

**CALSFA Executive Meeting Minutes
November 22, 2002 meeting**

Grayson Library, 305 Price Hall

Members Attending: Dave Bevan, Mike Denbow, Joe Marcy, Don Mullins, Frank Gwazdauskas, Dixie Reaves, Mike Lambur, Brad Mills, and Dean Andy Swiger

Call to order

The meeting was called to order at 8:50 AM, Don Mullins presiding

Approval of the minutes

The minutes of the September and October meetings were approved.

Treasurers Report

As of 11/22/02 54 CALS faculty members had paid dues. Picnic expenses came to \$288.11. Checking Account Balance as of 11/15/02 was \$381.50, total shares as of as of 10/30/02 was \$602.48 for a balance of \$983.98

Deans Report

Budget: The college continues to use the retirement/layoff strategy for meeting budget reductions and will incur a \$5.9 million debt on round two. Staff layoffs and retirements have decimated some units and he expects a great reduction in administrative services as a result (24 field and 46 campus personnel). The Dean noted that some people who retired in the first round (July) have just now received their first paycheck. The college will receive some of the 229 tuition increase, but the exact amount and how it will be disbursed is up in the air. Reappointments to utilize 208 funds are also a possibility.

Restructuring: The Dean stated that restructuring plans seem to be coming from the top down (i.e. the Provost). Deans nor department heads have been included in the discussions, with the potential for some rather arbitrary mergers resulting. For example, the muck is flying regarding a potential merger of HNFE with FST [could result in low-fat bratwurst being served at the next picnic]. He described several other possible college and departmental restructuring/merging scenarios, but said the story has changed repeatedly so its hard to tell what will happen.

Other Business

Program Planning: Joe Marcy reported that the folks from Intellectual Properties have not responded to his repeated requests to schedule a program. Joe remains optimistic that, perhaps, it will happen next semester.

Report: Budget & Planning: Dixie Reaves reported that the council activities consisted mostly of asking for recommendations concerning budget cuts. The focus seems to be on protecting classroom and lab budgets, with the council ignoring the fact that many 229 personnel are in the classroom. Dixie asked if there was a particular message she should take back from CALSFA. Dave Bevan suggested reductions should be taken at the Burrus Hall level.

Report on Dean Search Committee: No report. Dean Swiger had mentioned earlier that he thought the pool was down to three, but he was out of the loop. The question was raised as to a potential interim. Dave Bevan expressed concern regarding CALS vulnerability at this critical time [what with the restructuring and budget weirdness].

Report on action of the subcommittee on Conflicts of Commitment: Dave Bevan led a discussion on the recent draft of the Conflicts of Commitment Policy. Our discussion concluded with a plan to have Dave summarize our observations/suggestions and send a copy of them to Kriton, and ask our senators to handle our input in whatever manner might be appropriate. Suggestions were as follows:

Kriton,

The CALS Faculty Association Executive Committee has discussed the draft of the conflict of commitment policy that is currently under review. A general concern of members of the committee is that the document in general is very vague on several points. Particular areas of concern will be delineated below.

- * In the next-to-last paragraph of the document, the last sentence refers to "established university procedures" that will be used when a faculty member fails to meet certain obligations. That statement is very vague and should be clarified.
- * Because the document is vague, there is considerable potential for arbitrary application of the policy. Clearer standards and expectations are needed.
- * There is no clear discussion on how disagreements between a faculty member and a department head are to be resolved. What is the appeal policy in case of disagreement?
- * Another concern that was raised related to the use of "counseled" in the next-to-last paragraph. Counseling suggests some professional experience in that area that most department heads probably do not have. In addition, it carries a negative connotation that implies bias against the faculty member. A better word might be "advised".

Celebration of the Faculty: Don Mullins reported it would be held December 12, 5:15 p.m. The committee agreed that it would be appropriate to honor our retiring Dean at this occasion. Don Mullins will look into getting a gift.

Committee Reports

Faculty Senate: Senator Mike Lambur reported on the actions/non-actions of the senate. The senate passed a resolution voicing concerns about the BOVs handling of the Sheri Fowler situation. Also, the plan to form a Council on Diversity was tabled by the BOV member Rocovich. Mike opined that the concept of shared governance was not being taken seriously by the University administration.

Committee on Academic Program Policy No report.

Committee on International Program Policy. No report.

Committee on Research and Extension Program Policy. Brad Mills reported current status of the reestablishment of the University Laboratory Support Services. Apparently some documentation of potential cost savings is necessary before the plan could move on. The CALSFA executive committee endorsed the plan as shown and will recommend that the CALS council send a letter to the Provost stating such.

No new business.

Meeting adjourned at 10:26 a.m.