



Minutes

Faculty Chair Tony Massoud called the September 2008 meeting of the University Faculty to order at 12:03 p.m. on Tuesday, September 2, in the Langone Center Forum.

1. Welcome by the Chair of the Faculty

Faculty Chair Massoud said that he would make more extensive comments during the second session of this meeting. He encouraged faculty members to consider serving on university committees if called on by members of the Faculty Council, and he requested that the committees elect chairs and inform him their choices.

Chair Massoud offered his thanks to Professors Ligare and Dubois for their years of work as Faculty Chair and Secretary.

2. Welcome and introductions by the President.

President Mitchell thanked Professors Massoud, Ligare and Dubois, and welcomed the new faculty members. President Mitchell asked for a moment of silence in recognition of the many contribution to the University made by Charlie Pollock.

Next the President introduced and welcomed Provost Mick Smyer. Provost Smyer then introduced Tim Dugan, Bucknell's new Interim Chaplin.

3. Introductions

Christopher Zappe, Dean of Arts and Sciences, introduced the new Associate Deans in Arts and Sciences, Doug Allen, Dee Casteel, Abe Feuerstein, and Rich Robbins, who will join continuing Associate Deans Bill Kenny and Elaine Hopkins. Dean Zappe then introduced the new faculty in Arts and Sciences.

Jim Orbison, Dean of Engineering introduced the new faculty in the College of Engineering.

Next Chair Massoud called on Bucknell Student Government leaders Harry Kastenbaum, Jordan Franklin and Katsie Calhoun to introduce themselves. Harry Kastenbaum announced the collegiate readership program made possible by BSG with support from the President's office. Faculty is encouraged to contact BSG (BSG@bucknell.edu) if they need particular periodicals for their classes. Kastenbaum also stated that the Bison Bikes program would be launched on September 30.

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

Pete Mackey, Vice President for Communications, announced that open forums will be held on both the new website and the new message center. Those with questions about the message center should go first to the message center FAQs, and if there remain unanswered questions, write to webdevelopment@bucknell.edu. Those who wish to post messages to the faculty listserv should work through Chair Massoud, who has authority to post to that list.

Before declaring a recess, Professor Massoud asked faculty members to consider serving as parliamentarian at faculty meetings.

5. Recess until September 16th

6. Amendments to and approval of April 2008 minutes

Professor Ben Marsh asked VP Mackey whether a communications plan should be appended to the April minutes, but no amendments were made to the April 2008 minutes.

7. Announcements and remarks by the Chair of the Faculty

Chair Massoud introduced himself and listed what he sees as the major issues facing the faculty this year.

- The five-course load. The faculty should keep an eye on how the transition is proceeding and on its impact on students.
- Revision of the CLA. We expect to see a proposal this year, perhaps even this semester.
- The Comprehensive campaign. The faculty needs to understand its role in the campaign and the campaign's impact on the curriculum.
- Bucknell's identity and strategic goals. We must understand how we differ from other institutions, how we attract students, and how we can improve diversity.
- Tenure and Promotion. We expect a report this semester from the ad hoc committee to review procedures for tenure and promotion.
- Faculty Handbook amendments. This is an ongoing process that will need faculty attention this year.

Chair Massoud said that as chair of the Faculty he intends to work as a facilitator so that we can make progress together on all these topics in a spirit of shared governance.

Chair Massoud then stated that the Provost would soon make an announcement regarding the search for a new Dean of Arts and Sciences, and that the Faculty Council fully supports his decision.

Chair Massoud then turned to the current work of the Faculty Council. All temporary faculty positions on Faculty and University have now been filled. The Faculty Council has met with VP Mackey to discuss the faculty listserv now that Bucknell has the message center. The Faculty Council is unanimous that the faculty listserv is an important tool and should not be changed.

8. Announcements and remarks by the President

The President focused his comments on three areas. First, the turmoil in the financial markets and its affect the university. President Mitchell stated that Bucknell's endowment is invested for the long-term and we do not expect to make material adjustments in reaction to this news. The University continues to have excellent liquidity both inside and outside of the endowment. While we must be aware of the turbulent economic times, the University's overall financial condition is excellent.

Secondly, the President previewed some of the items that will be discussed by the Board of Trustees during their upcoming retreat. The board will focus on several topics including:

- The impact of demographic changes on the undergraduate student population and on campus diversity;
- The importance of need-based financial aid;
- The need to address academic spaces on campus, particularly faculty office space, classrooms, laboratories and research facilities; and
- The need to develop new student housing and to integrate student residential life with the educational experience at Bucknell.

President Mitchell expects that these issues will lead to substantial conversations across campus.

Thirdly the President commented on various events that occurred over the summer.

- a. The Class of 2012 arrived, with 960 students from 38 states and 48 foreign countries, including 15 countries never previously represented in Bucknell's student population. About 29.8 percent of all applicants were offered admission, compared with 33 percent two years ago.
- b. Bucknell also welcomed 59 new faculty to the University, including 26 tenure-track faculty. Fourteen of the tenure-track positions are new lines created for the five-course load.
- c. In the fiscal year concluding June 30 the University raised a record \$50.5 million for the first year of our \$400 million comprehensive fundraising campaign, a 92 percent increase over the previous year's total. The President thanked all contributors and mentioned that every member of the University Management Group had contributed.
- d. The University made improvements in campus facilities and public spaces:
 - Installation of the new card access system, which is in virtually all residential facilities and a variety of laboratories and other sensitive areas.
 - Renovations to the Elaine Langone Center.
 - Renovations to a variety of academic spaces, including the Willard Smith Library, biology labs and the Academic Quad. The improvements to the quad were funded largely through a class gift.
 - Renovations in the Office of the Provost, the Office of Public Safety, and Cooley Hall.
 - Improvements in the Krebbs Fitness Room and the field house.
 - Renovations in parts of the President's House.

Lastly President Mitchell expressed his gratitude at having Mick Smyer join Bucknell as Provost.

9. Announcements and remarks by the Provost

Provost Smyer opened his remarks by previewing what he intends to say to the Trustees during the fall retreat. He will focus on Bucknell's identity and faculty demographics. He listed institutions at the top of the US News ranking of liberal arts colleges, and contrasted these with institutions in the same Carnegie category as Bucknell. Bucknell is the only institution appearing in both places. Our niche comes from combining the liberal arts with profession programs, although most of our faculty and students are not in professional programs. Provost Smyer also discussed the institutions with which we compete for students.

Provost Smyer then pointed out that approximately thirty percent of our faculty is expected to retire over in the next 10 years. Bucknell is not the only school going through this transition, so we will have to be good at recruitment. This means we must address certain competitive necessities. We will have made 37 new hires to get to the five-course load. We need research and office space for these people and for the hires we will make over the next decade. Bucknell has begun a search for a director of sponsored research, and VP Sam Lundquist is also searching for a director of corporate and foundation funding. Provost Smyer expects to be doing work on intellectual property policies.

The Provost's office is taking the lead on the Middle States periodic report. Jerry Rackoff, along with Professors Tom Solomon and Candice Stefanou are working on this. Bucknell's Middle States representative will make an informal visit to campus.

Provost Smyer said that everyone should have received an invitation to the first Patriot League academics conference scheduled for Nov 7-8 at Lafayette.

Provost Smyer announced that the search for a new Dean of Arts and Sciences would begin with the formation of a search committee in the spring of 2009. The search would go to market in fall of 2009. Provost Smyer has two reasons for proposing this schedule. First, he believes he will be better able to recruit the next Dean after he has a year of experience at Bucknell. Secondly, this delay will allow us to get into the market earlier in the year and this will improve our opportunities. He has consulted with others on this decision and received their support.

10. Nominations for fall Election.

Nominations for faculty members on the Committee on Athletics

At-large (3 positions)

- Chris Boyatzis, Psychology
- Jeffrey Csernica, Chemical Engineering
- John Enyeart, History
- Jamie Hendry, Management
- Marty Ligare, Physics and Astronomy
- James Peterson, English

Additional nominates can be made until noon on Friday September 19.

11. Committee Reports:

a. Faculty and Academic Personnel Committee

Professor Geoff Schneider presented reports on two topics.

First he reminded faculty that open enrollment for benefits would occur in October, and he outlined the anticipated changes in health coverage. The health plans are not changing in any significant way. Costs are going up, but not dramatically. Overall the increases appear to be moderate. A complete version of the report of the Faculty and Academic Personnel Committee appears in the appendix to the September agenda.

Next Professor Schneider reported on the committee's annual monitoring of the merit scores. The committee concluded that these scores have been consistent over time. The written version of that report appears in the appendix to these minutes.

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

VP for Communications Pete Mackey explained the electronic communication systems and outlined the issues still requiring resolution. He said that there is no desire to get rid of vforum or the faculty list. Shutting down these lists has never been considered or proposed. The only subjects discussed have been about definition and functionality.

The vforum listserv has 236 subscribers, including faculty and some senior administrators. Faculty can opt-in to that listserv by contacting one of the owners – Professors Keith Buffinton, Pam Gorkin, or Erik Lofgren. The existence, functionality and use of vforum are up to the vforum owners. VP Mackey and Roberta Sims met with the owners to explore web-based tools that might improve faculty dialogue. Only if more effective discussion format can be created to the satisfaction of the owners and the subscribers will it be implemented for the vforum owners.

The mandatory membership faculty list has 421 subscribers, including more than 60 administrative staff and 35 retired faculty. There are other mandatory participation listservs, such as those serving students and staff; they also are automatically subscribed to these lists when they join the University and cannot opt-out. The senior staff and chief information officer have determined that these listservs should be reserved for urgent or important campus business at the discretion of the appropriate administrator, which includes positions like the president, HR director, chief of public safety, CIO, RICS office, college deans, dean of students, and chair of the faculty. This is meant to localize campus messages in the message center, to prevent the flood of incoming emails to mandatory membership group lists, and to ensure the campus receives notice of vital campus business or emergencies.

Changes to the faculty list have been delayed until the Faculty Council was consulted, and that listserv is currently exactly as it was before the message center launched. VP Mackey met with the Faculty Council last week and discussed this listserv and its use in light of the message center. VP Mackey stated that the Faculty Council intends to define the faculty listserv's use and bring that to the faculty as a whole, including whether a faculty list from which faculty cannot opt out should be used for certain types of faculty business in addition to its use for campus business. Whether such

a mandatory membership listserv should be reserved for faculty matters requiring broad notification, including governance issues, was discussed. Until such questions are addressed, the faculty listserv will continue exactly as it is now.

While feedback about the end of mass email has been positive, some serious concerns that have been raised about the message center. CIO Param Bedi and VP Mackey encourage specific suggestions on improving the message center. Improvements will be in place by month's end. The default will be changed so that everyone will be opted in to all individual emails at the end of this month. People will have to change preferences if they prefer not to receive individual emails. Anyone who still wants the daily message digest will still be able to receive it.

VP Mackey asked for help in encouraging students to use the message center. There will be a campaign to raise students' awareness of the message center. He concluded that with dialogue we can improve the clarity, transparency, and relevance of our internal communications technologies.

13. Adjournment

Respectfully submitted,

Thomas Cassidy
Secretary of the Faculty

APPENDIX

FAPC Report on Faculty Merit Ratings, September 2008

Each year the Faculty and Academic Personnel Committee (FAPC) reports on the merit ratings for tenured faculty. This year's ratings are consistent with ratings over the last several years.

2008

Number of faculty merit ratings:	199
Average merit rating:	7.98
Median merit rating:	8.36

2007

Number of faculty merit ratings:	196
Average merit rating:	8.07
Median merit rating:	8.36

2006

Number of faculty merit ratings:	188
Average merit rating:	8.16
Median merit rating:	8.36

**Faculty Merit Ratings, All Tenured Faculty
2006, 2007, and 2008**

