

ADVISORY COUNCIL
MINUTES
April 2, 1979

1:30 - 4:15 Johnson Hall Conference Room

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

Others: 2:00 - 3:45 William Boyd, Paul Olum

1. Minutes

The minutes from the March 12 meeting were approved as written. The March 26 minutes were distributed and Advisory Council members were asked to review and note any necessary corrections at the next meeting.

2. Items From the Floor/Information Items

- A. Littman will begin drafting a final report to the Faculty on A.C. activities over the last year that is presented at the May meeting. Members should contact him with suggestions on what should be included in this report.
- B. Registration is down slightly (approximately 70). However, there is a substantial portion of students (over 700) that have not paid fees. Boyd will contact McLaughlin in order to obtain some explanation.
- C. An Admission/Standards Study by Buch and Mosely has been completed. Boyd will see that A.C. members get a copy for discussion purposes.
- D. A.C. letter on Faculty Evaluation drafted by Holbo was accepted with minor modifications.
- E. The GRE newsletter was distributed by the chair.

3. Library Issues

The following issues were discussed.

- A. Process for selection of new head University Librarian. The State Librarian will be involved in some capacity.
- B. The process for determining an "acting" Director until a permanent person is identified.

C. The criteria that is used in making T/P decisions with Library personnel. Olum indicated there is a two tier system whereby some faculty can elect to be judged by service standards while others are judged by the traditional research standards.

4. Legislative Session

A progress report on the functioning of the legislature was provided by Boyd. This Thursday work sessions will begin. Space relief for AAA appears to be at the mercy of the housing market decline projected for May.

5. Semester System

It appears the semester system issue is alive and well and living in Eugene. Recently the Council of Deans expressed interest in this idea.

6. Graduate School

Povey provided a brief description of the interviews which he and Reinhard have had with various people on this topic. A.C. members are asked to review the draft charge to a committee which is attached to these minutes prior to the April 9, 1979 meeting. A committee may or may not be needed to accomplish this task. This subject also needs to be discussed with Olum and Boyd.

A.C. Agenda Items

- ✓ A. Librarianship summer school
- ✓ B. Advisory Council meeting with general faculty
- ✓ C. Continuation of discussion of University mission
- ✓ D. Organization of senate and assembly
- ~~E. Admission standards~~
- ✓ F. A.C. final report
- ~~G. Graduate School~~

ADVISORY COUNCIL
MINUTES
April 9, 1979.

APR 10 1979

1:30-4:55 Johnson Hall Conference Room

Members Present: Richard Littman (chair), David Povey, Wanda Johnson, Don Tull, Arnulf Zweig, Paul Holbo (acting secretary)

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

1. Minutes

The minutes from the meeting of April 2 were approved as written.

2. Items from the Floor/Information Items

- A. The chairman distributed and the members read copies of the letter written by Professor Charles Duncan to President Boyd commenting favorably on the recent presidential letter to the faculty.
- B. Holbo raised the issue of a directive to the faculty reminding them to show up in the fall term in time for academic advising and registration. This would help to relieve the problem mentioned in the presidential letter of faculty members absent from their offices during a crucial period of the academic year. The Council discussed and agreed to the merits of a missive to be sent to the faculty by the Provost, who might also deal with the matter through the academic deans.

Povey then suggested a presidential address to the faculty early in the fall advising period in order to enhance the collegiality of that period. The Council agreed to the idea.

- C. Littman reported to the Council on the pragmatic progress of the Retirement Committee.
- D. The chairman distributed copies of the minutes of the Joint Councils' meeting and said that he would provide minutes to the President and Provost.
- E. Povey reported for himself and Reinhard on their preliminary review of the Graduate School and on a recent discussion with Dean Novick. Novick had agreed to draft an agenda for the Provost to issue to a small working task-force planning committee to look at the future of the Graduate School. The Council then discussed the issues involved: budgets, routine quality control, promoting research, advocacy of graduate education, the timing of the possible review, etc. It was agreed to propose the task-force idea (rather than the earlier committee idea) to the President and Provost.
- F. The Council then discussed the timing and committee for the Librarian search.

3. Discussion with the President and Provost.

- A. Wanda Johnson reported with cautious optimism on the latest enrollment figures.
- B. Boyd reported optimistically on his recent and projected discussions on the south coast dealing with the Marine Biology station. Olum remarked that budget analysis reveals that small cutbacks at the station would be difficult.

- C. Boyd discussed the librarianship situation, revealing recent interest by the ECC in a joint program that might be developed with the University of Washington, with UW accreditation. WICHE, the Chancellor, and the State Librarian would presumably be favorable.
- D. There was discussion of the status of Jim Rice (German & Russian). He is still suspended with pay at the request of the Dean of Arts & Sciences; the suspension will not be lifted until the Dean agrees or refused to act. Olum does not foresee restoration of Rice's REES responsibilities.
- E. There was agreement to the idea of establishing a Graduate School Task Force (civilian!); Povey will suggest to the Dean that he request in his draft the establishment of the Task Force.
- F. After brief discussion, there was agreement that the Provost will prepare a letter to the faculty reminding them of their obligation to appear for advising and registration in the fall term. The President consented to deliver a welcoming address to the faculty early during that week. Zweig proposed that new faculty be introduced (with appropriate information) at that time, and there was agreement to that idea.
- G. The nature and timing of the Librarian search was discussed. A sixty-day announcement of the position was thought sufficient. Faculty involvement in the fall review was thought important. Early selection will be sought, but it is not anticipated that this can necessarily be accomplished.
- H. The President reported that Myra Willard is teaching a 3-hour course but is not back in the AA office. Bean McFadden's salary has been adjusted again.
- I. The President distributed and there was preliminary discussion of Bean McFadden's report on the issue of sexual harrassment. Boyd's idea of dealing with these questions through Melinda Crier of the Chancellor's Office appears superior to any of the AC's first reactions.
- J. The President reported that the external audit of the Invention Center is critical only of managerial matters, and that the Chancellor's Office has declined to undertake a full audit of Upward Bound because the abuses are not commensurate with the broader costs of such a review.

Meeting on April 16, 1979, scheduled for 2 p.m.

ADVISORY COUNCIL
MINUTES
April 16, 1979

1:30 - 5:00 Johnson Hall Conference Room

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

Others: 3:15 - 3:30 John Lallas
4:10 - 5:00 Paul Olum

1. Minutes

The minutes of the April 9 meeting, excellently prepared by AC member Paul Holbo, were approved as written.

2. Items from the Floor

- A. Some AC members indicated a need to resolve the academic status of librarians prior to the selection of the Director of the library. Apparently Olum and Albrecht are working on a plan, and they will share it with the AC when it is in appropriate form.
- B. Holbo shared with the committee the composition of the Director of Library search committee.
- C. A question was raised on the status of the Arts and Sciences Curriculum Committee Report. It appears that another meeting is scheduled in several weeks. One issue that needs to be resolved is whether or not these requirements need to be presented to the entire faculty. Another issue which needs to be aired is the effect of the math requirement on enrollment, and whether or not this effect has been shared with the committee members. The support of moving from three to four credit hours triggered a discussion of the semester plan. The fact that curriculum reviews are going on while we are considering a major administrative change which would necessitate another curriculum change serves as an example of the need for long range planning for the University.

3. Information Items

- A. Bill Wilkens from OSU has scheduled another Joint Advisory Council meeting in Salem for May 17. This meeting will follow the same pattern as the last with a late afternoon session followed by dinner and continued discussion if needed. Members of the legislature will also be invited to attend and Davis will be there. Old and new AC members will be invited.

PRESIDENT'S OFFICE
University of Oregon

APR 19 1979

- B. A meeting is being planned of faculty members from academic senates in the West in Tucson on May 5. The AC Chair indicated he thought that it would be useful for a carry over for the next year to attend this meeting. Arnie Zweig volunteered.
- C. The Chair distributed an article on the professionalization of the US labor force.

4. Grievance Hearing Officer Proposal

Section 13.140 of the Administrative Rules sets up the procedures for hearing grievances. Lallas sought the advise of the AC to determine whether or not it would be appropriate to add to the slate Bill Lemman and Allen McKenzie from the Chancellor's office. The issues that surfaced regarding this recommendation were as follows: 1) There was some concern about Lemman's ability to deal effectively with students because of his role in collective bargaining with the GTFs; 2) Does this action represent a problem as far as separation of church and state? 3) Are faculty members rather than administrators the appropriate persons to conduct these hearings in the first place?

After substantial discussion and after Lallas joined the Council and provided more information, the AC did support the proposal to have the names added to the list with the understanding that these people would not be used when faculty members' rights and privileges were the object of the grievance.

5. Admissions Recommendations

The admissions report by Mosely and Buch was reviewed by the AC members. It was the impression of the Council that this is an extremely well done document and that Mosely and Buch should be complimented on its thoroughness. Council members agreed with their recommendation to use not only GPA but also SAT scores in admission decisions. It may be premature to begin to use the rankings in class and particular high school content as admissions criteria. Issues raised were whether or not the actual prediction validity of the GPA in combination with the SAT Verbal and Math did, in fact, exist because of measurement problems associated with the use of two variables as predictors. Another concern was for the low level GPA (2.0) required for transfer of 90 hours or more. With the exception of those minor concerns, the report was viewed favorably by AC members.

6. 4:10 - 5:00 Paul Olum

Olum indicated a desire to talk about the concept of "management control" cited from Boyd's letter to the faculty since several deans have questioned him about this phrase. He felt it would be useful to discuss this topic when Boyd was present.

7. Academic Salary and Adjustment Policy

The AC was provided a statement from the Chancellor's Office that indicates that we could plan for a 7.8% increase per year. The question of what part of that percentage should go for merit and what part of it should be across-the-board was discussed. Holbo made a plea that the extreme effect of inflation on faculty members should be considered and that more should be provided across-the-board. It was recognized, however, that a substantial part of the salary increase should go to award meritorious performance within the University.

8. GTFs Bargaining

Olum indicated that the initial proposal presented by the GTFs has included a 25% salary increase. Because of that and a number of other issues, the faculty and administration need to be prepared for a strike come fall.

Agenda Items

- A. "Management" from Johnson Hall
- B. Librarianship summer school
- C. Advisory Council meeting with general faculty
- D. Continuation of discussion of University mission
- E. Organization of senate and assembly
- F. AC final report

Chris

ADVISORY COUNCIL
MINUTES
April 23, 1979

Time: 2:00 - 3:30pm, Johnson Hall Conference Room

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

Others: 3:02-3:30 William Boyd, Paul Olum

1. Minutes

The minutes of the April 16 meeting were approved as written.

2. Items from the Floor

A. David Povey encouraged establishing an Environmental Education academic program on this campus. He feels that since we are in an extremely environmentally conscious state, and since there is a demand for such a program, the University should offer something in this area at the undergraduate or graduate level. (Even though starting a program may require an initial investment.) He would recommend that the program begin with the offering of a certificate which would lead to an undergraduate degree and perhaps a graduate degree in later years.

3. Information Items

A. The College of Arts and Science Curriculum Committee meeting is today and an update on what is to be expected was provided by Arts and Sciences faculty members. It appears that the semester idea has not been discussed in connection with the curriculum recommendations, nor has the potential problems of classroom space and computer adaptation.

B. The AOF has scheduled a meeting for Saturday, April 28, at 10:00am in Salem at the State Capitol. It would be useful to have a faculty member attend this meeting and Littman indicated that he would be going.

C. Diane Reinhard and David Povey requested that three books be ordered for the Council's review. These books are Millett, New Structures for Campus Power; Baldrige, et al, Policy Making and Effective Leadership; and Mortimer & McConnell, Sharing Authority Effectively. These books were checked out by Council members and will be returned to Susan in the President's office and placed on the library shelf. If other AC members are interested in reviewing these books, they should contact Susan directly.

PRESIDENT'S OFFICE
University of Oregon

MAY 14 1979

- D. Two bills in the Legislature were discussed. The first bill on patents appeared to not be troublesome to anyone on the AC. The second bill on authorizing \$800,000 to promote teaching effectiveness in the state system was discussed at length. The AC tried to develop a set of motions which would capture their concerns about this bill. Simply stated, efforts to improve teacher effectiveness as seen as noble, but AC members are concerned that this \$800,000 would not supplement the Governor's approved budget for higher education, but rather would supplant another item in the budget which may be a higher priority. Littman and Reinhard agreed to draft a letter to Duncan explaining our position.
- E. The Pac-10 Advisory Council meeting that was originally scheduled for Tucson has been delayed until June. Arnie Zweig will plan on attending this session.

4. Authority over Faculties

A letter sent to the chairman of the Faculty Senate by Enno Klammer at Eastern Oregon State College which questioned AR 1.121 Authority over Faculties and Committees was discussed by AC members. The wording of this AR troubled a number of AC and it was decided that this AR should be discussed with Boyd and Olum.

5. Change of Name of Department

The Computer Science Department has requested a change in name from Computer Science to Computer and Information Science. No AC member had any objection to this proposed change.

6. GTF Strike

What is a faculty member's responsibility to assume GTF course loads in the event of a strike? At least one AC member indicated that he could see changing the courses he taught in order to have the most important ones covered in the event of a GTF strike, but he could not see taking on a teaching overload in the event of a strike since that would constitute being a strike breaker. What constitutes a full teaching load, however, has not been well defined. This topic needs to be discussed further.

3:02 Boyd and Olum

7. Women's Athletics

It has been decided that the Director of Women's Athletics will also occupy the role of Deputy Directory of Athletics. The question about whether or not an internal promotion would be appropriate for this position was discussed. In general, the benefits of having a national search vs. the need to have an internal promotion mechanism was discussed.

Agenda Items

- A. "Management" from Johnson Hall
- B. Librarianship summer school
- C. Advisory Council meeting with general faculty
- D. Continuation of discussion of University mission
- E. Organization of senate and assembly
- F. AC final report

W. Boyd

ADVISORY COUNCIL
MINUTES
April 30, 1979

Time: 2:00 - 5:15 pm, Johnson Hall Conference Room

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

Others: 3:15 - 5:00 William Boyd, Paul Olum

1. Minutes

The minutes of the April 23 meeting were approved as written.

2. Items from the Floor

- A. A faculty member's concern about the criteria used in selection of Distinguished Service recipients was raised. It appears a substantial amount of work goes into the decision on who should be given these awards. If there is an individual faculty complaint about a person selected, a faculty member could write to the President.
- B. The question was again raised on the value of having release time for Faculty Personnel Committee work. The AC could not agree on whether this was a good idea.
- C. The operations of the AC in general were briefly discussed. AC members voiced concern that not much was accomplished this year. It would be useful to talk about the functioning of the AC as a committee at some meeting before the end of the year.
- D. David Povey distributed a draft of a proposal that encourages the study of a proposal to offer an environmental studies program beginning with a certificate program leading to an undergraduate degree, and eventually graduate work. The AC decided that the document should form the basis of discussion of this topic with Boyd and Olum at next week's meeting. A copy of the proposal will be given to them prior to the next meeting.

3. Information Items

- A. The Chair distributed some materials on salary comparisons that the AOF is beginning to put together.
- B. The joint meeting in Salem has been switched to May 15 rather than the 17th. AC members should get in touch with Littman in the next couple of days to see if it is possible for them to attend on the 15th.
- C. A briefing was provided on the College of Arts and Sciences curriculum meeting. All of the motions but one did pass.

PRESIDENT'S OFFICE
University of Oregon

MAY 7 1979

- D. Littman reported on the AOF meeting in Salem on April 28. Boe, Van Fleet, and Trow attended the meeting and once again talked about the poor image of university faculty within the Legislature and the fact that faculty members are, in general, poorer lobbyists than students. Apparently the evaluation bill has left the House Committee on a vote of 4 to 3, but it is anticipated that the bill will not be approved by the full Legislature.
- E. The Internal Administrative Regulations on faculty rights which was of concern to AC members last week appears to be those currently in effect. The new rules approved by the State Board were distributed and discussed. The AC was informed that Boyd did make a presentation at the Board meeting indicating that he would continue to support the Charter of the University of Oregon in which faculty input into the governance of the University is substantial.

3:15 Boyd and Olum

4. Graduation Speaker

Boyd brought the AC up-to-date about the problems associated with a small number of students indicating that they did not wish Atiyeh to speak at the June graduation. He felt it was really necessary for us to be imaginative about things that could be done to encourage Atiyeh's presence. The AC agreed to have the Chair develop and send a letter encouraging him to attend. Holbo agreed to have a personal follow-up to the written correspondence. Individual faculty members are also encouraged to send notes to the Governor to encourage his appearance.

5. Salary Requests

The State Board uses a 19-institution comparison in support of their salary increase requests to the Legislature. This comparison has been used for a number of years. There were two arguments that were posed by members of the AOF on this approach. First, the budget figure proposed was for the first year bienneum and would, therefore, be behind for the second year. Second, using other universities (a retreating base level of funding) may not be the most appropriate comparison to make.

The question on how to distribute the salary increases was again discussed. Boyd agreed to mention at the University Assembly concern about the effect of inflation on faculty salaries. He agreed to indicate that as a general principle one-half of the salary increases would go for merit and one-half would be across-the-board, but that there are some moments when the inflation levels demand retreating from this position. Boyd was also encouraged to use the comparison with other professions data from the AOF documents.

6. Budget

Estimates on budget reductions for next year were provided by Olum which reminded me of the cartoon in the New Yorker where a man (why is it always a man?) is addressing his board of directors. The caption reads--"Gentlemen, I have examined the brighter side of this issue and personally, it doesn't look good." So much to say for the budget.

7. Emerald Letter

Boyd shared with the AC a draft of a letter he intends to submit to the Emerald regarding the appearance of the Governor at graduation. The AC encouraged the President to send a copy of the letter to the Governor himself.

8. State Board Meeting

Boyd indicated that Mechanical Engineering and Computer Science programs were approved for Portland State. For some reason, OSU did not question the initiation of these programs. The starting of the engineering program did not result in any additional FTE. The computer science program allocation included a .50 FTE over the next four years.

9. Internal Management from Johnson Hall

The whole question on what the mission of the University of Oregon should be and how the administration should proceed in leading the University through these troubled times was again discussed. The tough questions of how much student credit hour production should be considered in allocations and reallocation of funds was raised as were other commonly recurring themes of the need to keep a critical mass even if we go down to a lower enrollment level. Possible ways of dealing with these extremely complex problems were identified: (1) the use of University pools of positions; and (2) increasing the teaching loads a certain percentage. Boyd thought it would be extremely useful to develop an inventory of the best ideas possible of dealing with the problems of the next 10-15 years. Boyd also indicated that he would value the collective judgements of AC members on the identification of items on such an inventory. Holbo distributed an article prepared by Dick West on management concerns.

Agenda Items

- A. "Management" from Johnson Hall
- B. Librarianship summer school
- C. Advisory Council meeting with general faculty
- D. Continuation of discussion of University mission
- E. Organization of senate and assembly
- F. AC final report
- G. David Povey - environmental education