



UNIVERSITY GOVERNANCE RECORD

MINUTES

The October meeting of the Bucknell University Faculty was called to order by Faculty Chair Marty Ligare at 12:03 p.m. on Tuesday, October 2, 2007 in the Langone Center Forum.

1. Amendments to and approval of September 2007 minutes

No amendments were made to the September 2007 minutes.

2. Announcements and remarks by the President

President Mitchell first introduced the new director of Strategy Implementation, Ed Loftus, who previously served as director of Business Initiative Development and Delivery with Prudential Financial-Retirement.

Then, President Mitchell provided an update on the provost search, and announced that after consultation with the Faculty Council, the search committee has been reduced to 8 members (five faculty, two administrators, and one student). Administrative and student representatives are under consideration. President Mitchell sees the provost position as a deputy president with an impact on both academic and student affairs, and assured that this search gives all constituencies on campus a chance to be heard.

President Mitchell also shared that he and several other administrators were meeting with Governor Rendell in Harrisburg about funding for university projects, and he commended VP for External Relations Charlie Pollock for facilitating this process.

The President then addressed the question submitted to the agenda by Professor Ben Marsh. The question asked about specific actions taken by the Board of Trustees and senior administration in response to the issue of internal communication and trust that was raised in the final report from the external review team on faculty governance. In his response, the President fully embraced the conclusions reached in the report, and pledged his support to help along the initiatives detailed in the 10 issues raised in regards to faculty governance. Similarly, the administration is committed to work on the four issues the committee asked the administration to address. Then the President reviewed a number of steps taken to strengthen internal communication:

- Elevation of the substance of issues brought before the University Council and the frequency of meetings as a result of recommendations made by the Faculty Council in response to the Governance Review.

-Expansion of Faculty and Board contact and discussion at Board meetings in addition to faculty presentations on specific academic programs, and faculty presence at certain Board of Trustees committee meetings.

- Planning for the year ahead of public meetings with the President's Senior Staff for faculty and staff.

-Periodic updates about major institutional initiatives in addition to a summary of all relevant Board actions after each meeting of the University's Board of Trustees.

-Meetings with the chairs in the College of Engineering and Arts and Sciences.

-Scheduled conversations between the President, the provost's office, deans, VP for development, each department and interested programs across campus to prepare for the comprehensive campaign.

-Wholesale revision in internal campus communications methods, including all listservs, led by Chief Communications Officer Pete Mackey, who will be working with ISR and drafting an internal communications strategy to be discussed with the University Management Group and the University Council.

-Conversations with faculty at the President's House held throughout the course of the academic year for a total attendance of nearly 200 faculty members gathered in a small group setting.

Next President Mitchell expressed concern about the tone of a recent email sent to the Faculty. In particular, he questioned accusations of negligence raised against the Board about internal communication and governance.

President Mitchell concluded his remarks with renewed confidence in the open dialogue and civil discourse he has experienced in some of the settings mentioned above, and for the collective commitment to the future of the institution as it faces important challenges related to the Comprehensive Campaign and the implementation of *The Plan for Bucknell*.

3. Announcements and remarks by the Chair of the Faculty

Faculty Chair Marty Ligare first opened his remarks by stating that according to *Robert's Rules of Order* a response to questions on the agenda should not delay announced business, but should be treated as new business. Therefore the response to Professor Marsh's question will not be discussed at this time. Chair Ligare reminded all in attendance that it is standard practice, however, for faculty members to make motions and encouraged faculty to do so.

Then, Professor Ligare opened the floor for additional nominations for the Provost Search Committee. No additional nominations were brought forward, and nominations were closed.

Next, Chair Ligare proceeded with a number of Faculty Council related announcements:

-Members of the Ad Hoc Committee to Review Tenure and Promotion Policies and Procedures have been appointed: Julian Bourg, Kim Daubman, Paula

Davis, Linden Lewis, Jim Rice, Geoff Schneider, Peter Stryker, and Ben Vollmayr-Lee. The Faculty Council and CAFT met with the committee, which agreed to bring interim reports on its activity. Questions should be directed to the Chair of the committee, Ben Vollmayr-Lee.

-In the past the Personnel Committee has been charged with amending the Faculty Handbook. Forthcoming details were announced concerning a committee with more power to address substantive issues in the Faculty Handbook as part of the response to the Governance Review Report.

Finally, Chair Ligare announced that minutes and agenda items for Faculty meetings could be accessed directly through his web page:
<http://www.linux.bucknell.edu/physics/ligare.html>

4. Committee Reports:

a. Committee on Planning and Budget

Professor Tom DiStefano reported that the University realized a surplus for the fiscal year ended June 30, 2007, which includes unrestricted funds, historically placed in quasi-endowment to generate additional operating. Some of the reasons for this surplus are a greater average on-campus enrollment than budgeted and health care insurance premiums below budget. A number of one-time expenses such as recruitment of faculty and administrative staff, accessibility improvements, and other facilities related projects partially offset these variances. Finally, reduced health care insurance costs should not be expected to be a long-term trend.

b. Committee on Honorary Degrees

Professor Greg Krohn reported that the names of five approved nominees were forwarded to the President for his review and recommendation to the Committee on Educational Policy of the Board of Trustees, who in turn will forward its recommendations to the Board. The three other approved nominees and one approved nominee from 2005-2006 remain eligible for honorary degrees. For more information, a web page can be accessed from Bucknell's Home Page under About Bucknell>Offices and Resources>Provost>Honorary Degrees.

Following a question concerning the process for re-nomination, Prof. Krohn confirmed that approved nominees remain viable for a period of two years, after which the names need to go through the nomination process again.

c. Committee on Complementary Activities

Professor Bill Flack reported that the Committee on Complementary Activities is reaching the end of its review of the Disaster Plan.

d. Committee on Instruction

Professor and Committee Chair Katharina Vollmayr-Lee announced that all positions on all sub-committees have been filled. All sub-committees have convened at this time and have started their review process.

5. Announcement and remarks by members of the President's staff

Associate Dean of Admissions David duKor-Jackson reported on the class of 2011 for VP for Enrollment Management Kurt Thiede. The report is included in the appendix to these minutes.

6. Announcement from Bucknell Student Government

President of BSG Sarah Cummings reported on the creation of a Faculty Fund intended for the development of out of class activities by faculty members. These activities should not be compulsory and should not involve a grade. This initiative is aimed at fostering interactions between professors and students in a class, and is not intended as a source of funding for club activities.

7. New business

Professor Ben Marsh made the following motion:

"The Faculty considers the trust and communication concerns raised in the external review report from the Faculty governance review to be of the utmost significance to the ongoing health of the institution, and believes that a formal response to the issues therein is needed, especially to the imperative of the last sentence: *'In order for Bucknell University to achieve the ambitious goals it has set for itself, an internal communication strategy must be developed that will enable the president and senior administration to build better relationships between constituencies, relationships characterized by trust and mutual respect.'*"

After the motion was seconded, Prof. Marsh proceeded to explain that until today no formal response had been made regarding issues of communication and trust raised in the final report from the external review team, and requested a more systematic and formal response to these issues.

During the ensuing discussion, Professor Katie Faull questioned the breadth of the motion and asked if other issues in the report such as the review of tenure and promotion policies, the faculty senate model, and the role of Chairs are intended to be included in these suggestions. In his response, Professor Marsh pointed to the fact that a number of specific concerns are being addressed; however an administrative response to more general issues is needed.

Following a comment pointing to the President's report (detailed above), Professor Marsh urged for a more systematic process of recognition of the connections between problems and solutions, a process that would not be unilateral but rather the result of an agreement.

As a response to the inquiry about precedents that could be useful in this situation, Professor Marsh recognized that actions such as those detailed in the President's comments above are useful, as is the reinvigorating the Faculty Council. It was also emphasized that actions could benefit from acknowledgment of the existence of the problem.

It was also suggested that Chief Communication Officer Pete Mackey could communicate with Faculty members on specific ways to help with the issue.

Professor Alice Poust questioned the alleged urgency of the issue and Professor Marsh's motion as an efficient way to deal with this situation.

Finally President Mitchell expressed his understanding of the motion as an affirmation of the work that the faculty and the administration already have under way, and suggested a friendly amendment designed to underscore the value of working together:

"The Faculty considers the trust and communication concerns raised in the external review report from the Faculty governance review to be of the utmost significance to the ongoing health of the institution, and believes **the administration should join with the faculty to address with even greater urgency** the issues therein, especially to the imperative of the last sentence: *'In order for Bucknell University to achieve the ambitious goals it has set for itself, an internal communication strategy must be developed that will enable the president and senior administration to build better relationships between constituencies, relationships characterized by trust and mutual respect.'*"

As the meeting came to a close, further consideration of the amended motion was moved to the November Faculty meeting under unfinished business.

8. Adjournment

The October 2007 Meeting of the Bucknell Faculty was adjourned at 12:52 p.m.; no second meeting time was necessary this month.

APPENDIX

Report from Associate Dean of Admissions on the class of 2011

- The class of 890 (900 target) was chosen from the second largest applicant pool in the University's history: 8,945 (down from last year's 9,021). (The class target was decreased from 915 to 900 due to the growing overall enrollment.)
- Because of tighter application management:
 - the acceptance rate for dropped from 33% to just under 30% (29.8%).
 - the yield rate of those offered admission increased to 33.5% from 30.9%
- Standardized test scores continued their recent upward trend.
 - Average SAT is 1317 vs. 1310 for Class of 2010.
- 72% of students from schools that rank their students came from the top decile.
 - Only 326 – or 36.5% - of our entering class was ranked.
- Diversity as defined by socio-economic, geographic, ethnic, and racial is similar to recent years.
- Pointing to the future, strong inroads were made in the areas of recruitment of talented artists (performing/fine/creative), religious diversity, and socioeconomic diversity.
- 50% of the entering class is receiving Bucknell scholarship funds. (Up from 46% last year.) We remain committed to a broad-based, primarily need-based scholarship program.
- The Class of 2011 and the campus community is enriched with the arrival of our first group of Bucknell Community College Scholars – the program supported by the Jack Kent Cooke Foundation.
- Within the JKC grant, we have partnerships with five community colleges:
 - Community College of Philadelphia
 - Garret College of McHenry, MD
 - Lehigh Carbon Community College in Allentown, PA
 - Montgomery County Community College in Blue Bell, PA
 - Harrisburg Area Community College in Harrisburg, PA