

UNIVERSITY OF OREGON
January 10, 1977

JAN 12 1977

UNIV. OF OREGON
STUDENT PERSONNEL
SERVICES

Minutes of the Faculty Advisory Council, January 7, 1977.

All members present. Also present were Professor Albrecht, Vice-President Bogen, Vice-President Olum.

The following items were addressed.

1. Discussion of Admissions Policy. Albrecht and Bogen are campus coordinators of local review of Admissions Policy, as well as Interinstitutional Representatives.

Vice-President Bogen reviewed current Admissions Policy. The resident GPA is 2.5, the non-resident is 2.75. He stated that a 2.75 GPA admissions requirement is non-selective, and earns us no kudos around the country. If raised by .25 in each category we would lose 125 FTE in each category--which would be about 50% of new non-resident students based on 1976 admissions. The loss would represent about half a million dollars in State support.

There are still lots of unanswered questions in connection with a revision of our admissions standards. There is the question of impact on dormitory occupancy on Capital Construction needs. "Cohort survival" data is still being developed. Professor Albrecht indicated a need to continue data gathering before any sound recommendation can be made.

The question of the basic mission of the University was raised by Professor Rousseve. He has some reservations about homogeneous grouping, and the tendency to elitism that a revision of admissions standards upward might produce. He was concerned about a declining student population and the related funding loss. He suggested that better teaching on the lower division level might tend to retain more students.

There was further general and relatively unfocused discussion of admissions policy.

2. The meeting schedule for Winter term will be Mondays at 1:30. The next meeting of the Advisory Council will be Monday, January 17.
3. Professor Rousseve proposed an interim report to the General Faculty. Agreed. Professor von Hippel to draft a brief report for the February meeting of the Faculty for the Committee's review at an early meeting.
4. Professor von Hippel shared a letter to President Boyd from Vice-President Bogen on Administrative Travel. Vice-President Bogen has cut back travel in his area. The letter will be distributed for the Council's perusal and comment.
5. Professor von Hippel shared with the Council a letter from Grace Graham on faculty honoring their office hours. The letter is to be circulated to the Council for their information and comment.

The Council was joined at 3:00 by President Boyd and Vice-President Olum.

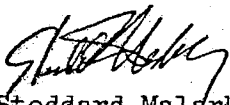
6. Affirmative Action. Last minute appointments. A flagrant violation of Affirmative Action guidelines has recently occurred in one of the departments of the College of Arts and Sciences. The class is objecting to Myra Willard's blowing the whistle. Myra says she's got to blow the whistle sometime. The Council

recommends a trade off with Ms. Willard: she lets this one go; the Administration uses the incident to let everyone know that Affirmative Action guidelines must be followed, and the Administration writes an admonitory letter to the department. After a quick meeting with Myra Willard and the students, President Boyd reported that this solution was satisfactory to Myra.

7. The vexed question of the publication of faculty evaluations is still with us. Will we meet to discuss the issue with the ASUO representatives? Sure, we'll talk to them, as long as they realize that we are not a legislative body, but only advisory. President Boyd was asked to consult with Mr. Branchfield on the legality of anonymous evaluations.
8. Professor Duncan's recommendations on reviewing the quality of search courses. Specifically, PSI courses. Vice-President Olum is investigating PSI courses and others of doubtful merit. But, on the broader question, the Council has been asked its opinion on whether it is time for faculty review of the whole SEARCH program. The Council will discuss the question at its next meeting. President Boyd has been asked to provide information on the origin and provenience of the SEARCH program.

The meeting adjourned at 4:40 p.m.

Respectfully submitted,


Stoddard Malarkey
Secretary

SM:ps

CC: President Boyd
Vice-President Olum

University of Oregon
Minutes of the Faculty Advisory Council
January 17, 1977

Members present: Exine Bailey, Stoddard Malarkey, Ron Rousseve,
Dick Schminke, Gene Scoles, Peter von Hippel
and Shirley Wilson

1. The Council discussed the recent resignations of Gerald K. Bogen, Vice President for Student Affairs, and Don Rhoades, Dean for Student Administrative Services. Since the resignations of these administrators came as a surprise to the University, the Council agreed that they wished to discuss the reasons for and implications of the resignations with President Boyd at 3:30 p.m.
2. Stoddard circulated the composite list of faculty names who have been recommended to serve on the two panels which can hear appeals of "termination with cause" cases. By next week the Council will be ready to make final selections.
3. The Council reviewed additional material on the faculty records policy.
4. Gene Scoles reviewed a number of items in the Student Conduct Code which he felt were of concern. It was agreed that Gene would put his comments in writing, that the other members of the Council would study the Code before the next meeting, and that members of the Conduct Committee would be present at the next Council meeting for open discussion. Shirley Wilson agreed to invite committee members and Don McCarty, Coordinator of Student Conduct.
5. Jan Oliver and Mark Cogan of ASUO joined the Council to discuss the issue of making faculty evaluations available in some form to students. The procedures by which the questions of such release would be posed to the faculty was considered at some length. The Council reaffirmed that they felt that normal governance procedures should be followed so that the issue of release of faculty evaluations could be argued on its merits by the faculty in a general faculty meeting.

President Boyd and Vice President Olum joined the Council.

6. At the request of the Council, President Boyd discussed the reasons and implications of the recent resignations of Gerald Bogen and Don Rhoades. He indicated the faculty and administrative departments affected by the resignations would have full opportunity to make suggestions about the reorganization which will take place. Following this discussion the President indicated that the University needs to anticipate some type of significant fiscal short-fall as a result of our lowered enrollment.

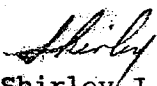
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All areas of the University are asked, therefore, to develop contingency plans for budgetary cutbacks if the need should arise.

7. Vice President Olum discussed with the Council the results of his conversations about the search courses. The Council felt that the general question of search course offerings should be pursued.

The meeting was adjourned at 5:10 p.m.

Submitted by


Shirley J. Wilson.

JAN 26 1978
PRESIDENT'S OFFICE

ADVISORY COUNCIL

Minutes

January 23, 1977, 1:30-5:30 p.m., Johnson Hall Conference Room

Members Present: Exine Bailey, Edwin Coleman, Richard Littman (Chair), Michael Posner (until 3:30), Norman Sundberg (Secretary), Sanford Tepfer
(Absent: Barbara Caulfield)

Others Present: (2:00-5:30) Gerry Tyler, ACE Fellow
(1:30-3:30) David Povey, Urban and Regional Planning, Chair, University Ad Hoc Committee on CSPA; James Kelly, Dean of CSPA; Bryan Downes, Instructional Program Chair of CSPA; Meredith Gall, Teacher Education, Member, Ad Hoc Committee
(4:00-5:30) Paul Olum, Provost
(5:10-5:30) William Boyd, President

1. Reformation of CSPA

Littman stated that the AC members have read the CSPA report and would like to become familiar with what the four visitors consider the most important aspects, since the AC has the responsibility to "monitor" developments in CSPA and is considering what role it should take. Povey responded first. He noted that the report submitted in December was the result of an "impossible task in insufficient time." He mentioned several shortcomings: no time to consider larger questions such as restructuring the University relative to the CSPA mission; limited contact with CSPA faculty though there were many written reactions to the two early drafts; greater specificity as to contributions to CSPA from other University units; clarification of applied community research (vs. theory-related); and, greater specification and examination of incentives. Povey said the committee tried to treat this budget cut as an opportunity to rethink public and human services and to look for collaborative efforts across the University. Some other units sharing common areas with CSPA made suggestions which could not be thoroughly dealt with, e.g., Political Science, Psychology, Business, and Urban and Regional Planning. Asked whether he thought the administration supported the mission of CSPA, Povey responded that there is lack of clarity in the administration in this matter and there was less knowledge and interest on the part of the administration than he had hoped. In general, there is limited understanding about the nature and importance of the CSPA mission inside the University; Povey said CSPA is better recognized and supported outside campus than inside. Asked if the Committee report attends to the question of quality performance of the CSPA mission, Povey said "Yes" and mentioned the unique and unifying elements that characterized CSPA, particularly as represented in the core offerings and the linkages to other parts of the University and the field. He particularly called attention to the summary of recommendations in the matrix on page 28 and to the diagram showing potential connections of core with area studies in Appendix D, p. 49. Povey said that it is important to establish CSPA as an exciting place, important and attractive to relevant faculty members across campus.

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Littman then asked Meredith Gall to discuss his minority report in Appendix E which suggested an option of moving CSPA programs and resources into other units of the University. Gall stated that he did not like to use the minority report approach, but there was no time to go into the restructuring of University units properly. He emphasized that his minority statement was not a criticism of the rest of the report. He mentioned that Robert Schwarz of the Center for Human Development in Education had presented a recommendation that the community services part of CSPA be moved to Education. Gall said this may have looked like a power grab, but he was thinking of the conflict between the professional schools and liberal arts; the feelings of CS faculty that they were left hanging; and the need for radical solutions to a radical problem. Gall felt there was a strong norm in the Committee against restructuring. Povey responded that the AC could see the Schwarz proposal and one from Political Science if it wished; his committee judged the Education proposal to be poorly worked out and too big a topic for the Committee to discuss in its limited time. Littman also mentioned that the President has stated that he is committed to continuing CSPA as an intact unit, but noted that the directions to the Committee referred only to functions, not structure. Povey also said that an argument against restructuring is that CSPA has established good relations with the community and it takes many years to make a turnaround; most people see a need to strengthen and unify CSPA.

Littman asked Kelly to respond next. Kelly briefly mentioned the Political Science memo first; it proposed an interdisciplinary program with special attention to international relations and at first suggested that the CSPA faculty member in International Studies be moved to Political Science. However, later discussions clarified that Political Science withdrew the proposal of transfer and furthermore the faculty member would just as soon stay in CSPA. In general, Kelly said he saw the Povey Committee report as a potentially useful platform on which to build a revised CSPA, though some of the details remain to be worked out, especially the nature of the advisory committee to the School. He said the report includes a good listing of possible areas of interdisciplinary programs, but these need rethinking and prioritizing. Kelly reported that in the last year CSPA overhauled its masters programs and this year a committee has finished a thorough revision of the core elements of the undergraduate program in line with reduced staff; both of these moves are congruent with the Povey report's recommendations. He also said the incentives for working with CSPA are very important. Downes mentioned that rewards are the crux of the establishment of area studies.

Sundberg mentioned that the Committee report is oriented only internally to this University. Are there models elsewhere that should be studied? Is there research on interdisciplinary programs? Is there a body of knowledge in organizational theory and research or in university development that we can tap into? They were acknowledged to be important questions but could not be answered at this time.

Coleman raised the question as to whether the proposed program will "sell" to students. He was concerned that students be able to continue the close faculty contacts and advising which have been characteristic of CSPA. Kelly mentioned that the cut in the budget threatens the CSPA Advising Office which has conducted pre-CSPA career planning courses and has been very significant in clarifying the ambiguities of community service and public affairs with students. He said that the new CSPA will need to have a base faculty for its core program with whom students can identify.

At this point Kelly brought up an important concern of the CSPA faculty: What will be expected of the CSPA faculty? Currently they teach six courses during the year; will it be possible to add all of the proposed interdisciplinary committee and liaison work and course developmental work and still do research and maintain academic excellence? Posner also questioned whether ^{with} 11.35 FTE faculty, a "normal" dean, and little cooperation from the rest of the University, it will be possible to mount a program that provides for as many students as formerly? Kelly responded that yes, there could be some kind of program, but it would not be of the desired quality and would not solve the problem of relations with the rest of the University. Downes added that CSPA had assumed that there would be real assistance from the rest of the campus, but that this is not the normal expectation in other parts of the campus; he said that there is a malaise among CSPA faculty and they wonder if their proposed roles will be valued.

Littman asked about the heavy reliance on part-time adjunct faculty mentioned in the report. Povey responded that adjunct faculty from practicing professionals is important in applied schools like CSPA. However, some CSPA faculty have been added over the years as if in a "pick-up softball game." Research and development people have been added when grants were received and kept on without a national search. Downes stated that since he came last year regular faculty appointments have been based on a national search; he also explained that the adjunct faculty are selected from a pool that has been built up with experience.

The question was raised as to the role of the Advisory Council in monitoring the CSPA developments. The importance of the appointment of the dean was mentioned, and the possibility that the AC may work with him/her to see how recommendations are implemented. Povey answered the question about the role of the AC by pointing to the summary matrix of recommendations on p. 28 of the report. He saw the AC as giving particular attention to Columns B (the CSPA Interdisciplinary Advisory Committee), C (Area Studies Programs) and F (Research Clearing House) and to Rows 2 (Incentives for Involvement) and 6 (Positive Encouragement from Administration) under Other Related Issues.

AC members in discussing the CSPA Advisory Committee suggested that such committees might be useful with other units in the University too, either composed of external people, as with the College of Business Administration, or a mixture of internal and external people. It was pointed out that such a group is important for promoting community relations with the University. It was also pointed out that the advisory group would help establish contact with the rest of the

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University, the lack of which may have contributed to the present cut. Downes mentioned that the Advisory Committee could help provide leadership toward more cooperation within the University and could help develop the incentives.

Povey added that the research clearing house is much needed; many parts of the University see this need. Povey added that it is important to clarify with the administration what form of research is accepted as meeting University standards. Are community problem-related reports really research? They may be on the cutting edge of change, but are not the sort of thing that archival journals publish. AC members discussed this topic and agreed that a statement of the form of quality research appropriate to CSPA, or other professional schools, needs to be developed and agreed on by CSPA. It is important for CSPA faculty and the Provost's Office to have congruent expectations for personnel decisions; the Faculty Personnel Committee also should be aware of such statements. Several people made comments about the importance of the central administration's clear support for, and involvement in, the School and clarification of their expectations.

In further discussion of the role of the AC in monitoring the CSPA developments, Kelly suggested that the AC could have an important role in insisting on substantive, factual information being obtained, rather than reliance on rumors and vague talk. The AC can ask if certain assumptions are really true; some preconceptions about CSPA have years of barnacles on them, and a very small segment of the faculty really knows much about CSPA or understands what it is doing. AC members generally agreed that CSPA was not well understood on campus, and Coleman mentioned that there was a lot of "fakelore" about CSPA.

3:40 (after the 4 visitors left)

2. Minutes

Approved as distributed.

3. Announcements

- a. Appeal procedure for fixed term appointments. Littman reported discussions with Duncan and Olum. We will discuss the topic at an early meeting.
- b. Open meeting for department heads, Tuesday, January 24 at 3:30, 167 EMU. Olum intended that AC members be invited to attend also.
- c. Meeting of Ethnic Studies, Wednesday at 12:00, Library Conference Room. Coleman announced the meeting and said AC members might like to attend.
- d. Lallas memo. Littman distributed a brief statement dated 1/23/78 explaining budgetary matters and roles of various bodies.

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- e. Library matters. On January 30, Axford and Duncan will meet with the AC to discuss personnel matters. Littman also distributed a copy of a long letter from Raymond Birn, Department of History, to Olum dated January 16 about the library storage situation.
- f. CSPA materials. Littman distributed copies of the original proposal to the faculty and excerpts of faculty minutes in 1966-68 referring to CSPA.
- g. Meeting with Loren Kramer. Littman reported on a meeting that Boyd, Olum, Malarkey, Reinhard, Reinmuth, Baldwin, Gary Feldman and he had with Kramer, who is the new executive assistant to Straub, replacing Stafford Hansel. (Kramer has a B.A. from Reed College in 1955 and has held positions in Multnomah County and with the State Departments of Environmental Quality and General Services; he is active in professional organizations in public administration.) The purpose was to get acquainted.
- h. Tyler's attendance at the OSU budget committee meeting. Gerry Tyler will report on impressions the meeting after next.
- i. Request for funds from the Emergency Board. The Chancellor has appointed each president to meet with different E Board members. Boyd is very busy with this effort in conversations with Boe, Katz, E. Fadeley, and other individuals who might also be helpful to the SSHE.
- j. Budget note on graduate programs. Tepfer reported that sciences are reviewing their programs for the report being developed by the Chancellor's Office.
- k. PSU proposal for a tri-university educational administration degree. Brief review and discussion of this topic.

(4:15; Provost Olum joined the meeting)

4. Salary increases

Olum reported that the April 1 salary increases will be only for merit. Equity and other considerations will come up in the December increase. Olum explained that a rather complicated form will be provided to cover the four percent improvement in faculty salaries. He said it should cover those on leave. If a dean gives only across-the-board increases, there will be questions raised; the average person should not get a full four percent. Olum is not asking deans to justify each individual case.

5. CSPA review

Littman reviewed for Olum the meeting with Povey, Gall, Kelly and Downes, mentioning the purposes were to become informed and to consider the monitoring role of the AC; he also mentioned the AC oversight in the light of the original faculty legislation.

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Considerable time was spent on the role of the proposed CSPA Advisory Committee. (Members mentioned that it should not be called "Advisory Council" because of the confusion, and Olum said he did not like the name either and would prefer something like "steering committee.") Olum believes the Committee should have strong teeth because of the history of divisiveness in the School in the past and some academic weakness. He said he is desperately concerned with CSPA. It will be important to be tough to obtain the cooperation from outside units. He could see the committee as advisory to the dean and provost too, at least for a period of time. A strong CSPA advisory committee would increase the clout of the new dean. The committee will be appointed by the President; Olum suggested that the AC be consulted as to names and nature of the committee. It was suggested that consultants from other universities or other outside experts in the fields relevant to CSPA meet with the committee from time to time. It was also suggested that the AC meet with the steering/advisory committee occasionally.

There was a brief discussion of the question of restructuring several units in the University relative to CSPA, including moving some programs into the School. For the time being, however, it was noted that the President has made a commitment to maintain the intactness and separateness of CSPA.

There was some discussion of the quality of CSPA faculty. Olum stated that it was mixed, and that it had been reported to him that early in the history of the School authority to recruit nationally had not been given with adequate ability to plan ahead. Now history is largely irrelevant, and we must move ahead.

It was stated that there should be clear priority decisions about which interdisciplinary area studies to develop beyond the core; the truncated School cannot do everything. The importance of the development of graduate programs was also stated; they are important for recruiting new faculty as well as maintaining and enhancing research and development of present faculty. Some exciting new interdisciplinary programs might be developed.

6. "Dollars for scholars" program

Olum stated that the loss of 100 graduate students in Librarianship must be recovered some way. He has set aside money to expedite new graduate admissions through providing new positions for departments already over-applied-for. If 194 new graduate students enroll next year, they would be worth about \$600,000 to the University.

(After 5:10)

7. Boyd's work with the Emergency Board

Boyd joined the meeting and reported briefly on progress with the E Board and related work. The subcommittee meeting (chaired by Vera Katz) and the Board Meeting will be held on Thursday.

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3. CSPA again

Littman reported briefly to Boyd about the meeting regarding CSPA. It was emphasized that a strong and respected dean is very important and that central administrative support for the development of the Program is essential. Boyd indicated he would like the AC to be involved in the dean selection and advisory committee.

Meeting next week: Assume we will start at 2:00 p.m. unless told otherwise. At 2:30 we will meet with President Boyd, Olum, Albrecht and Charles Duncan for Personnel. At 4:00 we will meet with the faculty in an open meeting at the Faculty Club.

Future agenda items: Follow-up on several matters under the announcements section in minutes, e.g., fixed term appointments, library items, Tyler's report on OSU Budget Committee (on Feb. 7).

UNIVERSITY OF OREGON
January 25, 1977

Minutes of the Faculty Advisory Council, January 24, 1977

All members present.

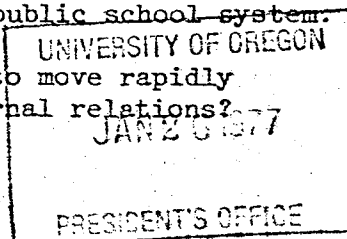
The following items were addressed.

1. The Computer Committee is to address the question of administrative data processing and other computing areas on campus. Peter von Hippel read a letter outlining their procedures, which will be distributed to the Council. The Committee is to be invited to report to the Advisory Council when their investigation is concluded.
2. Peter von Hippel is working on a report to be delivered to the faculty at the February assembly meeting. Items for inclusion in that report were discussed.
3. Search review. The Council recommends to Vice President Olum that he prepare a report to the Council on the Search program. The Council will discuss with Vice President Olum in more detail what it is we want and how we go about getting it.
4. Review of Student Conduct Code based on Scoles' memorandum. The Council was joined for this discussion by members of the Student Conduct Committee. After reviewing the Scoles' memo the Council invited the Committee to consider possible revisions of the document in the light of Mr. Scoles' suggestions. The Committee will keep the Council informed on suggested revisions.

The Council was joined at 3:30 by President Boyd and Vice President Olum.

5. Discussion of various aspects of the Student Conduct Code: payment of legal fees, contested cases, etc. Can a state agency fine a student or impose work penalties?
6. Search review. It was suggested that the Council ask the Curriculum Committee to do the review. This item to be discussed at our next meeting.
7. The group addressed itself to the question raised by a letter from Grace Graham on the availability of faculty. The general feeling was that most faculty were faithful in keeping their office hours, but that these office hours were not necessarily sufficient. Contact with the faculty could be improved. No substantive suggestions as to how this might be achieved were developed at the meeting, but creative solutions are to be attempted by the administration.
8. Discussion of public relations area. President Boyd pointed out some distressing facts in the report of the Governor's Commission on Youth. Students' indicated a higher than average interest in professional, engineering, agricultural, forestry, etc., careers; but liberal arts are way down in the stated interests of Oregon students. Discussion of general parlous state of humanities education in the public school system.

Is the problem severe enough to cause President Boyd to move rapidly toward creating a position of Vice President for external relations?



The problem of the content of the Teacher Education Curriculum was raised, and the influence of various state commissions on that curriculum.

President Boyd discussed what he has in mind for the vice president for external relations; the Development Office, with expanded interests; the Alumni Office; University Relations; Legislative relations; Federal Relations; School Relations; etc.

The Council will discuss further the question of its recommendation to the President on the possibility of moving rapidly toward the creation of such a vice presidential office at an early meeting.

9. Vice President Olum brought up for discussion the question of rank and title for what are currently called research associates. This question will be discussed with the Council of Deans, and further conversation will take place with the Advisory Council.

The meeting adjourned at 5:20 p.m.

Respectfully submitted,



Stoddard Malarkey
Secretary

SM:ps

Minutes of the Faculty Advisory Council
University of Oregon

January 31, 1977

Present: Stoddard Malarkey, Clarence Schminke, Ron Rousseve, Gene Scoles,
Exine Bailey, Peter von Hippel, Shirley Wilson

The following items were addressed:

1. The Council discussed and revised Peter's draft of an interim report of this Council to be delivered to the faculty. In the process of revising the draft, the Council discussed the advisability of moving ahead toward the creation of a position of Vice President for External Relations. After some discussion, the Council suggested that this might not be the best time to move ahead in establishing this position. The Council accepted Ron Rousseve's substitute wording on this matter for inclusion in Peter's draft.
2. The Council discussed for a few minutes the semester system and the reasons that the Senate referred the issue to a committee for further consideration:
 - a. No evidence that there are significant educational advantages for students.
 - b. Unclear as to the costs of making such a change.
 - c. Only the early semester system was presented---other semester systems should also be proposed.
3. The Council discussed internal procedures with regard to the agenda. We agreed that in the 1:30 meeting we will decide which agenda items need "pre-discussion" before we join forces with President Boyd and Vice President Olum.
4. Shirley gave a brief report on the progress of the Conduct Code and indicated that the meeting with the Advisory Council had subsequently helped move this matter ahead. The Conduct Committee hopes to have the Revised Code to the faculty in the near future.
5. There were no suggestions for additions to be made to the charge to the Computer Review Committee.
6. The Council felt that a review of the Search Program should be requested through ^{the} Curriculum Committee. Such a review should include student leadership within the Search Program. We will ask for a report on this matter by May 1. Should the Curriculum Committee feel that ~~it does not~~ have time for such a review, the Council will then be free to suggest the appointment of an ad hoc committee.

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7. The Council discussed the issue of establishing a Mathematics Library in Fenton Hall. We felt that we would be ill-advised to make a recommendation without hearing first from a representative of the Mathematics Department and a representative from the library. We will invite the appropriate person/persons from each of these departments to meet with us next week. (After discussion of this issue with Dr. Olum, it was decided to ask Clarence Schminke to investigate the charge of the Library Committee and await the results of discussions set in motion by Dr. Olum.)

President Boyd and Vice President Olum joined the Council at 3:15 p.m.

1. The Council failed the President miserably in his hour of need; we hope he will give us another chance to demonstrate that we are not completely without humor.
2. Discussion of the Search Program and the Math Library were reviewed.
3. Peter's draft was reviewed item by item and the question of whether the Advisory Council operated as a budget committee of the faculty was discussed at some length. The President clarified that he plans to have a faculty committee review central administration and that this area be considered in any budgetary cutback. It was clear that both the President and the Vice President intend to consult with the Advisory Council as plans for budgetary savings are developed. In this sense, the Council does act in some capacity in budget review.
The rest of the draft was reviewed without further revision.
4. A hearing panel may be required within two weeks. The Council will attempt to deal with this issue again next week.
5. The President said that he would be presenting the Council with the State Board's proposed rules with regard to the appointment and evaluation of institutional presidents. It is proposed that presidents be evaluated at the end of three years and then every five years thereafter.

The meeting was adjourned at 5:06 p.m.

Respectfully submitted,



Shirley J. Wilson

UNIVERSITY OF OREGON
February 8, 1977

Minutes of the Faculty Advisory Council, February 7, 1977.

All members present.

The following items were addressed.

1. Free-flowing discussion of various more or less trivial items.
2. Discussion of the Legislative scene. Question of Senate Bill 164; question of graduate tuition increases and limitation of graduate enrollment, and possible effect on the University.
3. It was decided to invite Paul Civin to speak to us briefly on the chart he distributed concerning a steady-state faculty flow.
4. Professor Schminke reviewed the history and function of the University Library Committee. Is the proposed Mathematics Library a concern of the Library Committee? Probably. The Council will recommend to Vice President Olum that the Library Committee should be involved in the discussions before any other action goes forward.
5. SEARCH? Peter von Hippel will ask the Curriculum Committee to review the SEARCH Program and report by the May meeting of the Faculty.
6. The Council edited down to a pool of some forty possible members the proposed faculty membership in the hearing panel for termination for cause cases.

The Council was joined at 3:15 by President Boyd and Vice President Olum.

7. President Boyd reported that the time-table for administrative reorganization would be forthcoming. A tentative plan is imminent for discussion with the Council.
8. The Council sought President Boyd's advice on possible involvement with the Legislature on the topics mentioned in item two above. President Boyd indicated a disinclination to remain personally silent on problems that concern the University, and indicated that the Council should feel free to express its views, either collectively or as individuals, whenever the time seemed right. Professor Malarkey was requested to indicate to the Council when and what kind of further action would be most effective.
9. The President was asked about the time table for the proposed budget reductions. The proposals will be brought to the Council as soon as possible.
10. Decennial accreditation report. The report requires some discussion of faculty attitudes towards the administration. The Council was asked by President Boyd to generate some commentary on this topic. Length of approximately 200 words would appear standard practice. Exine Bailey was asked to confer with John Lallas on the details.

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REGISTRARS OFFICE

11. Vice President Olum discussed at some length with the Council the problem of monitoring faculty consultation and overload payments. The regulation of consultation time should be a fairly easy matter. The problem of overload payments, particularly in the School of Education, is more complicated. Vice President Olum is trying to get something in writing, which he will then invite Council input on.

Closing its discussions with a preposition, the Council adjourned at 5:30 p.m.

Respectfully submitted,



Stoddard Malarkey
Secretary

SM:ps

UNIVERSITY OF OREGON

February 15, 1977.

Minutes of the Faculty Advisory Council, February 14, 1977.

All Members present.

The following items were addressed.

1. von Hippel's letter to potential hearing panel members was approved.
2. The letter to Edna Wooten of the University Curriculum Committee on the SEARCH review was approved.
3. Exine Bailey's draft of a statement on faculty attitudes towards the administration was edited and revised slightly. "Consensus of opinion" is a redundancy.
4. Brief discussion of reorganization time table. Some aspects of the reorganization need to be dealt with quite soon.
5. CSPA restructuring. Ron Rousseve's report on telephone conversations with James Kelly and Norman Sundberg. Concern that administration will preserve the main thrust of CSPA. Problem of potential predators in various departments to whom units of CSPA might be assigned. Professor Sundberg wanted to know if a firm decision has been made. Recurring concern was expressed about process. Extended discussion of time table of news breaking. How was relative quality of CSPA in relation to other units on campus determined?

The Council was joined at 2:30 by Paul Civin.

6. Discussion of steady state faculty flow document. The results indicate that there is still a possibility of renewal of staff under tighter conditions.

Declining enrollment. Some flexibility still remains in such a situation, but it drops significantly from a steady state situation.

A reasonably tight personnel policy even with declining student population, would still enable us to manage. The key is a consistent, tough policy.

The Council was joined at 3:30 by Vice President Bogen and Vice President Olum.

7. Gloom update from Vice President Bogen. The Federal budget on financial aid would cut Federal financial aid drastically. NDSL would be eliminated. CWSP would go from \$390 million to \$250 million. SEOG would drop from \$240 million to \$130 million. The results of such drastic cuts to the University could be a loss of some 3,000 students next fall, and a 60% drop in our financial aid capability.

8. Review of budget cuts with Vice President Olum and Paul Civin.

9. Related to the proposed budget cuts was a discussion of the cut in CSPA and the proposed redistribution of their programs. The Council was concerned

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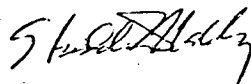
whether the budgetary decision was arbitrary and discriminatory, or reasoned and reasonable. Vice President Olum outlined plans for further conversations with Dean Kelly and Norman Sundberg, and President Boyd's proposed meeting with the entire CSPA faculty. The decision to re-shuffle CSPA is more than a proposal; it is a quite firm administrative decision. However, the specifics of re-distribution are still open for suggestion and discussion.

Vice President Olum defended the decision, and the assessment of CSPA. Following further discussion, and based on the information provided to date, the Advisory Council is tentatively prepared to endorse the budgetary decisions made by the Administration, and the processes whereby those decisions were reached.

The Council has requested from the Administration a summary sheet of the budgetary analysis used as a basis for this decision; a copy of the letter from President Boyd to Dean Kelly outlining the plans for the continuation of CSPA programs; a written response to the memorandum from Norman Sundberg to President Boyd and Vice President Olum, dated February 14, 1977; and any other documents the Administration deems pertinent.

The meeting was adjourned at 6:15 p.m.

Respectfully submitted,



Stoddard Malarkey
Secretary

Colleagues: Since the closing moments of our meeting were rather confused, and since things moved somewhat rapidly, I am not sure that I have included in the minutes everything that was said, or the sequence in which it was said. In this important matter, I would welcome any corrections to the minutes that anyone might propose.

SM:ps