

Minutes of the Faculty Advisory Council
University of Oregon

May 2, 1977

Members Present: Exine Bailey, Ron Rousseve, Eugene Scoles, Peter von Hippel, Shirley Wilson

CORRECTIONS TO PREVIOUS MINUTES

April 18 minutes:

#14 should read: President Boyd reported that the Committee to review the administrative side of the University has met but has not as yet reported its progress to him. He will keep the Council informed.

#15 should read: President Boyd reported that under the State Board's Administrative Rules, there are no six year term appointments for administrators. The institution can appoint with the provision that a review take place at the end of a stated period of time. The Council suggested that someone from the Student Services area be added to the Committee. The Committee will report directly to the President.

April 25 minutes:

Third paragraph, third sentence should read: The Council recommended that the President ask the Committee on Committees to appoint a committee to review current policy and to act on further requests for the assignment of reserved spaces.

The meeting was convened at 1:30 p.m. by Chairman von Hippel.

The Chairman reviewed arrangements for Council meetings for the next few weeks. Since he will be absent from the May 9 and 16th meetings, Ron Rousseve agreed to serve as Chairman for the May 9 meeting. If there is a meeting on May 16, the Council will name a Chairman. President Boyd will be here for the May 9 and May 23 meetings but will be away from campus for the May 16 meeting. Today is Gene Scole's last meeting with the Council since he will be leaving on sabbatical.

1. The Council reviewed a letter written by Diane Reinhard to Perry Morrison concerning the School of Librarianship. Peter reports that Diane's committee hopes to have a report by early June.
2. Peter reported that he had discussed the matter of post-tenure review with Paul Olum after the last Council meeting. (Item five, April 18 minutes). Dr. Olum agrees with the suggestion and will discuss it with the Council of Deans.

Advisory Council

May 1, 1977

Page Two

3. Although the Council considers the Ersted Award Committee's function to be a vital one, it sees no functional reason why an Advisory Council member should serve on that Committee. We will so inform the Committee on Committees.
 4. The Council discussed the form of the Advisory Council's Report to the faculty at its June meeting. Members will prepare lists of items which should be covered in that report and submit to Peter. Peter will also ask President Boyd if there are particular issues which he would like highlighted in the report.
 5. There was a brief discussion of the reassignment of Student Services and the implications for the Vice-President's office.
 6. The Klopfenstein report on academic and administrative computing was discussed. The Council endorses that Committee's recommendation that the responsibility for University computing be transferred to the Office of Academic Affairs. The Chairman will communicate the Council's endorsement to the President. There was a discussion of the Affirmative Action Interim Report and the Council felt that there were some concerns which should be discussed with the President and Vice-President.
 7. The Council discussed the freshman and graduate student survey reports and will recommend that they be distributed to the dean and department heads. It was also recommended that the President decide on any distribution outside of the University. The Council deferred further discussion of this item until Dr. Olum could be present.
- Dr. Olum joined the group at 3:00 p.m.
8. Dr. Olum pointed out several corrections which needed to be made in the previous minutes. (These corrections are noted at the beginning of the current minutes).
 9. The Council discussed the status of the reorganization of Student Services with Dr. Olum. There are still some decisions to be made, such as the placement of the academic advising function, but progress is being made.
 10. Activities of the Librarianship Review Committee were discussed.
 11. The Klopfenstein Report was discussed and Dr. Olum said that if President Boyd agrees with the recommendation, that he would be having thorough conversations with staff in these areas to ensure that everyone's input was considered.
 12. The Affirmative Actions report was discussed and concern was expressed for that Office's emphasis on results rather than procedures. Vice-President Olum suggested that further discussion of this matter be delayed until the President is in attendance.

Advisory Council

May 1, 1977

Page Three

13. The student survey reports were again brought up and Vice-President Olum recommended that an expert opinion be solicited from someone familiar with this kind of survey technique. The Council agreed with Dr. Olum's suggestion and will delay its recommendation to President Boyd until that opinion is solicited.
14. Dr. Olum reported that there was nothing new to report on C.S.P.A. On Wednesday, May 11, there will be a meeting of the Deans to continue discussions on possible program inter-relationships.
15. Peter has not had time to work up materials for discussion of the "young faculty flow" problem.
16. The Council agreed that anyone selected by the University Relations Office as the United Way chairperson would be acceptable.
17. The Council felt that all necessary safeguards have been considered in the document describing policy on academic ranks and titles of research associates. The Council therefore endorses that report.
18. There was brief discussion of the election of members to next years Advisory Council.
19. Dr. Olum presented his concern that the Faculty Personnel Committee must spend as much as four hundred hours in the performance of their responsibilities. He raised the issue of whether there should be some consideration of reduced teaching load for this Committee's membership. The Council felt that reduction of teaching load was not appropriate, but that Dr. Olum could encourage department chairmen to lighten other departmental committee responsibilities.
20. The current status of the GTF collective bargaining issue was presented. It appears that the University would like to do its own bargaining, rather than having the Chancellor's Office bargain in its behalf. There is much to be worked out before bargaining takes place and there is concern that the Graduate School not be put into an advisory relationship with students in this process. That would mean that no representative of the Graduate School should be in the University's bargaining unit. Concern was also expressed that nothing be "bargained away" that is the prerogative of the faculty. There is urgency about this matter since bargaining would need to take place in the next two or three weeks.

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,



Shirley J. Wilson
Secretary

Minutes of the Faculty Advisory Council
University of Oregon

May 9, 1977

Members Present: Stoddard Malarkey, Ron Rousseve, Dick Schminke, Shirley Wilson

CORRECTIONS TO PREVIOUS MINUTES

The date on last week's minutes should be May 2, 1977.

Item 20, fifth line: advisary should be adversary.

The meeting was convened at 1:30 p.m. by the Chairman Pro Tem, Ron Rousseve. Correction to last week's minutes were made as shown above.

1. The Chairman reviewed contents of Peter's letter to President Boyd summarizing last week's Council discussion.
 2. President Boyd's letter to the Council concerning parking problems was taken care of at last week's meeting.
 3. The Chairman reviewed a memo from Peter to the University Relations Office suggesting Vernon Sprague and Fran Scott as nominees for the 1977-78 campus Chairperson for the United Way Fund Drive.
 4. The following women faculty were suggested to fill a vacancy on the committee to review the administration of the University: Ruth Waugh, Mary Rothbart, Lucille Aly, and Exine Bailey.
 5. A letter from Steve Deutsch was read and discussion deferred until President Boyd and Vice President Olum join the Council.
 6. The Council discussed and endorsed Ron's motion to change the method of electing faculty members to the Council.
 7. Dick reported on his conversations about keeping the EMU open during vacations when there are highschool students visiting the campus. No progress.
- President Boyd and Vice-President Olum joined the Council at 3:00 p.m.
8. Items from the work session were reviewed.
 9. Dick will contact Vern Sprague about his willingness to be nominated for Chairman of the United Way Appeal Drive.
 10. Agenda items for this and future meetings will be: faculty salary increases and the Museum of Natural History.

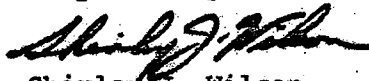
Advisory Council

May 9, 1977

Page Two

11. Vice-President Olum reported on the status of C.S.P.A. negotiations. Academic departments appear to need a reminder that there is an obligation on their part to make a commitment to the reorganization effort. Vice-President Olum will give such a reminder in the near future.
12. The committee to review the decision on the School of Librarianship is moving along and a report is expected by mid-June.
13. The reorganization of the student services area was discussed. The position of Associate Provost for Student Services is being advertised. Other staff positions in the Provost's Office for next year will be: Associate Provost for Planning (Civan) and two Vice-Provosts (Wattles and Albrecht).
14. Plans for G.T.F. bargaining are firming up: a planning committee has been named; Bill Lemman of the Chancellor's Office will serve as chief negotiator for the University; bargaining will be only on University of Oregon issues, not state system issues.
15. The 65 to 63 advisory vote of the faculty to institute an early semester system was discussed. In spite of the close vote and the importance of the issue to the University, the Council did not feel that the faculty should be polled. President Boyd will continue to gather information on the impact of such a change and then decide whether he will send the recommendation forward.
16. The Littman committee for review of administration has suggested that the President notify the faculty of budgetary decisions that have been made thus far and invite responses on what further cuts they might propose, should that be necessary.
17. Steve Deutsch's letter was discussed. Ron will communicate the Council's reaction to Steve and President Boyd will also talk with him.
18. John Baldwin's report and recommendation concerning the Museum of Natural History were discussed. The Council felt that the recommendation was based on a sound and thorough examination of the issues involved and that it should be implemented.
19. Discussion of the student survey reports will be delayed until the Council receives the requested report from Dick Hill. It was agreed that the graduate report should be shared with Diane Reinhard.
20. Discussion of affirmative action procedures and faculty salary increases will be deferred until a later meeting.

Respectfully submitted,


Shirley J. Wilson
Secretary

The Council will meet Monday, May 16 at 2:00 p.m. Please review attached letter from Dick Hill

Minutes of the Faculty Advisory Council
University of Oregon

Monday, May 16, 1977

Members Present: Exine Bailey, Stoddard Malarkey, Ron Rousseve, Dick Schminke, Shirley Wilson

The meeting was convened at 2:00 p.m. by the Chairman Pro Tem, Ron Rousseve. Dr. Olum and Dr. Lallas were in attendance.

1. Dr. Olum briefed the Council on the reason for a special meeting tomorrow morning at 8:00 a.m. with Vice-President Ray Hawk. The University is considering hiring a firm to poll student views on a number of different issues. The company has requested permission to administer the questionnaires during selected regular classes. Dr. Olum is very uneasy about such an intrusion on the academic endeavor.
2. The Council discussed Dick Hill's critique of the freshman and graduate surveys. Shirley presented a memo in reaction to Dick's critique which was also considered. After some discussion, the Council, through Shirley, suggests that several changes in the report be made as agreed upon by Mary Ann Youngren, one of the co-authors. After these changes are accomplished, Mary Ann, Shirley, and Dick will have a conversation to talk about Dick's other concerns. If the three of them are not able to come to agreement about further changes in the report, then Dick will be invited to submit his reservations to the President. After the initial agreed upon changes are made, the Council recommends that the two reports be made available to any deans and department chairmen who wish to see it. There will be a cover memo included which emphasises the tentative nature of the findings and any other disclaimers that seem appropriate.
3. President Boyd will be here on Monday, May 23 for the Council meeting. Discussion of affirmative action concerns will be delayed until that time.
4. Dr. Olum presented a D.E.W.
5. Stoddard Malarkey discussed the legislative hearings which will be held on campus Tuesday night, May 17. He asked the Council to encourage faculty to attend the hearings and help keep the situation manageable since the Student Revolutionary Brigade intends to make things lively.

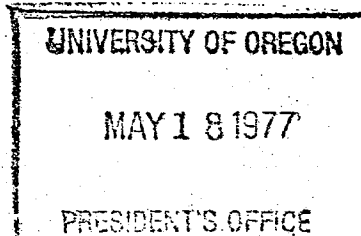
The meeting was adjourned shortly after 4:00 p.m.

Respectfully submitted,

Shirley J. Wilson

Shirley J. Wilson
Secretary

cc: ✓ President Boyd
Vice-President Olum



Minutes of the Faculty Advisory Council
University of Oregon

Tuesday, May 17, 1977

Members Present: Exine Bailey, Stoddard Malarkey, Ron Rousseve, Shirley Wilson

Council met with Vice-President Ray Hawk at 8:00 a.m. in Johnson Hall. Ray outlined the proposed polling procedure, the kinds of issues that we are seeking information about, the timing of the administration of the questionnaires, the involvement of students in planning questions, the possibility of O.S.U.'s participation, how the results of the questionnaires will be used by the administration, and how the faculty will be approached to seek their permission to administer the questionnaires in the classroom. After considerable discussion, the Council agreed that the faculty should be approached with this request but that every effort should be made to ensure that no one feels pressured into giving up class time at this late date in the term.

The meeting was adjourned at 8:40 a.m.

Respectfully submitted,



Shirley J. Wilson
Secretary

cc: President Boyd
Vice-President Hawk
Vice-President Olum

CORRECTIONS TO THE MAY 16 MINUTES

Item #2, line 11 should read them instead of it. Line 12, the first word should be should rather than will.

UNIVERSITY OF OREGON

MAY 19 1977

PRESIDENT'S OFFICE

Minutes of the Faculty Advisory Council
University of Oregon

May 23, 1977

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

1. Stoddard indicated that Solon Stone, Chairman of the Executive Committee of the O.S.U. Faculty Senate would like to meet with the Advisory Council. Stoddard will contact Solon and set a date in the near future (date set for Thursday, June 9, noon, at the Faculty Club).
2. The Council reviewed for Peter, items discussed in the last few meetings.
3. Stoddard gave a report on activity in the legislature indicating that equipment replacement money may be restored, that it looks as if no more than a 1% cut in the budget will have to be sustained in any one year, that out of state tuition for graduate students is still very much a possibility, and that the legislative hearings on the campus did not go as smoothly as we would have liked. He felt that the legislators who were here did understand that the disrupters represent a very tiny percent of our student population.
4. The Council discussed items which should be included in the final report from the Advisory Council to the faculty at the June Faculty Meeting.
5. The Council will discuss salary improvement with the President and Vice-President.
6. Dick Schminke suggested that the summer session salary schedules should be considered very early next year. Reactions thus far from faculty would indicate that a reasonable long range plan for summer session salaries needs to be worked out.

President Boyd and Vice-President Olum joined the Council at 3:10 p.m.

7. The Council reviewed the draft of a letter which President Boyd will send to the faculty next week.
8. President Boyd was asked if he had made a decision on the matter of administrative data processing. He indicated that he had not acted on the recommendations as yet, but he will do so soon. He is very concerned about the enormous breadth of Dr. Olum's responsibility as Vice-President for Academic Affairs. The Council agrees with his concern.
9. The President reported on his recent conversation with the new student body president, Gary Feldman. Feldman is not happy about the poll being conducted by the University. He feels that it is intimidating to the I.F.C. Feldman also expressed some concern about the management of the E.M.U.

Advisory Council

May 23, 1977

Page Two

10. The President indicated that a group representing a number of community colleges has reacted with grave concern to our proposed calendar revision. He also indicated that Dr. MacVicar at O.S.U. expressed concern that it might discourage students from coming to the University of Oregon. The Council agreed that the calendar and the admissions standards would be two topics to discuss with the O.S.U. Faculty Executive Committee.
11. Dr. Olum reported that things are moving along with regard to setting up the committee to establish procedures for review and evaluation of administrators.
12. Dr. Olum reported that the first GTF bargaining session will be held on May 31. Members of the Council again expressed concern that no one bargain away that which is the faculty's prerogative to decide.

Dr. Olum assured the Council that Bill Lemman, the chief negotiator for the University, is working very closely with a broadly based faculty planning committee.
13. The report from the committee to review the School of Librarianship decision should be available by mid-June.
14. The Council again discussed the recommendation concerning the Museum of Natural History and reaffirmed its previous position that the recommendation was sound and should be implemented.
15. Dr. Olum reported that C.S.P.A. and academic department heads are looking at special courses and special programs that might be worked out. He announced that the social work program will be terminated after this year.
16. The Chairman asked for suggestions from the President and Vice-President as to items which they would like to have covered in the Advisory Council's final report to the faculty.
17. The President reported on salary adjustments for 1977-78. If the adjustment available is over 6%, .75 will be held in the Provost's office for use with deans for special problems, such as equity. The remainder would be split evenly between discretionary raises and across the board raises. "Across the board" raises will carry a qualifying phrase so that such raises can be withheld when service is unsatisfactory or salary is already relatively too high. If the salary adjustment is under 6%, the University of Oregon preferences are the same as stated above, except that only .50 percent will be withheld for use by the Provost and deans.
18. President Boyd indicated that Myra Willard would welcome an opportunity to meet with the Advisory Council. The Council will invite her to attend the June 6 meeting.

Advisory Council
May 23, 1977
Page Three

19. Dr. Olum outlined the amendment which he will propose to the current motion regarding A.O.P. at the next Faculty Meeting. The Council discussed the amendment and strongly supported Dr. Olum in his decision to bring it before the faculty for a vote.

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Shirley J. Wilson
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Shirley J. Wilson
Secretary

cc: President Boyd
Vice-President Olum

Minutes of the Faculty Advisory Council
University of Oregon

June 6, 1977

Members present: Exine Bailey, Ron Rousseve, Dick Schminke, Peter von Hippel, Shirley Wilson

1. The meeting with members of the O.S.U. Faculty Senate Executive Committee is scheduled for noon, June 9, at the Faculty Club.
2. The next Council meeting will be at 3:30 p.m. Thursday June 9 to receive the report and recommendations of Librarianship Proposal Review Committee and to discuss the new version of the IIFS Faculty Governance proposal. The Council will not meet June 13 or June 20 but will meet for a social lunch with President Boyd and Vice-President Olum on June 27. If needed, the Council will have a meeting following the luncheon.
3. With reference to item #8 in the May 23 minutes, the Council reaffirms its recommendation that administrative data processing should definitely be under Vice-President Olum's jurisdiction, in spite its concern for the work-load of that office.
4. Myra Willard, Director of the Affirmative Action Office joined the Council at 2:00 p.m. Ms. Willard distributed several documents on Affirmative Action and outlined the responsibilities of her office. Essentially, that office attempts to deal with problems of "systemic" discrimination within the University. The overall goal is to institutionalize non-discrimination at all levels. The Office attempts to accomplish their goal by insuring that all University policies, practices, and procedures are in line with non-discriminatory principles. There was discussion of various facets of affirmative action efforts and Ms. Willard emphasized the importance of the role of the Advisory Council in helping the University meet its commitment to non-discrimination. It was agreed that next year's Council should be encouraged to meet with Ms. Willard early in the year.
5. President Boyd and Vice-President Olum joined the Council at 3:20 p.m.
6. It was confirmed that the Librarianship Committee will report to the Council at the Thursday, June 9 meeting.
7. The Council reviewed its discussion with Ms. Willard with particular attention to the issues of affirmative action considerations in matters of promotion and tenure, and the need to recruit well-qualified students and faculty who can meet the University's standards of performance.
8. President Boyd discussed his conversation with the Chancellor on recruiting efforts of the University.

Faculty Advisory Council

Page two

June 6, 1977

9. A letter from Vice-President Hawk indicates that implementation of the newly approved grading system will cost approximately \$20,000. After some discussion, the Council agreed with the President and Vice-President that the grading system change should be made.
10. The I.I.F.S. proposal was reviewed. The President and Vice-President agreed that they see no problem with the current proposal but prefer the version originally put forth by the University of Oregon.
11. The President called attention to the Administrative Memos of May, 1977 in which it is stated that the Counseling Center will see faculty and their families as clients. The Council agreed that this item appears to be in error since the Center has given assurance that their staff no longer follows this practice.
12. Promotion and tenure procedures for library staff were discussed at some length. Currently that staff competes with teaching faculty for promotion and tenure which has merit in many ways, but presents some problems. Vice-President Olum is working with the library staff and the Personnel Committee to come up with acceptable procedures. The Council suggested that the question of how promotion and tenure is handled for library staff at O.S.U. would be a good agenda item for the joint meeting with the O.S.U. Faculty Senate Executive Committee.
13. It was noted that the Advisory Council should appoint two new members to the Development Fund Board next Fall. Each year, the Council should appoint faculty to this Board, but has failed to take action for a few years. The two members who are currently serving on the Board are emeritus faculty members and it was felt that active teaching faculty should be appointed.
14. Vice-President Olum reported that Les Turner had resigned as Registrar, that a search committee would be set up to select his successor, and that Wanda Johnson will serve as Acting Registrar.

The meeting was adjourned at approximately 5:00 p.m.

Respectfully submitted,

Shirley J. Wilson
Secretary

cc: President Boyd
Vice-President Olum