

Chasen
Lipton

ADVISORY COUNCIL
Minutes
October 30, 1978

1:30 - 4:30 pm. Johnson Hall Conference Room

Members Present: Paul Holbo, Wanda Johnson, Richard Littman (Chair),
David Povey, Diane Reinhard (Secretary)
Shirley Wilson, Arnulf Zweig.

Others: (2:15 - 2:50 pm.): Victor Atiyeh, John Baldwin
(2:15 - 4:30 pm.): Paul Olum

1. Minutes

The minutes of the October 2, 16 and 23 meetings were approved as written.

2. Items from the Floor and Announcements

- a. The Affirmative Action faculty report, particularly the recommendations, needs to be discussed.
- b. President Boyd would like to discuss with the AC the possibility of having some students from the People's Republic of China attend the University of Oregon.
- c. Sally Fullington has agreed to serve on the Amazon Policy Board.

3. Ad Hoc Task Force on Retirement

The AC decided to replace Lindstrom with Barry Siegel who will serve as the liaison to the University Faculty Personnel Welfare Committee. Lindstrom will be used as a resource person. The draft of the charge to the Task Force developed by Dave Povey will be reviewed by members and discussed at the next AC meeting.

4. I.F.S. Representation

The notice of motion developed by Dick Littman was approved as written and will be presented to the University faculty on Wednesday, November 1.

5. Committee on Committees

The charge to the Committee on Committees was adopted as written by David Povey.

6. Victor Atiyeh

The candidate for governor pledged support for Higher Education and discussed other issues related to the welfare of the University of Oregon.

3:15 - 4:30 pm. Paul Olum

7. Salary Schedule

Faculty members from at least one department are confused about the salary plan. Paul Olum explained that a plan does exist, however, we cannot implement a one-step increase every year. Within this biennium we have had a cost of living increase, a step increase and a merit/equity adjustment in salaries. It was suggested that the Office of Academic Affairs draft a statement to faculty regarding the salary system and also indicate plans for implementation.

8. Research Support and the Graduate School

The problem of lack of support for doing research, particularly with Jo-Anne Carlson moving out of the Graduate School, was discussed. Although there are funds within program improvement for research support, the amount of state dollars for research is painfully small. There is a need to provide seed money, to orient new faculty members and in general to stimulate the development of research proposals.

The future role of the Graduate School and the Graduate Dean was also discussed. Dave Povey and Diane Reinhard will look into this issue and report back to the AC.

9. Hiring Procedure

The University has on an extremely limited basis provided a position for the spouse of a faculty member. Several conditions, however, need to be met; the pertinent department must find the spouses of high quality, there must be a need for additional staff and the personnel action must advance our affirmative action plans. Olum is aware of the delicate nature of these types of appointments and would only use this approach when it is absolutely necessary.

Agenda Items: Admission Requirements, rock concerts, budget planning, carrying load of graduate students, legislators meeting, affirmative action function, non-retention of tenured faculty, computers, AC long-range planning, academic long-range planning, encore for presentations, research support, appointment concerns, Osibow's replacement.

W Boyd

ADVISORY COUNCIL
Minutes
November 6, 1978

2:00 - 5:00 pm Johnson Hall Conference Room

Members Present: Paul Holbo, Richard Littman (Chair), David Povey,
Diane Reinhard (Secretary), Shirley Wilson,
Arnulf Zweig

Others: (3:15 - 5:00 pm): Bill Boyd, Paul Olum

1. Minutes

The minutes from the October 30 meeting were distributed for review. Members were asked to read them and identify any corrections at the next AC meeting.

2. Items from the Floor and Announcements

- a. Dick Littman distributed a revised notice of motion for selecting IFS representation. The new motion sets up an election procedure when the existing appointments expire.
- b. The Research Associate/Assistant policy statement has been in the Chancellor's office since June, 1977. Paul Olum will follow up on this matter.
- c. Costs for collective bargaining were discussed. It was suggested that some cost figures should be collected.

3. Ad Hoc Task Force on Retirement

A few minor suggestions were made on the draft charge to the task force that was developed by Dave Povey. Barry Siegel will be asked to serve as chair. Paul Civin should be a valuable resource person.

4. Gerontology Program

The AC discussed at length the approval of the Gerontology Program. The following issues were raised.

- a. The perceived low quality of the program
- b. The lack of a rigorous review by committees within the University
- c. The need to re-examine the charge to the Curriculum Committee
- d. Concern that future budget cuts are inevitable - so it is not advisable to start a new program without a comprehensive review of the total funding context

President Povey
University of Oregon

NOV 14 1978

e. A very similar program exists at PSU

The AC needs to discuss this topic with Boyd and Olum in order to identify a preferred course of action.

3:15 - 5:00 pm Bill Boyd, Paul Olum

4. Faculty Report on Affirmative Action

The faculty report particularly the recommendations were discussed. This topic will continue to be discussed at the next meeting.

Agenda Items: Admission Requirements, rock concerts, budget planning, carrying load of graduate students, legislators meeting, affirmative action function, non-retention of tenured faculty, computers, AC long-range planning, academic long-range planning, encore for presentations, research support, appointment concerns, Osibow's replacement.

Chris

ADVISORY COUNCIL
MINUTES
November 13, 1978

2:10 - 5:00 pm Johnson Hall Conference Room

Members Present: Paul Holbo, Wanda Johnson, Richard Littman (Chair), David Povey, Diane Reinhard (Secretary), Shirley Wilson, Don Tull, Arnulf Zweig

Others: (3:25 - 5:00 pm) William Boyd, Paul Olum

1. Minutes

The October 30 minutes were approved as written. The minutes from the November 6 meeting were distributed for review. Members were asked to read them and identify any corrections at the next AC meeting.

2. Items from the Floor and Announcements

A. Personnel from the Weyerhaeuser Corporation attended an orientation session that included presentations from administrators and faculty members.

B. Barry Siegel has agreed to chair the ad hoc task force on retirement. Lindstrom has also agreed to serve. We do not have a firm commitment from E. Conant and Esther Matthews has declined.

C. Wanda Johnson will serve as the AC representative to the University Space Allocation Committee.

D. Fred Andrews has contacted Dick Littman about the salary inequities in the Math Department. He feels they are just as severe as in the Law School. The whole issue of equity and how to define it was discussed. Some departments are awarding equity at only the Assistant Professor level. This topic will receive greater attention when the specific written complaint is received.

3. Letter to Affirmative Action Director

A copy of a letter from Charles Duncan, Chair of the University Personnel Committee, was distributed. Dick Littman was asked to develop a similar letter that could be sent from the University Faculty Advisory Council.

4. Curriculum Committee Charge

Dick Littman distributed minutes from the regular meeting of the Faculty, February 4, 1959. These minutes charge the committee to not

NOV 21 1978

only look at courses but include "...Participation, on behalf of the University faculty, in planning the development and improvement of the instructional program of the institution, in consultation with the President and other administrative officials..." It is apparent that the request of the Senate to have the Curriculum Committee review the Gerontology Program was, indeed, appropriate. An addition to the current faculty legislation was proposed as follows:
(Include after officials) - "This participation shall specifically include the review of and making recommendations concerning any degree programs that are proposed for inclusion and/or deletion from the University curriculum." Some AC members expressed concern about the deletion aspect of the proposed amendment. Final wording will need to be agreed upon at a future meeting.

3:25 - 5:00 pm William Boyd, Paul Olum

5. Costs of Collective Bargaining

The costs of collective bargaining with the GTFF were described. The University administration is urged to develop and send a special note of appreciation to faculty members who were members of the negotiating team and who served on the Advisory Council.

6. Faculty Personnel Replacement

The replacement for Henry Osibov was discussed. It is anticipated that the new person will provide retirement counseling for both classified and faculty personnel.

7. The Affirmative Action Function

Problems with the functioning of the Affirmative Action Office were described.

8. Students from the Republic of China

AC members like this idea and feel that any negative reaction from the Taiwan students and from the general public would be minimal. It was suggested that Boyd consider a joint venture with OSU since China's manpower needs include agriculture. It was also suggested that a Chinese businessman from the Portland area be consulted.

9. Long Range Budget Planning

Boyd asked the AC to consider a number of questions relating to budget reductions and manpower projections. It is hoped that a series of assumptions can be identified upon which the University can proceed with regarding long range planning. The specific questions cited were as follows:

- A. Assume the alternative to 6 and 11 results in a 15% budget reduction for the University. Where should the cuts come from? Are there principles, e.g. critical mass, that should be used in this process?
- B. What programs do you think would be more appropriately placed at PSU?
- C. The projection of needs for Ph.D.'s is zero from about 1984-90. How can the University which is primarily a graduate degree institution survive this period and justify its programs on other than instructional workload basis. What are the areas that must stay - regardless?
- D. What suggestions for program reduction can you suggest within the state system?
- E. What suggestions for reorganization within the University can be made?

These questions will be discussed in depth at a series of future AC meetings.

Agenda Items: Admission requirements, rock concerts, budget planning, carrying load of graduate students, legislators meeting, affirmative action function, non-retention of tenured faculty, computers, AC long-range planning, academic long-range planning, encore for presentations, research support, appointment concerns, Osibov's replacement, Curriculum Committee charge