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ADVISORY COUNCIL MINUTES

October 22, 1979

TIME: 1:30-5:00 p.m. Johnson Hall Conference Room

MEMBERS PRESENT: Virgil Boekelheide, Robert Campbell, Paul Holbo (Chair), Wanda Johnson, Bob Lacy, Nat Teich, Don Tull, and Shirley Wilson (Vice Chair-Secretary)

I. Council Meeting

A. Minutes

The minutes of the previous meeting, sent out in campus mail Friday morning, had not been received by members.

B. Information Items

1. Paul H. sent announcements to the faculty of the Council's Faculty Forum on University group requirements to be held Wednesday, October 24th in 167 of the EMU.
2. Wanda reported that 16,902 students had paid fees by the end of the fourth week. The count last year at this time was 16,466. The current count is the highest since 1975 when it was 17,384. This year's figure represents a 22% increase in Oregon resident freshmen and a 6% increase in out-of-state freshmen. The number of juniors is about the same as 1978, the seniors are down by 6%, and the graduates are down by 15.2%.
3. Virgil reported on his pre-game visit with Barbara Nichols, the Counselor for Student Athletes, the coaches, and members of the football team. His overall impression was that there is a strong emphasis on the academic progress and needs of players and that the coaching staff and players are very supportive of the role played by Barbara. The athletes represent a wide range of majors and about 85% of the football players are graduating from the University.
4. Nat reported that at O.C.E. and P.S.U. summer session faculty were clearly excluded from the PERS "pick-up" in the contracts negotiated by the unions on those campuses.

C. Items From the Floor

1. Art Gloster will join the Council today to discuss the possibility of pre-registration by the fall of 1980.
2. Don has been asked by the faculty to bring up the issue of promotion and retention standards for librarians.

3. The Council will inquire about the status of Paul Olum's statement on Sabbatical Leave policy.
4. The Council received copies of Bob Campbell's analysis of the proposed reintroduction of the G.P.A.

D. Discussion/Action Items

1. Interinstitutional Council Meeting

Holbo, Teich, and Campbell will attend the meeting on November 8, in Portland.

2. Pac-10 Council Meeting

Members were asked by Paul H. to indicate their priorities for agenda items.

3. Creation of an Educational Policy Committee

A discussion of the Educational Policy Committee proposed by Paul Olum ranged broadly, raising the following questions.

- a. Shouldn't there be a procedure for planning, not a committee?
- b. What is the proper function of faculty in University governance and planning?
- c. What is the role of the Curriculum Committee in educational policy of the University?
- d. Should the Advisory Council be the University's educational policy committee? (The consensus opinion was "No".)
- e. Would such a Committee monitor potential conflicts in the curriculum or would it establish a framework for what the University's program should be and then measure new proposals against such a framework? The Council feels it needs more time to discuss this issue.

4. Creation of a Grants and Overhead Policy Committee

The Council will hear Paul Olum's reasons for creating this committee before discussing further.

5. Faculty Retirement

Don Tull reviewed for the Council, his recent conversation with Henry Osibov. It is Don's conclusion that

the Council recommend the appointment of a fulltime person to be responsible for faculty personnel matters. The Council agreed.

6. Pre-registration

Art Gloster presented a plan for instituting pre-registration by fall 1980. The Council will want to discuss the issue in more depth by some future time.

II. Council/Provost Meeting

A. Search Committee for Dean of Arts and Sciences

Paul Olum presented names for the Search Committee, suggested by the Dean's Advisory Council of the College of Arts and Sciences. The Council offered their comments and recommendations. Paul O. explained that John Baldwin will call a meeting of C.A.S. department heads for the purpose of discussing whether the search will be internal or external. Both President Boyd and Provost Olum will attend the meeting. Only after that meeting will the Search Committee members be named. It was suggested that department heads name graduate students who would be good candidates to serve on the Search Committee.

B. G.T.F. Bargaining

Paul Olum reported that agreement had been reached "in spirit" on the workload question. There has been difficulty in finding mutually acceptable wording to express the intent of the workload agreement. The G.T.F.'s also wanted Paul O. to send a memorandum to faculty interpreting the meaning of the agreement. Paul was not willing to do this because he felt that the contract should express the agreement clearly enough to make such a explanatory memo unnecessary.

Sociology graduate students have filed a grievance on the basis that in the past they had been more involved in promotion and tenure cases than is now the case. The grievance was heard by the University and denied. The students wanted to go to arbitration but it is the University's position that this is not arbitratable. The students have subsequently filed an unfair labor practice proceeding against the University.

C. Budgetary Implications of Increased Enrollment

Paul O. stated that the increase in enrollment will probably mean that we will have to find only half of the 1% we were expected to cut from the budget next year. That would mean cutting \$200,000 instead of \$400,000. Paul O. said that the amount we will have to cut could be even less than \$200,000.

D. Retirement

Paul O. reported that Mavis Mate has been doing some work on the report and the various options that might be available to faculty who retire early. It is not clear how changed Social Security regulations are affecting the 600 hour option.

Paul O. clarified for the Council that all personnel matters, including faculty personnel, are now under Ray Hawk with Dave Cunningham assisting him. Henry Osibov will not be replaced. Pres. Boyd wants all personnel matters under one head. He said that it may be necessary to create a new position to oversee all personnel matters of the University. The person filling this position would be someone who understands and can adequately advise faculty on personnel matters.

The Council feels that clarification is needed on both the substance and procedures of faculty personnel matters. Bob Lacy will talk with Henry Osibov about some of the Council's questions on retirement benefits. Bob agreed to keep Mavis Mate informed of his findings.

E. Promotion and Retention Standards For Librarians

Although Paul O. favors a two-track system in which both job performance and research and teaching are considered separately, he feels that further discussion should be deferred until the new University Librarian is hired. The Council agreed.

F. Sabbatical Leave Policy Statement

Paul O. has recently discussed this issue with the executive committee of the A.A.U.P. He is finalizing a written statement on guidelines for leaves which will not change basic policy but will alter the implementation and application of the policy. The Council will have an opportunity to review and react to the final draft of Paul's guidelines.

G. Pre-registration

The Council is encouraged by Art Gloster's presentation on

pre-registration but is concerned about the fall 1980 implementation date. Paul O. assured members that there will be adequate involvement of all user groups in the planning and that he is committed to the principle that "we would rather do it right than do it early". He says that fall 1980 is only a target date and will be changed if the planning reveals serious problems that cannot be resolved.

H. Study Space for Students

Paul O. reported that at a recent meeting with A.S.U.O. leaders, students expressed the need for more evening study areas, preferably in the library. Further discussion was deferred until the Library Space Study is considered by the Council.

III. Future Discussion Items

- A. Educational Policy Committee and related issues of University governance and planning, and admissions policy and goals.
- B. Grants and Overhead Policy Committee
- C. Stipends for department heads
- D. Allocation of classified staff
- E. Library Space Study
- F. Domed Stadium
- G. Graduate School

Chris

ADVISORY COUNCIL MINUTES

October 29, 1979

MEMBERS PRESENT: Virgil Boekelheide, Robert Campbell, Paul Holbo (Chair),  
Bob Lacy, Nat Teich, and Shirley Wilson (Vice Chair/  
Secretary)

I. Council Meeting - 1:30 - 3:15 p.m.

A. Minutes

The October 15th minutes have not yet been received by members. Shirley will put a tracer on them.

Two corrections were made in the October 22nd minutes. In item I.D.1. on page 2, "Johnson" should be substituted for "Campbell." In item I.D.3.d. on page 2, the parenthesis and its contents should be deleted.

B. Information Items

1. Hearn Memo. Paul H. will thank Linda Hearn for her letter addressing the issue of a School for the Performing Arts. There was a brief discussion of the importance of performance in the areas of music, theatre, and dance. The Council members agreed that they would like further discussion of this topic and will consider it again when Tom Prewitt submits his proposal to us. This concept is another example of the type of issue which should be included in long-range planning and educational policy formulations.
2. Portland Inter-institutional Council Meeting. Council members Holbo, Johnson, and Teich will leave from the Johnson Hall parking lot at 9:30 a.m. on Thursday, Nov. 8.
3. Faculty Salary Improvement and Program Improvement Priorities.

Paul H. reported that salary improvement may displace library improvement as first priority among program improvement items. The Council feels strongly that salary improvement should not be a part of program improvement considerations but should be dealt with separately. This issue will be raised at the Portland meeting if President Boyd confirms that it is a plan being seriously considered. The Council members attending the Portland meeting will inform themselves of current actions or strategies being considered by A.A.U.P., A.F.T., and A.O.F. on the matter of faculty salaries.
4. Graduate Student Tuition Being Charged Directly Against Research Grants. Virgil brought up again his concern about the inequity of the new method of charging graduate tuition to research grants. The changed policy significantly diminishes the amount of money the researcher has available to complete his/her work. Discussion was deferred until Paul O. joins the meeting.

PRESIDENT'S OFFICE  
University of Oregon

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C. Items From the Floor

1. Consultant on Pre-Registration. Paul H. reported that Art Gloster is bringing a consultant on pre-registration to campus and has asked if the Council wishes to meet with him. Members felt that it was not necessary to meet with the consultant and suggested that it would be important for Maradel Gale to be in communication with Art and the consultant.
2. Library Committee. Paul H. reports that the Library Committee has not yet met this year and it would seem that they could be especially useful to the library operation in this time of transition. The Council agreed and suggested that John Lallas be asked to name a Chairer who could then convene a meeting of the committee.
3. Safety Concerns on Alder Street. Paul has been asked by a faculty member to raise the issue of a dangerous condition on Alder Street. The mixture of pedestrians, cars, and bicycles on all sections of Alder that border the campus presents an extremely hazardous condition, particularly at peak traffic times of the day. Shirley offered to convey the Council's concern to the Campus Planning Committee, Campus Security, and the University's Safety Advisory Committee.
4. Faculty I.D. Cards and S.S. Numbers. Nat pointed out that by faculty legislation, the imprinting of social security numbers on faculty identification cards is optional. Because this legislative action took place some time ago, he wonders if the option is being offered to new faculty. Paul H. asked Nat to follow up on his question with Ray Hawk.
5. Retirement. In a discussion of retirement the following points were made:
  - a. Bob Lacy will ask Henry Osibov to confirm the accuracy of the information on the Niven charts (in the Siegel Report) given recent changes in the law. Bob will ask that the corrected information be sent to all faculty.
  - b. Members attending the Portland meeting will suggest that P.E.R.S. be requested to provide income information annually to faculty so that they can determine their retirement benefits.
  - c. Consideration should be given to establishing a broad-based faculty retirement committee whose charge would be to ensure that faculty retirement benefits were protected.
  - d. The Council feels that all faculty personnel matters, including retirement, should be within the jurisdiction of the Provost's Office.

- e. The Council might sponsor a panel of well-informed persons to address the concerns of faculty about retirement.
  - f. The Council favors the implementation of the State Board mandated post-tenure review because such a review can productively focus on issues of retirement.
  - g. An appropriate response to the Siegel report will need to be made.
6. Library Report. Paul H. distributed a letter to President Boyd from Richard E. Moore, Chairman, OSSHE Interinstitutional Library Council. Discussion of the Library Report was deferred until next week.
  7. There were no further suggestions for the agenda of the Pac-10 Council Meeting.

II. Council/Provost Meeting - 3:30 - 5:00 p.m.

A. Discussion/Action Items

1. Search Committee for Dean of Arts and Sciences. Paul O. reviewed past discussions held by the President and Provost with the Dean's Advisory Committee and recently with the faculty of the College of Arts and Sciences. He then asked the Council's advice as to whether the search should be internal or external. (Paul H. did not participate in this discussion nor offer an opinion as to whether the search should be internal or external.) It was the consensus opinion of the Council that the search should be internal for practical and economic reasons. An external search would mean that money would have to be diverted to fund the Dean's position at an appropriately high level. This money could be better used to fund needed departmental positions. Further, the person chosen will serve for only a limited period of time and would then join an academic department. That department might conceivably wish to name some other person as a new faculty member, if given a choice.

Membership of the search committee will be decided by President Boyd after hearing the Council's comments and suggestions.

2. Blue Ribbon Retention Committee. Paul O. read the charge to the new retention committee and listed its members. Nat Teich will chair the group.
3. Librarian Candidates. Paul H. and Paul O. reported that the candidates for University Librarian are each very different and all would bring positive attributes to the position.
4. Enrollment and Funding. Paul O. explained that our enrollment is up by 2.7% but that we are funded on predicted figures which were much less than our attained enrollment. Although



the number of graduate students is down, their carrying load is up. Enrollment in the College of Arts and Sciences is strikingly up over last year. Overall, the mix is better than last year. Paul O. feels, and the Council agrees, that President Boyd should ask the Emergency Board for some of the tuition windfall generated by the University of Oregon. If we can continue to enroll these numbers and can improve our retention, our financial outlook for the biennium will be far better than anticipated.

5. Retirement. Paul O. briefly outlined a new scheme proposed by Paul Civen to provide early retirement to faculty.

B. Pending Agenda Items

1. Library Space Study
2. Creation of an Educational Policy Committee
3. Creation of a Grants and Overhead Policy Committee
4. Stipends for Department Heads
5. Allocation of Classified Help
6. Program Improvement and Planning
7. Admissions Policy and Goals
8. Domed Stadium
9. Status for Librarians
10. Sabbatical-leave Statement
11. Graduate School