



Faculty Chair Tony Massoud called the November 2008 meeting of the University Faculty to order at 12:03 p.m. on Tuesday, November 4 and again on Tuesday, November 18 in the Langone Center Forum.

MINUTES

A. Amendments to and approval of October 2008 minutes

No amendments were made to the October 2008 minutes.

B. Announcements and remarks by the Chair of the Faculty

The Faculty Chair began his remarks by mentioning that the new charge for the Faculty Council has now been approved by the President and so has gone into effect. He then turned to the upcoming meeting of the Board of Trustees, describing this as an opportunity to exercise shared governance through open meetings. Faculty representatives at this meeting will report back to the faculty on any new initiatives. The Chair of the Trustee Finance Committee has proposed a closed session. Chair Massoud thanked President Mitchell and Dave Myers for their efforts to convince the Trustees to make this an open meeting.

C. Announcements and remarks by the President

President Mitchell focused his remarks on the upcoming Board of Trustees meeting, for which an unprecedented amount of planning has been done. He anticipated that, because of the economic downturn, the board will naturally focus on questions related to the University budget. President Mitchell has spoken to almost all of the board members individually and believes that they are committed to being prudent financial stewards. He then outlined his major points during the board meeting.

1. Bucknell should not over react to the economic crises. We can manage our resources well and get through this crisis.
2. Any easy savings is reasonable, but we should not do anything draconian. This board is unlike the board in the 1980's and 1990's. We won't sacrifice aspirations, in particular we will preserve the academic core, preserve access to Bucknell, get our current students through to graduation, and relate all decisions to the Plan for Bucknell.

In response to the question from Katie Faull and Ben Marsh about financial changes and consultation with the faculty, President Mitchell stated that our governance structures will remain engaged through this period of external stress.

President Mitchell then pointed out that at the end of the board meeting he will tell the faculty everything he knows about the board's response to the economic crisis. His own prediction is that there will be a recession which will effect public schools before private schools, and effect less well endowed private schools before Bucknell.

D. Committee Reports:

1. Faculty and Academic Personnel Committee

a. Geoff Schneider, speaking on behalf of FAPC, moved that the Faculty Handbook policy regarding leaves be changed as outlined in the appendix to the November meeting agenda.

After a brief discussion this motion passed.

b. Geoff Schneider, speaking on behalf of FAPC, moved that the Faculty Handbook policy regarding faculty pay be changed as outlined in the appendix to the November meeting agenda.

This motion passed.

c. Geoff Schneider, speaking on behalf of FAPC, moved that the Faculty Handbook be changed to allow hiring with tenure. The motion was seconded and then Tammy Hiller, speaking on behalf of Faculty Council, presented a motion to amend the FAPC motion by requiring that an implementation policy be written before the hire with tenure option is exercised. George Exner moved that this motion be amended to include CAFT as one of the committees which would approve the implementation policy. The inclusion of CAFT was approved by a vote of the Faculty. Katie Faull then suggested that a deadline be added, and this change was also approved by the faculty. During the ensuing discussion Provost Smyer indicated that he expected FAPC to take the lead in drafting the implementation policy. The faculty then approved the following motion:

The "hire with tenure" option should not be exercised until an implementation policy is approved by CSP, CAFT and FAPC and reported to the Faculty by the April 2009 faculty meeting.

Tammy Hiller then presented a second motion from Faculty Council to amend the FAPC motion by changing some of the proposed handbook language. This motion was seconded and during the discussion further modifications to the language were suggested by Marty Ligare, George Exner and Helen Morris-Keitel. Before this language could be voted on the time reached 12:52 and the Faculty Chair suspended the meeting until November 21.

The Meeting was called back to order on November 21 at 12:02 p.m.

Chair Massoud began by summarizing the status of the FAPC motions to amend the faculty handbook. He then opened the discussion on the language to be used in the hire with tenure option. In response to a question from Paul McGuire, Geoff Schneider clarified that "the Dean" refers to the Dean of the college in which the candidate would reside if hired. The faculty then approved the following modification to the language:

Individuals appointed with tenure are expected to have earned tenure at another institution. The approvals of the home department or program, two faculty members from the University Review Committee designated by the University Review Committee, the Dean and the Provost are required before an offer of appointment with tenure can be made.

A lengthy discussion of hiring with tenure then ensued. During this discussion it was established that there was great concern about the frequency of such hires. Dean Zappe indicated that in the past three years he has seen only one case where a hire with tenure would have been appropriate. Dean Orbison stated that he has known only two such situations in nine years. Lea Wittie then moved that this motion be separated into three distinct motions. The faculty voted this suggestion down. The discussion continued with concerns expressed about the safeguards in this process, about the creation of a two-tiered faculty, and about movement away from a focus on teaching. Ultimately the faculty voted in favor of the FAPC motion, with the modifications indicated above.

d. Geoff Schneider, speaking on behalf of FAPC, introduced multiple changes to the Faculty Handbook intended to correct mistakes and update language to reflect current practices. His list excluded items #13 and #14 from the appendix to the November agenda because these have been deemed redundant.

2. Committee on Instruction

Roger Rothman, speaking on behalf of COI, moved that the faculty endorse the Bucknell University Strategic Educational Vision document. The motion was seconded and passed.

3. Committee on Planning and Budget

Nancy White, speaking on behalf of CPB, explained that the committee is waiting for more information about the actions of our peer schools. Nonetheless, the committee does not recommend a freeze on compensation or on the comprehensive fee. Moreover, the Trustees remain supportive of maintaining faculty salaries in the middle third of our peer schools. CPB has been discussing financial contingency planning and intends to come forward with a report on this to the faculty. The committee also intends to look at the integrated financial plan when it is ready.

G. Adjournment

The November 2008 Meeting of the Bucknell Faculty was adjourned at 12:52 p.m. on November 18.

Respectfully submitted,

Thomas Cassidy
Secretary of the Faculty