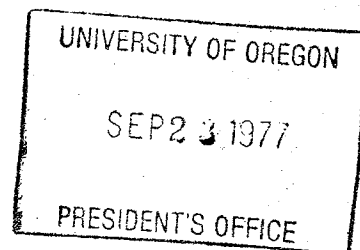


MINUTES
ADVISORY COUNCIL
University of Oregon



September 19, 1977, 2:00-4:45 p.m., Johnson Hall Conference Room
Barbara Caulfield,

Members Present: Exine Bailey, Edwin Coleman, Richard Littman (Chair), Michael Posner,
Norman Sundberg (Secretary). (Absent because of illness: Sanford Tepfer)

Others: (From 3:00 to 4:30) President William Boyd and Provost Paul Olum

1. Announcements:

- a. Dick Littman apologized for having not done anything on the Development Fund appointments yet.
- b. Dick also announced that he had been appointed to the Distinguished Service Award Committee and would welcome suggestions. Other members are E. Bailey, I. Niven, D. Povey, R. Campbell, G. Feldman, L. McCarty, and President Boyd, Chair.
- c. Exine Bailey announced that she had talked with a person from the Executive Committee of the OSU Faculty Senate, the closest parallel to the Advisory Council at Corvallis; they would like to meet with us still and will get in touch; the agenda will include governance issues.

2. Advisory Council assignments for staffing University committees:

- a. Committee on Committees for 1977-78. The Advisory Council appoints five faculty members normally to the Committee on Committees, which will be appointing replacements on the committees for this year already announced and then will set up the next year's committees in the spring or summer. We discussed the last committee members (Albrecht, R. Fagot, D. Povey, E. Matthews, and C. Jones) and noted a large number will be up for replacement. Norm agreed to get the lists of old committee members for 5 or 6 years back to use in case we wish to have some continuity.
- b. Amazon Family Housing Policy Board (two faculty members to be selected by Advisory Council) and Amazon Family Housing Appeals Board (one faculty member appointed by Advisory Council). According to the agreement between the administration and the Amazon housing project occupants, entitled Amazon Family Housing Policy Board and Procedures statement, undated from Summer, 1977, the Advisory Council must make these appointments. We agreed to put out a call for nominations with a deadline of October 21. Dick and Norm will draw up the call asking people to nominate others or themselves. The President's Office may circularize it.

(Note attached request for nominations.)

3. Discussion of mandatory retirement and proposed national changes. (See memo from President's Office dated September 12 and Mailgram from T. Bartlett of AAU to President Boyd, received September 19.)

Exine reported attending the OSEA meeting in which the unanimous vote was to raise mandatory retirement for state employees to 70; it was said that Oregon is one of 12 states with 65 as retirement age. The Council noted that the President's memo suggested that there may be stronger faculty support for the current retirement age that actually exists. The Council itself was divided on the issue. We discussed the possibilities of polling the faculty, introducing legislation to encourage faculty discussion and asking for a faculty study group different from

the Personnel Welfare Committee. (Note a return to this issue later in discussions with Boyd.)

From 3:00 to 4:30 p.m.

4. Contributions to the University

President Boyd responded to inquiries about the Centennial Fund and the Wayne Morse Chair. He stated that the Centennial drive had reached only about half its goal. About \$4,323,000 had been obtained. The donations to the Morse Chair totaled only \$22,000; but at present time not much is being done because of pending matching grant legislation in Congress. Some Advisory Council members expressed the desire to know more about how the money is being spent.

5. Salary increases for promotions and equity

Paul Olum reported on the procedures used for dispersing the salary increases in addition to the across-the-board amounts. A fixed amount was given in promotion cases, thus maintaining original individual differences. A certain amount was then assigned for personal equity on the recommendation of deans. The remainder was allocated to a few units (especially the Law School) based on a study of salary levels within disciplines compared with other AAU universities.

6. Community Education Program (formerly the non-matriculant program)

The discussion brought up questions about why the program was not working as well now as in the beginning. It was noted that at the start there was a crisis mentality about enrollments, that departments were given financial incentives to offer classes for non-matriculants, and that the market may have been "creamed off" in the early years. The Advisory Council requested a report from Bob Albrecht, who is currently in charge about October 17. It was also noted in passing that the University needs to work out an agreement with LCC about mutual interests in such programs. The main objective of long-range, stable adult programs, it was agreed, should be a prime focus.

7. The Mandatory retirement issue

Chairperson Littman reported to the President that the Advisory Council believed the faculty was divided on the issue of mandatory retirement at 65 or any other time and that we had considered recommending the appointment of a committee or faculty legislation. President Boyd pointed out that his attitudes were mixed and had changed somewhat since the memo. He stated that virtually all of the retirees seem to want to stay on and there could be disastrous effects on getting new faculty and on affirmative action. Incentives for early retirement were discussed. After much discussion it was decided that the Advisory Council would recommend that the faculty appoint a committee to report on the issue.

(Note attached proposed notice of motion.)

8. Hearing panels

President Boyd noted that there are two hearing panels for which the Advisory Council must make appointments: (a) One for termination for cause, and (b) a set of hearing officers for grievance procedures (which requires representatives from Law and Business). He needs about a half dozen nominations for the second panel now. (Note handout listing suggestions from the deans of the two schools.) The Advisory Council agreed to give him some immediately and finish the task next Monday.

9. Search Committee for the Vice President for Public Service

The President also needs faculty nominations for this committee soon. The Advisory Council agreed to make the list next Monday.

10. The Filming of "Animal House"

The President agreed to the filming of a satirical and humorous presentation on the television show, Saturday Night, but did not read the script. The filmmakers will provide internships for film students, hire 300 extras, spend one-half million dollars in Eugene, and not include pictures of the Pioneer Mother, Pioneer Father or Deady Hall. President Boyd said he was sorry he did not confer with the Advisory Council before the decision.

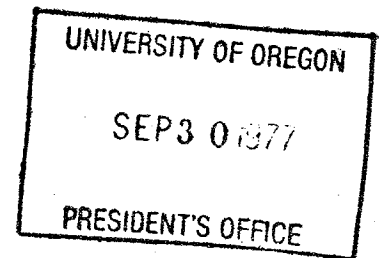
11. Selection of initial names for the grievance hearing panel (after 4:30)

The Advisory Council discussed the submitted names and agreed to send the following to the President: Maxine Thomas, Robert Lacey and Larry Ross. We agreed to look over the lists of faculty of the Law and Business schools before the next meeting.

12. Dogs

Ed Coleman mentioned the problem of dogs on campus. Many are tied by the Library and their barking disturbs people; they also are a distraction in classes.

MINUTES
ADVISORY COUNCIL
University of Oregon



September 26, 1977, 2:00-3:45 p.m., Johnson Hall Conference Room

Members Present: Exine Bailey, Edwin Coleman, Richard Littman (Chair), Michael Posner, Norman Sundberg (Secretary). (Absent: Barbara Caulfield and--because of illness--Sanford Tepfer).

Others: (From 3:00 to 3:45) President William Boyd and Provost Paul Olum

1. Announcements

- a. Preliminary enrollment figures indicate that the situation is about the same as last year.
- b. The deadline for nominations for the Amazon housing committees has been moved back to October 14. The new Oregon Week is carrying the notice.

2. Minutes

There were no corrections to the distributed minutes. The result of brief discussion about length and detail of the minutes was that the group seemed to like enough detail to give a sense of the issues involved; most approved the length. It was suggested that items for consideration at the next meeting be summarized at the end.

3. Committee on Committees membership

(Note handout on previous committee members.)

The size of the Committee on Committees has been 4 or 5 members in the last few years. It is expected that members serve for two years but there are many exceptions. From last year's committee, Catherine Jones and David Povey will continue. Littman stated that Bernd Crasemann had agreed to serve as Chair. Additional nominations, in order of Advisory Council preference were (1) Carl Carmichael, (2) Jan Broekhoff. Littman will contact these people in order.

4. Search Committee for Vice President of Public Service

The Advisory Council is to nominate three faculty members plus additional alternates to the President. The Advisory Council selected the following in order: (1) Ronald Rousseve, (2) Charles Duncan, (3) Donald Tull, (4) Sally Fullerton, (5) Fred Fosmire, (6) George Kaufmann, (7) Clarence Schminke.

5. Hearing officers panel for grievances

In addition to the three names submitted last week, the Advisory Council decided on these names: Herbert Titus, Eugene Scoles, Harold Strom, and Eaton Conant.

6. Development Fund members

We discussed membership at some length and decided that it would be advisable to have one or two new people who were vigorous and knowledgeable. Littman will contact Gordon Goles to see if he will serve, and if he will, we may recommend the continuation of Carlisle Moore.

(OVER)

From 3:00 to 3:45:

7. Proposed cessation of Library overdue notices (See Axford memo to Albrecht dated July 27, 1977).

The Advisory Council agreed that the saving of money by this means was appropriate. Littman raised the question of incentives for the saving of money. Provost Olum stated there should be incentives and units should be allowed to keep the savings ordinarily.

8. Title of Dean for William Axford, Librarian

Most people were reluctant to add another dean and many thought the title of University Librarian was prestigious already--perhaps more so than dean. President Boyd and Provost Olum, however, mentioned several points in favor: Axford would like to have the title; he is the only one at the Dean's Council without that title. He functions as dean and controls large academic operations. Library promotions go through regular academic procedures. The title may help recruit in the future if that is necessary. No financial matters are involved. The title is becoming more common for librarian heads; in some places they are even called vice-president. It was suggested that a possible joint title be used, such as "University Librarian and Dean of Library Services." The Advisory Council approved the proposal.

9. Present status of School of Librarianship

It has been decided to use the term "suspend" in regard to the School rather than "terminate." President Boyd reported several attempts to acquire funds to continue the School, but there was no support from the State now. It was mentioned that when the supply of librarians in Oregon is low again, there might be stronger support. Conversations have recently been going on with the State Librarian about continuing education for public librarians during the summer. The present program will continue next summer. Beyond that, it is probably that the "School" will operate during the summer only using University staff, staff of the State Library, and federal funds. It is possible that such summer programs will even make money.

10. Lateness of Appointment Notices to the faculty

Littman and Sundberg reported complaints from the faculty about not receiving Notices of Appointment yet, contrary to previous practice. Provost Olum reported that a memo to deans and department heads will soon go out. It will apologize for the delay, pointing to the lateness of the legislative session and problems of processing through the Budget Office. Notices will start to go out October 10. The October 1 checks will reflect the increases. Some new appointments which were submitted late (after Sept. 17) will not get checks until October 10. In hardship cases, faculty members may receive an advance at the Business Office.

Summary of items for next week:

- A. Report on acceptances for Committee on Committees.
- B. Report on Development Fund membership.
- C. Discussion of unfinished business listed by the previous Council and priorities.

Attachments to Minutes, September 19, 1977

Proposed Notice of Motion to University Assembly:

It is moved that there be established an ad hoc committee to study the question of faculty retirement. The committee would particularly investigate the impact of various policies such as mandatory age requirements and early retirement schemes, and other issues. It would also be concerned with determining faculty opinion. The Committee would report results and recommendations to the University Assembly by April, 1978.

(The following to be submitted to the President's Office with the request that it be put in Oregon Week and circulated to the faculty.)

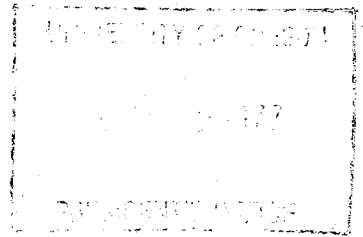
Nominations wanted for the Amazon Family Housing Policy Board and the Amazon Family Housing Appeals Board.

In the recently completed agreement between the Amazon tenants and the University, the Advisory Council has been designated the responsibility of appointing two faculty members to the Policy Board and one faculty member to the Appeals Board.

The Council will accept nominations of faculty members for the three positions from persons wishing to be considered for the positions themselves or from others nominating possible members. The nominations should be submitted by Monday, October 21 to the Secretary of the Advisory Council, Norman Sundberg, Department of Psychology, Straub Hall. Selection will be made as soon as possible after the deadline.

Persons wishing to learn more about the nature of the Policy or Appeal Board may peruse a copy of the agreement in the President's Office or a copy in the possession of Richard Littman, Council Chair, 220 Straub Hall (X4969).

MINUTES
FACULTY ADVISORY COUNCIL
UNIVERSITY OF OREGON



October 3, 1977, 2:00-4:15 p.m., Johnson Hall Conference Room

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

Others (after 3:15): President William Boyd, Provost Paul Olum, Dr. Gerry Tyler (ACE Fellow in Academic Administration)

1. Minutes: No corrections on the minutes for last time. Bailey corrected the minutes of September 19, item 3; she stated the OSEA recommended no age limit (not 70 years) on retirement.
2. Motion on Retirement: Littman reminded the Council that there would be a notice of motion at the next faculty meeting (Oct. 5) by Sundberg. (See attachment to minutes of September 19). Tepfer suggested that the motion begin with "On behalf of the Advisory Council, I move, etc." The Advisory Council agreed and it was suggested that all members be listed on the motion, and in general public announcements list all members so that the faculty will know who their representatives are.
3. Committee on Committees:
Littman reported that Farwell declined. In view of the fact that the President has indicated that he would like to see two women on committees whenever possible (though he has expressed no opinion on this particular matter) (the argument being that one is "isolated"--a point to which some Advisory Council members took exception). The five members who have accepted now are: Bernd Crasemann, Catherine Jones, David Povey, Jan Broekhoff, and Carl Carmichael. Littman reported that the faculty legislation states only that there should be a minimum of four members. The Advisory Council decided to add one more member and nominated in order: (1) Jane Gray, (2) Jean Woods, (3) Joan Acker, and (4) Miriam Johnson.
4. ROTC
Littman reported some "garbled" information about a proposal to abolish the ROTC committee and a question about Andy Thompson being suggested for that committee. The Advisory Council decided not to raise the question with the President now and to suggest, if the nomination comes up, the Advisory Council has no objection to Thompson.
5. Admission of ACE Fellow to Advisory Council meetings:
This year Gerry Sack Tyler, the Assistant Dean of the College of Arts and Sciences of the University of Rhode Island, is visiting as a Fellow in the American Council on Education program for young prospective academic administrators. She may want to see how the Advisory Council functions. The Council members had no objections on the condition that discussions would be confidential. The Council also did not want this decision to be seen as a precedent for anyone interested in administration or faculty governance; members expressed the opinion that each request should be individually considered. Members also indicated that the visitor might be asked leave on unlikely but possible occasions when a very sensitive issue came up.
6. Locker privileges for community women (faculty wives):
The University has discontinued services for faculty wives and families this year, although it continues the opportunity for community men to have lockers in physical education. Apparently there is an ample number of lockers. The Advisory Council decided to raise the question with the President.

(OVER)

7. Search committee for Vice President of Public Service:
After consultation with Littman President Boyd has invited Sally Fullerton to serve on the search committee, though she was somewhat lower than others on the list we submitted.
8. Review of some items on "List of Ongoing Problems" in memo from old Council dated July 7:
 - a. Opportunities for new junior faculty members in a steady state university: Our retirement motion relates to this item. Need to discuss more later.
 - b. Process questions in faculty governance: Addressed somewhat by Hans Linde's "basket" which was duplicated during the break and given to members. Need to discuss later.
 - c. Monitoring CSPA reorganization: The Advisory Council members suggested establishing a liaison with the committee working on this matter.
 - d. School of Librarianship: Discussed by the President last time. A report of the Board decision to suspend has come out.
 - e. (item 9 on the memo) Meeting with OSU Senate Executive Committee: We selected October 31 as the date for lunch. Bailey will contact OSU. Caulfield will arrange a University van to take all of us to Corvallis, leaving at 11:00 a.m.
9. New items:
 - a. Clarification of the Register-Guard article on University budget cuts.
 - b. Concern for faculty members getting to know Advisory Council members; the Council decided to set up an informal open discussion, a coffee hour, in the EMU on October 17 or 24 at 4:00 p.m. (To be announced at first faculty meeting). These discussions should take place twice a term.

From 3:15 to 4:15.

10. Brief discussion of Linde "baskets"
The "baskets" are categories of authority on different topics on which the faculty and President are involved in decision-making. It arose out of the need to clarify what faculty does on this campus as compared with other campuses in the system.
11. Register-Guard article
President Boyd assured us that there were no additional budget cuts and the article was misleading.
12. Title for Axford
Olum stated that Axford's preferred title is "Dean and University Librarian" and the Council acquiesced.
13. Enrollment
Fall enrollment is down a bit but somewhat less than predicted. Headcount is about 16,400.
14. Liaison with CSPA reorganization committee
Littman announced that the Advisory Council would like to set up a liaison with the committee to facilitate its responsibilities for monitoring the reorganization. Boyd and Olum stated the committee is being formed right now.

15. Advisory Council "Coffee Hours"

Littman announced the Council's plans to have informal open meetings for the faculty about twice a term. President Boyd agreed to have his office foot the bill for coffee, etc. Since the first meeting will be on Monday at 4:00 (Oct. 24th), we may need to move our regular meeting to a somewhat earlier hour.

16. Parking reservations

Olum reported that a committee has been appointed to investigate and limit reserved parking. Unlike Tepfer's practice of not signing requests except for those with handicaps or unusual needs, most deans and heads do not carefully monitor their requests. The problem has been discussed at Dean's Council.

17. Locker room privileges for faculty wives

Olum explained the background on the current restriction: Affirmative Action requires that husbands of female faculty members have the same privileges as wives, but it has been said there are not enough lockers for the spouses of faculty women. Olum will urge Dean Rodney to restore the locker privileges to faculty wives.

18. Advisory Council meeting with OSU Senate Executive Committee

Littman announced the meeting on October 31, which will preclude an Advisory Council meeting here. (President Boyd will be going to Israel on October 30; so he will miss a meeting or two.) Boyd suggested that the discussions might include (a) calendar, as it related to early semester considerations, (b) admissions standards, whether they might be different at the two institutions. The attitudes of the faculty at the two oldest universities would be useful to ascertain.

19. Accommodations for the handicapped

There is growing pressure to provide equal opportunities for the handicapped in two ways: (a) physical provisions such as access to upper floor classrooms and offices, appropriate height for laboratory tables, etc., and (b) special learning supports for the blind and deaf. This pressure related to court cases, especially one in South Carolina. The State System has \$100,000 budgeted this year, but the full cost is estimated to be about five million. Tepfer suggested that the "feds" and the state legislature must act on this matter; it is not the University's problem. The University is mandated to have a self-evaluation of the situation for the handicapped. Dean's Council will discuss the problem.

20. Proposed meeting with the Lane County legislative delegation

During the discussion of accommodations for the handicapped, it was suggested that the Advisory Council might like to meet with the local legislators to discuss the problem. Also other items might be discussed. President Boyd suggested that it might be better for the Advisory Council to make the invitations rather than his office.

21. Out-of-state state-supported travel

Faculty travel was recently put in the Services & Supplies part of the budget, but this decision has led to great variation among University units. There is a move now to separate the item out again.

22. State System equipment budget inequities

The current equipment budget outrageously favors OSU, and the matter is quite serious. The Health Science Center also feels abused, fortunately, and is an ally in an appeal to the Chancellor's Office.

23. Proposed method for students to acquire credit for Psi Center activities
 Provost Olum presented a problem that aroused considerable debate. The Psi Center is urging students to arrange individually with instructors to receive credit through open-ended courses (e.g. 405) for its workshops or "courses" in astrology, palmistry, altered states of consciousness, out-of-body experiences, meditation, yoga, "and more." Evidently SEARCH refused to include these offerings. (SEARCH courses must go through a departmental approval process.) The discussion centered around two major issues--the procedure for obtaining credit and the questionable content of the so-called courses. Questions such as the following arose: Should the administration intrude in faculty members' decisions about giving credit? How is the University to maintain academic standards, and how are deans and faculty members responsible? What kinds of content are appropriate to a university? Would administrative intervention or admonishment be seen as censorship or violation of academic freedom? Recognizing that not everything taught in universities has a rational tradition, what criteria do we use to permit acceptable irrationality and lack of analysis of assumptions? Would even "informal pressure" to prevent instructors from giving credit be an appropriate action to take? Should department approval be required for all individual open-ended courses, despite the enormous amount of procedure involved for the thousands provided each term? Several Advisory Council members emphasized the importance of emphasizing the controls of quality in general rather than the condemning of particular content. They differed considerably on the degree of intervention or "jawboning" they would encourage the administration to do.
24. Student credit hour production on courses involving more than one unit
 Sometimes courses are double-listed or they are listed in a department different from the one paying the salary of the instructor. The Provost stated that a principle in the process of being established is that the department which pays the salary will receive the credit. This situation is particularly a problem in instances where teachers are being supervised by one unit but the course credit is received in another.

Post-meeting announcement: Littman received agreement from Gordon Goles that he would serve on the Development Fund Committee.

Agenda items for future meetings: (Note: Advisory Council members are reminded to let Littman or Sundberg know as soon as possible of new items before the next meeting, so that Littman can put them on the agenda and in some cases inform President Boyd.)

- a. Follow-up on appointment of women to Committee on Committees.
- b. Follow-up on establishment of CSPA Reorganization Committee liaison.
- c. Draft letter for meeting with legislature (Littman).
- d. Question of outside work by faculty members--University policy, monitoring of it.
- e. Early meeting with Affirmative Action.
- f. Administrative principles and plans for budgetary planning, retrenchment and degree and kind of consultation with units and faculty.
- g. Renewal of the University with young staff in the future.
- h. Admissions policies.
- i. Nature of the work of the new Vice President of Public Services.
- j. Plans for Senate and Assembly discussion of proposed committee on retirement.

Coming special events:

- Oct. 17--Bob Albrecht to meet with us during the second part to discuss the Community Education (formerly non-matriculant) program. Also we might ask him about planning for admissions. Also we might ask him about planning for admissions.
- Oct. 24--4:00 p.m. coffee hour.
- Oct. 26--3:30 p.m. Meet with Senate to discuss motion regarding committee to study retirement
- Oct. 31--11:00 a.m. Leave for meeting with OSU Senate EC, Corvallis, men