analyzed; to address climate issues, managers will be receiving appropriate training, and a Workplace Advisor Program is also being created. Finally, President Rogers asked for the faculty's help in supporting the upcoming United Way Campaign.

VP for Enrollment Management Kurt Theide announced Admissions Open Houses on September 21 and November 16. He asked for robust faculty participation in these events.

Provost Bowen reported on behalf of the Performance Evaluation Task Force constituted last spring. On July 1 faculty were sent a report outlining three review options. As feedback suggested that there were problems with these options, currently all plans have been set aside to allow further deliberation.

The President concluded his remarks by expressing his desire to attend to the academic side of his job more than he has done in the past, and looks forward to talking to faculty about their scholarship and attending some classes.

Introductions of new faculty were given by Deans Gerdes and Orbison (see attached list).

Announcements by the Chair of the Faculty

Prof. Payne announced vacancies on the Committees on Faculty Development (Engineering), Instruction (Humanities and at-Large), and Personnel (tenured), and asked for volunteers and nominations for these slots.

Report from Committee on Planning and Budget: Ben Marsh

Prof. Marsh noted that the CPB report was being given both to President Rogers and the faculty. Highlighting his written report (see September 2002 Agenda), he said that the Committee as a whole had difficulties in accepting concept of a living wage. It is not appropriate to compress wages, and an opportunity for wage progression can serve as an incentive. Raising the minimum could reduce the pool of raises for others, and some organically challenged workers may not be competitive at higher wages. It is difficult to figure out what the value of a living wage should be for all employees. A review found that 15% of support staff earn less than \$9.00/hr; that percentage was essentially 0 after four years of satisfactory service. The Committee's compromise was to set a goal of providing progressive opportunities for all employees. The President adopted this suggestion.

Responding to several questions, Prof. Marsh and VPFA Jo-Ann Lema clarified that this proposal applies to Bucknell employees, not employees of outside contractors, such as some food service workers, and that Bucknell has approximately 500 wage employees.

Prof. Mary Evelyn Tucker said that she would like additional context for the CPB report, and Prof. Payne added that we could table the report until the October meeting to allow CPB to present additional information. Prof. Paul Susman introduced the following motion, which was seconded: *Instead of the four-year delay in eligibility called for in the Planning & Budget Committee report, the faculty recommends to the President the immediate implementation of a wage floor of at least \$9 per hour (annually adjusted for inflation) for all Bucknell support staff (including dining services).*

President Rogers said that he would probably refer the issue back to CPB. Prof. Marsh wondered how far faculty responsibility extends in setting staff salaries, and warned against generating unfulfillable expectations among staff. Prof. Geoff Schneider added that we need to consider both policy as well as feasibility.

This issue will be on next month's agenda. The meeting was adjourned at 6:30 PM.

Respectfully submitted,

Andrea Halpern
Secretary of the Faculty

2002-03 New Faculty

<u>Name</u>	<u>Education</u>	<u>Rank</u>	<u>Department/Program</u>
Bayar-Sakman, Tulu	University of Cincinnati	Assistant Professor	Art and Art History
Benton, Cindy	U of Southern California	Visiting Assistant Professor	Classics
Bloechl, Olivia A.	University of Pennsylvania	Visiting Assistant Professor	Music
Castle, Karen J.	Oregon State University	Assistant Professor	Chemistry
Chattopadhyay, Som	Princeton University	Visiting Associate Professor	Mechanical Engineering
Chen, Brian S.	University of Texas, Austin	Visiting Assistant Professor	Civil/Environmental Eng
Coleman, Joseph	Brown University	Assistant Professor	Political Science
Eaton, Anne W.	University of Chicago	Assistant Professor	Philosophy
Ellis, Thomas B.	University of Pennsylvania	Visiting Assistant Professor	Religion
Field, Kenneth A.	Cornell University	Assistant Professor	Biology
Fillmore, David M.	Northwestern University	Visiting Assistant Professor	Theatre and Dance
Guler, Murat	University of Wisconsin, Madison	Visiting Assistant Professor	Civil/Environmental Eng
Hardcastle, Gary L.	University of California, San Diego	Visiting Associate Professor	Philosophy
Hill, Arleen A.	University of South Carolina	Visiting Assistant Professor	Geography
Johnson, Michelle C.	University of Illinois, Urbana-Champaign	Assistant Professor	Sociology/Anthropology
Knee, Adam	New York University	Visiting Assistant Professor	English
Kosky, Jeffrey L.	University of Chicago	Visiting Assistant Professor	Religion
Kristjansson-Gural, David	University of Massachusetts, Amherst	Assistant Professor	Economics
Larson, Stephanie	University of Texas, Austin	Visiting Assistant Professor	Classics
Meinke, Scott R.	Ohio State University	Assistant Professor	Political Science
Mulligan, Adrian N.	University of Arizona	Assistant Professor	Geography
Raymond, Timothy M.	Carnegie Mellon University	Visiting Assistant Professor	Chemical Engineering
Richman, Alexander E.	University of Virginia	Assistant Professor	Mathematics
Ross, Jamie Scott	University of Seville	Visiting Assistant Professor	Spanish
Searles, Edmund	University of Washington	Visiting Assistant Professor	Sociology/Anthropology
Sharma, Radhey S.	University of Oxford	Visiting Assistant Professor	Civil/Environmental Eng
Siewers, Alf K.	University of Illinois, Urbana-Champaign	Assistant Professor	English
Sonak, Brian C.	Pennsylvania State University	Visiting Assistant Professor	Management
Stedman, Allison	University of Pennsylvania	Assistant Professor	French
Tillman, Eric S.	U of Southern California	Assistant Professor	Chemistry
Tseng, Chia-Jeng	Carnegie Mellon University	Assistant Professor	Electrical Engineering
Ulmer, Rivka B. Kern	Johann Wolfgang Goethe Universität	Assistant Professor and John D. and Catherine T. MacArthur Chair	Religion
Urban, Jason	University of Iowa	Visiting Assistant Professor	Art and Art History
Wilshusen, Peter R.	University of Michigan, Ann Arbor	Visiting Assistant Professor	Environmental Studies
Wisner, Ben	Clark University	Visiting Professor	Geography
Wolanski, Amiee	University of Toronto	Assistant Professor	Education
Wuhs, Steven T.	University of North Carolina, Chapel Hill	Visiting Assistant Professor	Political Science
Zimmerman, Virginia	University of Virginia	Assistant Professor	English