

## **SEC/VPAA JOINT CONFERENCE MINUTES**

September 11, 2007  
2:30 – 4:30 pm

Senate Conference Room  
140 McFall Center

**Present:** Shirley Baugher, Keith Bernhard, Alden Craddock, Nora Engebretsen, Gary Lee, Johnnie Lewis, Ben Muego, Nancy Orel, Patrick Pauken, Peter Pinto, Jeannie Sabaroff (sub. Gina Ondercin), Ellen Williams, Rich Hebein

**Absent:** None

### **CHAIR'S REPORT**

Faculty Senate Vice Chair Williams called the meeting to order at 2:35 pm.

### **OLD BUSINESS**

#### **Faculty Sanctions Policy**

Last spring, Interim Provost Mark Gromko was taking a draft to Deans Council. Baugher agreed to talk with him in order to get this item back on track.

#### **Reasonable Suspicion of Impairment Policy**

This policy also was under discussion last year, and Pauken agreed to contact the officers of Administrative Staff Council and Classified Staff Council to assess their interest in pursuing any amendments to the policy.

#### **NTTF Policy**

Last spring, Senate passed an amendment to the Charter creating a career ladder for non-tenure track faculty. Although no action was taken on a related matter, namely, the “25% rule,” it remains a topic for discussion. Here is the context:

“...[that the] position will not cause the number of continuing full-time non-tenure track positions in departments and schools to exceed more than one-fourth of the number of probationary and tenured faculty in the unit....Under certain conditions which are programmatic and academically-based (i.e. non-fiscal), departments, schools, institutes, centers, etc. may petition the College and the VPAA to exceed the twenty-five percent limit on continuing full-time non-tenure track faculty. Such petitions must be presented annually.” University Policy on Faculty Appointment and Tenure: Establishment of Continuing Non-Tenure Track Position [B-I.C 2 a) (1) (c), p. 3 of 9]

The group reviewed a list of data showing the percentages in each unit. Lee noted that the rule is about continuing NTTF and that it appears that non-continuing NTTF were included with continuing NTTF and that this caused the percentages to be higher. Baugher suggested that perhaps the data were not sorted properly and said that she would get that done. Discussion will continue.

Hebein said that there appeared to be some confusion in one college that last spring's amendment, which created the career ladder, changed the rules for converting an instructor to lecturer whereas that was not the intent. He suggested that Baugher take up the matter with Deans Council.

### **Ad Hoc Committee on Review of Administrative Offices**

The group turned to a resolution passed by Senate last spring that called for a review of administrative offices similar to the program review that academic units are subjected to. The resolution was intended to include review of the college offices and the provost's office, and an ad hoc committee was formed to make recommendations on the implementation of the resolution. Williams said that the motivation for the resolution was perceived "administrative bloat" and the number of hires "by invitation," which circumvent the usual search process.

Hebein asked if the now suspended program review process would include college offices when it resumes. Baugher said that we will conduct workforce analysis reviews to determine the skills that the personnel in each office need, that there would be annual reporting to assess progress and that she would volunteer her office to go first. She said the new process would be redesigned significantly and that it would apply to departments and colleges. Lee hoped that the process would be streamlined; Baugher agreed. Williams said she would reconvene the ad hoc committee.

## **NEW BUSINESS**

### **University Strategic Plan**

Baugher said that two things were driving the need for a plan: the three million dollar deficit and the chancellor's call for drafts of their strategic plans from the universities to be submitted in December. She said that the President would appoint a committee with broad representation and herself as chair to work on the plan. At this time, the colleges are drafting their compacts and will make presentations to the Assistant Vice President for Institutional Research, the Chief Financial Officer and the VPAA. Williams asked Baugher to keep Senate apprised, and Baugher asked how she might get information to all faculty. During the discussion, an open forum was suggested; details to follow.

### **Flexible Tenure**

This refers to stopping the tenure clock. A report was written for the VPAA last year, and Williams asked Baugher to supply a copy so we could discuss it at a later meeting.

### **FPCC Cases 2004-07**

Muego, last year's chair of the Faculty Personnel and Conciliation Committee, prepared a report for Senate last spring and the group reviewed this report.

## **ISSUES AND CONCERNS**

### **International Education in Asia**

Muego agreed to postpone this item to a later meeting.

**Committee Vacancy**

Pauken reported that he needed a volunteer from SEC to join a reconfiguration committee to consider moving Environmental Health into the School of Earth, Environment and Society. Lee agreed.

**ADJOURNMENT**

The meeting was adjourned at 4:20 pm.

Respectfully submitted,

Rich Hebein, Secretary  
September 13, 2007