

**The CALS Faculty Association Executive Committee
September 11, 1996, 11:00 a.m.**

The following are the unapproved minutes of the meeting.

1. Attendance: D. Mullins, J. Pease, D. Reaves, L. Daniels, J. Marcy, B. Ravlin, L. Geyer, J. McKenna, K. Hatzios, R. Fell, and Dean A. Swiger.
2. A ballot consisting of Charles Swan and Bonnie Appleton will be sent to Experiment Station Members for selection of a member for the College P & T Committee.
3. The program schedule for 1996-1997 is as follows: Meeting place -- 102 Fralin

Oct. 10	Clark Jones	Direction and Impact of Extension
Nov. 14	Len Peter	Changes in and Direction of Research Division
Feb. 5	Jim McKenna	Post Tenure Review

4. Senate Activities Update

A. The Senate has four major working groups for the coming year:

1. Public Perception of Higher Education
2. Quality of Students and Recruitment
3. Post Tenure Review/Faculty Climate/Lack of Real Pay Raise
4. Increasing Communication by Creation of Senate Home Page.

B. Seven (7) University departments (including CSES of CALS) have forwarded post tenure review documents on departmental post tenure review process to the Provost for review. The Provost will share with the Deans. Departments are encouraged to develop applicable departmental standards. Faculty Freedom issues should be separated from faculty performance issues.

Question. What is the role of the College's Faculty Affairs Committee in development of "prototype" and future departmental documents. Answer. No dialogue to date. Departments had not been instructed to send PTR documents to Commission on Faculty Affairs.

Question. When administrators are being reviewed, do you review the administrators or the administrative unit? Should it be an internal or external review? **Answer.** Issue needs to go to College Commission for Review.

Question. Why were evaluation letters for all faculty who got a 3% or less raise to be forwarded to the Provost?

Answer. Do not know. Was this to create a Post Tenure Review [hereinafter PTR] "hit list"? It had a negative impact on how departments distribute dollars. PTR is not to be implemented until implementing documents are passed. Pay raises are not determinative.

Schedule for PTR Documents

Summer of '96	Pilots due
Sept., 1996	Distribution of pilots to Deans
Feb. 1, 1997	All departments to submit PTR to Provost?
March 1, 1997	All departments to submit PTR to Deans?
April 1, 1997	Approved and returned to faculty for implementation
Fall of '98	Procedures to be implemented

Important--Faculty must be active in each department to assure relevance and quality of PTR.

Question. Should collegiality/citizenship of faculty be a part of PTR, raises, promotion?

Answer. This issue is cropping up around campus. Consensus was to leave the issue to definable standards in performance areas. Does lack of collegiality impact teaching, research, or outreach performance? If so, that is measurable.

5. Provost--Retreat

The provost held a retreat the prior week. Much of the time revolved around a **proposal to remove money from colleges and departments to fund \$14-26 million informational technology operation** in the Vice Provost for Information Technology. This would be a permanent transfer of funds.

Consensus was--decisions are being made by those without classroom, research, or outreach experience, the funds transfer would be inappropriate and would have a negative impact on the college.

6. Graduate Student Matters

A. All departments are encouraged to share their graduate student handbooks with Geyer.

Should we look at a more uniform way and time to cut off rights to scientific discovery and publications by students who leave without completing work.

B. Faculty Safety.

In light of the California incident, are there better ways to educate faculty about earlier intervention with graduate students showing "stress"?

Can methods be used to improve the dialogue about expectations and problems between graduate students and faculty?

7. Faculty are encouraged to participate in Agriculture Homecoming on October 12.

8. Writing intensive courses must be forwarded to CAP's for timely approval and inclusion.

9. What is the faculty role, if any, in graduation. Should we be encouraged to march with the students at the college level or remove the general faculty sitting area at graduation? The numbers and placement has dwindled to where it is embarrassing.

10. Next Executive Meeting will be October 9 at 11:00 a.m., 206 Sandy Hall.

Adjournment.

Respectfully submitted,

L. Leon Geyer