

FACULTY ADVISORY COUNCIL
University of Oregon

June 15, 1981

Meeting was called to order at 2:30 p.m.

Present: all but M. Mate and J. Reynolds; including new members:
C. Keutzer, L. Pierce, and S. Tepfer (absent new members:
F. Andrews, C. Clark)

Topics discussed:

1. The Council will not meet next Monday, June 22. The next meeting will be on Monday, June 29, at 2:30 p.m., in the Johnson Hall Conference Room.
2. Issue of an enlarged panel to review budget considerations. (There is a panel on academic planning chaired by R. Albrecht which consists of R. Harris, C. Ulrich, R. Gilberts, G. Starlin, S. Pierson, and one other faculty member.)

If the Council expanded, it would need to know the parameters of committee work, duration, etc.

The Council felt that another budget review committee should not be established, but that the administration should rely on the Council and the Council of Deans. When a specific proposal is made, the affected units should be notified, consulted, and given the opportunity to respond to the proposal before any widespread announcements are made. The role of the Council in this process is to raise questions during the review process.

3. Replacement of Chancellor. Hope exists that the current Chancellor will retire in December 1981. The Council wants to fight strongly for an outside person to be selected, as opposed to someone from one of the System schools. General discussion ensued about problems of the State System, Board, funding systems, etc. Maybe there should be a separate system for the research, Ph.D. granting institutions apart from the state colleges, especially with regard to budgeting formulae.

FACULTY ADVISORY COUNCIL
University of Oregon

June 29, 1981

The first meeting of the 1981-82 Faculty Advisory Council was called to order at approximately 5:00 PM.

Present: Fred Andrews, Maradel Gale, Esther Jacobson, Carolin Keutzer, Lawrence Pierce, Stanley Pierson, and Stanley Tepfer.

1. The first order of business was to elect a chairperson and a vice-chairperson/secretary.

Chairperson: Nominated: S. Pierson and C. Clark
Elected: S. Pierson

Vice-Chairperson: Nominated: S. Tepfer and L. Pierce
Elected: L. Pierce

2. Members were asked to send L. Pierce their Summer schedules.

3. Next meeting will be held on Monday, July 13, at 2:30 PM.

FACULTY ADVISORY COUNCIL
University of Oregon

June 29, 1981

Meeting was called to order at 2:30 p.m.

All members present except Clark

Topics discussed:

1. Need to ascertain the status of Advisory Council minutes -- are they confidential or public documents?
2. Coordinating Committee on Budget Procedure: Albrecht chairs, members are: Starlin, Gilberts, Civin, Ulrich, Harris, Pierson, Weeks.

Purpose: to talk about procedures to be used in connection with budget reductions and criteria to be used for budget cuts.

Time Schedule: By September 15 a report will have gone to the Faculty Advisory Council, Council of Deans, etc., and finally to the Chancellor.

Question: How does this coordinating committee relate to the Faculty Advisory Council? This needs to be ascertained in a discussion with Robert Albrecht.

3. Unfinished business: Some focus needs to be made on the budgeting process for the University and faculty participation in it. Faculty governance concerns remain on the agenda for the new Council. University housing needs to be kept in mind with the idea of using it for faculty recruitment.

President Olum joined the Council at 3:30 p.m.

4. Play Scheduled for fall: Bent. Council discussed what, if any, administrative concern should be indicated in terms of the public relations implications of presenting this play. The Faculty Advisory Council felt there is no way the administration can speak to this issue without exerting the chilling effect of censorship on the drama department.

Jacobson joined the Committee at 3:30 p.m.

5. Enlarged ad hoc Committee on Budget Cuts review. There is a memo out regarding the procedures for faculty involvement in budget cuts.
6. Comparative Literature: Faculty Advisory Council letter went to the Dean of Arts and Sciences. There seems to have been no further action taken on the appointments to the Comparative Literature faculty. There are still some problems with the membership appointments. Provost should advise appropriate dean that academic credentials should be the sole determinant of membership on these quasi-departmental committees.
7. Paul Olum reported on meeting of State System Presidents on Thursday before the Board meeting (June 25).

Minutes of Faculty Advisory Council

July 13, 1981

Members Present: F. Andrews, C. Clark, E. Jacobson, C. Keutzer,
L. Pierce, S. Pierson, and S. Tepfer.

1. Planned vacations of Advisory Council members from July 20 to September 14. Known absences include:

July 20

July 27 -- Andrews, Jacobson

Aug. 3 -- Andrews, Tepfer

Aug. 10 -- Andrews, Jacobson, Tepfer

Aug. 17 -- Andrews, Pierson

Aug. 24 -- Andrews, Pierson, Pierce

Aug. 31 -- Pierson, Pierce

Sep. 7 -- Pierson

Sep. 14 -- Pierson, Pierce

2. The Advisory Council reviewed a document entitled "Institutional Procedures for Consultation . . ." A few editorial changes were made and will be passed on to R. Albrecht.

The Council agreed that the Chairer should ask the President to invite an Advisory Council member to meetings of the University Budget Committee. During the summer that responsibility could be shared by Council members. The Council feels that it would be best to appoint a permanent member in the fall.

3. President Olum joined the Meeting at 3:00 p.m. and reviewed recent budgetary developments at the Legislature. Of particular concern is the \$5.7 million underfunding of the State colleges and universities' salary improvement agreement. He also discussed strategies for dealing with that problem and the possible failure of the Legislature to restore enough funds to avoid financial exigency.
4. The President announced that a national search would be conducted for a Provost. The Council was asked to prepare a list of names for a search committee.
5. At 4:00 p.m. the Council met with the Council of Deans to review a draft proposal for a crisis planning procedure. After lengthy discussion, the plan was sent back to committee for redrafting.
6. The next meeting of the Council will be at 2:30 p.m., Monday, July 20 in the Johnson Hall Conference Room.

Minutes of Faculty Advisory Council

July 20, 1981

Members Present: F. Andrews, C. Clark, E. Jacobson, C. Keutzer, L. Pierce, and S. Pierson

1. Council members present agreed to continue meeting each Monday this summer for as long as there is business to discuss. The fall term meeting time will be Mondays at 2:30 p.m.
2. The Council discussed the previous week's dismemberment of the Albrecht Planning Committee report. We advised Stan Pierson, a member of the Albrecht Committee, to ask the Committee to separate the long-term planning activity from discussions of the 1982-83 budget proposals due by November 15. Most members also felt that long-range planning should encompass an optimistic outlook along with flat and declining forecasts. The Council recommends that the President and Provost include faculty discussions in the preparation of the 1982-83 budget particularly if exigency or major program reductions are required.
3. President Olum and Provost Hill joined the meeting at 3:30 p.m.
The President reviewed his biases and dissatisfaction with the Albrecht Committee's planning document. He requests that the Committee prepare a report on what departments and units of the University could ideally accomplish with level funding, and then, if it wishes, append a report on how the University might respond to budget cuts. He does not foresee a role for the Committee in the 1982-83 planning activities. The President expressed his strong opinion that a high quality university is worth taking risks for and that he will fight with the Chancellor, the Board, the Legislature and the public to restore the level of support required to build such a university.
4. The President agreed to have a member of the Council attend meetings of the Budget Committee. The Budget Committee is chaired by the President and includes:
Paul Olum, President and Chair
Richard Hill, Acting Vice-President for Academic Affairs and Provost
Curtis R. Simic, Vice-President for Public Services
Ray Hawk, Vice-President for Administration and Finance
Paul Civin, Associate Provost for Planning
Robert Albrecht, Vice-Provost
Joanne Carlson, Acting Vice-Provost
Ralph Sunderland, Director of Management and Budget
Richard Hersh, Dean of the Graduate School
Gerard Moseley, Associate Provost for Student Affairs
John Lallas, Executive Dean
The President said the Council member would be the last addition to the Committee. The Council will decide at its July 27 meeting who will represent the Council on the Budget Committee.
5. The President reviewed the budget situation. Everyone is waiting for the Legislature to complete its work. The President and Provost met with Representative Campbell to soften his opposition to new taxes and State agency budget restorations. Progress is made one small step at a time. The State Board has postponed its July meeting until the Legislature adjourns. The President and staff are preparing several responses to possible legislature action.

6. The President announced admission deadlines for the Fall 1981 term.
7. The President would like the Council to recommend 12 to 15 names for possible inclusion on the Provost Search Committee. The Council will begin to compile such a list at its next meeting.
8. The next meeting of the Council will be at 2:30 p.m., Monday, July 27, in the Johnson Hall Conference Room.

Minutes of Faculty Advisory Council

July 27, 1981

Members Present: C. Clark, C. Keutzer, L. Pierce, S. Pierson, and S. Tepfer

1. Stan Pierson gave a report on the status of the Albrecht (Coordinating) Committee. The Committee agreed to dissolve itself. Planning for the 1982-83 budget will be coordinated by the Provost's Office. The long-range planning activities will conform to the President's original request for a plan on how to improve the University in the context of level funding. The President repeated to the Albrecht Committee his intention to take risks to preserve a quality University. The Council agreed that some statement should be distributed by the administration to ameliorate the anxieties created by earlier planning announcements.
2. Larry Pierce was selected to represent the Council on the Budget Committee. The Council discussed the role of the representative on the Committee. Pierce was asked to discuss with Olum the rules regarding the reporting of Budget Committee discussions to the Council.
3. The Council discussed plans for the inauguration of the President on October 10th and 11th. The Council agreed that the exercises should have a strong academic theme and that the President should use this opportunity to make a strong defense of the academic enterprise. Adding a symposium to the inauguration schedule is another way of highlighting the academic qualities of the University.
4. The Chairer is compiling a preliminary list of names for the Provost's Search Committee. Please send additional names to Stan Pierson. He will then prepare a list for our discussion at a later meeting.
5. The President and Provost joined the meeting at 3:30 p.m.

The President reviewed his expectations of the short-term and long-term planning activities. A memorandum to Deans and Department Heads is being distributed explaining the current planning situation and asking for ideas concerning the 1982-83 budget.

6. The President discussed plans for salary improvement over the next two years. Tentative plans call for the distribution of the 12 percent increase in three installments so that the salary base is increased by just over 16 percent. The University plans to absorb the unfunded costs of the fringe benefit package. The President and Council members agreed that some of the increase should be distributed for merit/equity although no decision was reached as to how much or when the merit/equity increases would be made. There was also disagreement as to whether the first 6 percent increase should go into effect on July 1 or September 15. Three Council members supported the President's argument that it was unfair not to let 12-month people have their increase on July 1. Two Council members supported the Provost's argument that it was fairer to give all University employees increases at the same time. The President said he would discuss with Bill Lemman the idea of postponing the first 6 percent increase for the entire System until September 15.
7. There was a lengthy discussion of the extendable term contract proposal before the State Board. Olum expressed his opposition to its use for academic faculty, but indicated that if it is adopted, his intention is to use it for some officers of administration at the University. Olum will not oppose the proposal before the Board. He does believe, and will make the point, that acceptance of the extendable term concept will probably subject the Board and SOC to AAUP censure.

7 cont.

Olum commented that he strongly supports tenure, not to provide faculty with job security but to protect faculty from department heads, deans, provosts and presidents who may disagree with their work or dislike them personally. Tenure should be used to provide autonomy for faculty within an educational institution.

8. The President reviewed the latest, incomplete news from the Legislature.
9. The President announced that Ms. King has been appointed as the Faculty Benefits Officer at the University.
10. The next meeting of the Council will be at 3:00 p.m., Monday, August 3, in the Johnson Hall Conference Room. The meeting time has been set back one-half hour to accommodate a schedule conflict of the President and the Provost.

Minutes of Faculty Advisory Council

August 3, 1981

Members present: M. Gale, E. Jacobson, C. Keutzer, L. Pierce, S. Pierson, S. Tepfer

1. Chapin Clark was designated to convene the Advisory Council on August 24th and 31st if, in consultation with the President, meetings are needed.
2. Stan Pierson reported that Dan Williams in Housing is looking into the possibility of making some University housing available to faculty members.
3. The Council discussed the replacement of Wendell Basye as the University's Pac-10 athletic representative. There was agreement that the replacement should be a strong spokesperson for the academic side of the University. The Council prepared a list of possible replacements. It was decided that Vice-President Hawk should be invited to the next meeting of the Council on August 10th to discuss the position and the candidates for the job. Council members were asked to think of other names for possible consideration at that time.
4. The Council began paring down the list of names to be recommended for the Provost's Search Committee. Each Council member should bring a list of 12-15 nominees from the current list to the next meeting. The Council will present a list of suggested names to the President after the August 10th meeting.
5. The Council briefly reviewed the AAUP letter concerning faculty involvement in budget-cutting decisions. Since program cuts will not have to be made this year, the request for two large faculty meetings is moot. The Council does not support the request for greater faculty representation on the Budget Committee.
6. Paul Olum and Dick Hill joined the Council meeting at 4:30 p.m.
The first item discussed was the selection of Hanna Gray as the 1982 Commencement speaker. The Council enthusiastically endorsed the selection.
7. The timing and composition of salary improvements was discussed. The Council agreed with the administration's strategy of pursuing a July 1st salary adjustment date for nine-month as well as twelve-month employees. Failing that, consideration may be given to shifting the fiscal year back to September 15th. The Council recommended to the President that a merit/equity component be included in both the July 1981 and July 1982 salary increases. The Council supported a proposal that 3 percent be set aside in each of those increases for merit and equity adjustments. This would leave over 10 percent for across-the-board increases over the next two years.
8. If Council members have suggestions for the President's summer letter to the faculty they should send them directly to the President.
9. The President reviewed the final legislative action on the budget. The State System received a \$19.8 million restoration from the 10 percent cut. Nevertheless, the failure of the Legislature to provide an adequate prudent person reserve leaves the State System vulnerable to possible cuts in 1982-83. This is particularly true since the State System's 1982-83 budget will not be appropriated until a special session is convened, probably next summer.

10. The President asked the Council to examine and propose changes in procedures recommended by the Committee on the Status of Women. Specifically, the Council is to rewrite the proposed procedures for protecting women and other minorities during periods of program cutbacks from bearing a disproportionate burden. The Council is also to prepare a statement on how the administration should respond to rulings of the Affirmative Action Officer in contested cases. A copy of the Spring 1981 report of the Committee on the Status of Women will be distributed to each member of the Council. At the August 10th meeting, a subcommittee will be appointed to prepare both of these documents.
11. The President reported on plans for presentation of the play Bent by the Theater Department. The play is a serious one and will be presented in a professional and tasteful manner.
12. The next meeting of the Council will be August 10, 1981, at 3:30 p.m., 105 Johnson Hall Conference Room.

Minutes of the Faculty Advisory Council

August 10, 1981

Members present: C. Clark, M. Gale, C. Keutzer, L. Pierce, S. Pierson

1. Stan Pierson is writing a response to the AAUP letter on faculty participation.
2. The Council hopes to have a final list of recommended names for the Provost's Search Committee by early in September.
3. There was a lengthy discussion on the activities of the Pac-10 athletic representative with Ray Hawk. The Council conveyed its desire that the representative be a respected member of the faculty and an articulate advocate for sanity in intercollegiate athletics. Dr. Hawk agreed to consider additional candidates, among them Glen Love, Bob Fagot, Roger Chickering, Chapin Clark, and Jim Reinmuth. He will report back to the Council early in September.
4. Carolin Keutzer, Chapin Clark, and Sandy Tepfer will constitute a subcommittee to rewrite the recommendations of the Committee on the Status of Women regarding the impact of program reductions on women and minorities. The subcommittee will also devise a statement on how the administration should respond to rulings of the Affirmative Action Officer.
5. The Council agreed to assume responsibility for organizing a symposium at the inauguration of the President. Tentatively, the symposium will be held between 9 and 12 a.m. on Saturday, October 10. The theme will focus on the role or functions of a public research university in the 1980s. We hope to invite a major speaker, such as Harold Enarson, retired president of Ohio State University, and several commentators such as Jim Gardner, Louis Perry, etc. There will be a meeting of Council members interested in working on the symposium on Friday, August 14 at 1:30 p.m., in Carolin Keutzer's office in Straub Hall.
6. Paul Olum gave a report of the State Board Meeting in Portland. He expressed a concern that the Chancellor's claims that cuts will have to be made in the second year of the biennium will put pressure on the University to make unnecessary cuts. The alternative may be to lose funds to colleges which have not already made cuts as we have, or which have weak programs needing to be cut. The President also reported that his opposition to extendable contracts created some bad feeling among institutional presidents favoring the proposal.
7. The Council critiqued a proposed statement on student absences. The Council felt that rather than making a policy covering all contingencies, the administration should write a letter to faculty which makes three points: 1) that faculty should accommodate students who must be away from campus as representatives of the University; 2) that students should be responsible for informing faculty of absences ahead of time whenever possible; and 3) that units, such as the Athletic Department, should try to avoid scheduling events during examination periods.
8. The President reported that a decision had "almost" been made that there would be a merit/equity increase in each of the three salary improvements scheduled during the biennium. The increases would be 3% across-the-board and 3% merit/equity on July 1, 1981; 3% across-the-board and 2.3% merit/equity on July 1, 1982; and 2% across-the-board and 2% merit/equity on May 1, 1983. He also explained that Deans would be permitted to use some of the July 1, 1981, merit/equity increase for more-or-less across-the-board increases.

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Minutes of the Faculty Advisory Council

September 14, 1981

Members Present: F. Andrews, C. Clark, M. Gale, E. Jacobson, C. Keutzer, L. Pierce, S. Pierson

1. S. Pierson announced that Chapin Clark had accepted, without pressure, the responsibilities of the Pac-10 athletic representative.
2. S. Pierson was selected to serve as the Advisory Council representative on the Distinguished Service Award Committee, and Sandy Tepfer was nominated and unanimously elected to be our representative on the Johnson Memorial Award Committee.
3. A draft affirmative action policy statement was circulated and will be discussed at our next meeting.
4. Plans for the inauguration symposium are continuing. S. Pierson will moderate the first panel. We are still waiting for acceptances from Bill Boyd, Jane Carpenter, and Ed Bassett. L. Pierce will chair the faculty panel. The following names have been proposed for the faculty panel: Mike Posner, Thelma Greenfield, John Baldwin, Toby Edson, Alan Kimball, Richard Stevenson, Dick Brown, Peter Gontrum, Everette Dennis, Jerry Finrow, Don Taylor, Celeste Ulrich, Dick Hersh, John Moseley, Robert Hurwitz, Louise Wade. We will select panelists at our meeting on the 21st. Please come with any additional names and a priority list.
5. Paul Olum and Dick Hill joined us at 3:30 p.m. A copy of the September 15 budget letter to the State System was distributed for our review. The Council in general supported the general thrust of the report. Specifically, we endorsed the strategy of reducing enrollments by increasing entrance standards to compensate for our inability to fill authorized positions. We also agreed to hold things together rather than take more drastic steps to maintain quality. Since the Council did not receive the report before its meeting, we agreed to continue our discussion of the budget situation at our next meeting. Proposals were made to meet with deans from several schools where reorganization might better serve the mission of the University and reduce costs at the same time. The Council supported the President's statement of appreciation for the work the Provost has put into the 1982-83 budget plan.
6. The President reviewed developments at the last meeting of institution presidents and the State Board. He discovered, what political scientists have known all along, that weak majorities will try to impose their preferences on strong minorities through collective action. The Council agrees that the President's first obligation is to articulate and defend the interests of this institution. We hope that that can be done without prejudice to our interests within the State System.
7. The President announced that the next meeting of the State Board will be in Eugene on October 23. The agenda includes a hearing and vote on the extendable term contract controversy. The Board will also discuss the University's proposed course changes. And, of course, the budget will be discussed. The President has asked for a postponement of the campus visitation until next Spring.
8. The next meeting of the Advisory Council will be Monday, September 21, 2:30 p.m. in the Johnson Hall Conference Room. At 3:30 p.m. we will adjourn to attend the University Convocation.

Minutes of the Faculty Advisory Council
September 8, 1981

Members present: F. Andrews, C. Clark, E. Jacobson, C. Keutzer, L. Pierce, and S. Tepfer

1. Harold Enarson has accepted our invitation to be the keynote speaker at the inauguration symposium. James Gardner has agreed to be a panelist. Bill Boyd has not yet replied. Both Met Wilson and Lou Perry had other commitments. L. Pierce will write to Jane Carpenter and E. Jacobson agreed to contact Curt Simic to find a suitable panelist to represent industry in Oregon. She will then have Sue Baxter send an invitation. Council members are to bring names to the next Council meeting on September 14 of University faculty who might serve on the second panel.
2. The Council reviewed a final list of recommended faculty representatives for the Provost Search Committee. After substituting Charles Curtis for Richard Koch who is on leave, the list was approved. The following names have been sent to the President:

Bowers, Chet	Education
Calin, William	Romance Languages
Carter, Larry	Sociology
Crasemann, Bernd	Physics
Curtis, Charles	Mathematics
Dorjahn, Vernon	Anthropology
Hugi, Joanne	University Computing
Hurwitz, Robert	Music
Rothbart, Mary	Psychology
Stein, Richard	English
Simmons, Sherwin	Art History
Sprague, Karen	Biology
Tull, Donald	Business Administration
Weill, Daniel	Geology
Youngen, Lois	Physical Education

3. A proposal to permit extendable term contracts is again on the State Board agenda for September 11. Bill Lemman has reportedly agreed not to bring the issue to a vote on the 11th in order to give AAUP and others more time to prepare testimony. A final hearing and decision are scheduled for the October meeting to be held on the UO campus. There was a concern that the AAUP has not adequately represented the UO faculty's opposition to extendable term contracts. AAUP appears to be torn between support of the 1940 AAUP principles and support for collective bargaining. The Council urges the President to continue voicing his opposition to extendable term contracts as a threat to the tenure system.
4. The consulting firm hired by the State Board to assist it in finding a new Chancellor has asked the IFS for ideas on how faculty might participate in the recruitment process. The Council recommends that faculty representatives have some opportunity to interview candidates and have an opportunity to express its preferences to the Search Committee. Finding good candidates often takes a good deal of wooing. There is a concern that a consulting firm will not have the stature to attract the best candidates. Council members are also afraid that the State Board will look for someone with management credentials rather than good academic credentials. It was suggested that the Council, possibly along with representatives from the Academic Senate at OSU, meet with several members of the Search Committee to express our strong preference for someone with a commitment to educational values.

5. Dick Hill and Bob Albrecht joined us at 3:30 p.m. They reviewed the uncertainty surrounding the September 15 budget letter and budgetary planning for 1982-83 more generally. Additional cuts ranging from 5% upwards seem likely. At this time, it is unclear how such cuts could be made. Council members were shocked and expressed concern that some alternatives to across-the-board cuts or school closings may not have been adequately explored. Is it time to pressure the State Board to close one or more institutions? Could a campaign be started to cut into the property tax relief program? If the Provost is able to confer with the President by next Monday, a discussion of the budget letter will be brought back for Council review.
6. Council members wish the President a speedy recovery from his back strain.
7. The next meeting of the Advisory Council will be on Monday, September 14, at 2:30 p.m., 105 Johnson Hall (the Conference Room).

Minutes of the Faculty Advisory Council - September 21, 1981

Members Present: F. Andrews, C. Clark, M. Gale, E. Jacobson,
C. Keutzer, L. Pierce, S. Pierson, S. Tepfer

1. There will be a special meeting of the Advisory Council Wednesday, September 23, at 7:30 p.m. at Stan Pierson's home (1800 Fairmount). Please bring your ideas for this year's Council's agenda.
2. The Pac-10 faculty senate leadership conference will be held in Pullman, Washington on October 30-31. The Council will discuss at a future meeting whether it is desirable to send a representative to that meeting.
3. Plans for the inaugural symposium were discussed. We agreed to invite participants to a luncheon following the symposium. We also agreed to ask Mike Posner, Celeste Ulrich, Rich Wilkins, Louise Wade and Pete von Hippel to participate on the university panel. Stan and I will take care of these arrangements.
4. The Council discussed the redrafted affirmative action policy statement. Before final approval, Chapin wants to check a new state law on the subject. It was also felt that some considerations should be given to affirmative action procedures in cases of normal contract expiration.
5. The Council adjourned to attend the University convocation.
6. The next regular meeting will be on Monday, September 28, at 2:30 p.m. in the Johnson Hall Conference Room.

Minutes of the Faculty Advisory Council - September 28, 1981

Members Present: F. Andrews, C. Clark, M. Gale, E. Jacobson,
C. Keutzer, L. Pierce, S. Pierson, S. Tepfer

1. The Council reviewed the revised draft of the Affirmative Action "Policy Statement." Minor corrections were proposed. The major concern was the increasing discrepancy between the Administrative Rules which provide minimum protection for personnel on term contracts and University policies which are increasingly placing the burden for non-renewal of contracts on the University. This inconsistency may create legal problems for the University if it is forced to lay-off faculty members. Despite these concerns, the Policy Statement will be sent to the President. If Council members have additional corrections they should be in Carolin's hands no later than 4:45 p.m. on Thursday, October 1.
2. The Council agreed to send Maradel to the Pac-10 Faculty Leadership Conference in Pullman, Washington on October 30-31.
3. Final inaugural symposium plans were discussed. The program and participants are in place. There will be a luncheon following the symposium in the Faculty Club.
4. Larry has agreed to serve on the Search Committee for a new chancellor representing faculty from all eight institutions. The Search Committee includes State Board members (Anderson, Carpenter, Ingalls, Perry (chair), Wyss), presidents (Briggs and MacVicar), faculty (Pierce) and student (Waggoner from WOSC). The Advisory Council expressed a preference for having an active recruitment process, a faculty review panel, and individual access to Search Committee members. It expressed a desire to recruit an outsider with strong commitments to academic values.
5. Stan will distribute a paper on the reform of undergraduate education within the next two weeks.
6. The Council will invite Glen Love to discuss problems encountered by the Committee on Committees in getting faculty to participate on University committees. This will be a first step in a general review of faculty governance at the University.

Paul and Dick joined the Council at 3:30 p.m.

7. Paul reviewed the growing controversy over the Environmental Law Clinic. The issues are subtle and alternatives bleak. The principle underlying Paul's decision will be that the University will not be put into a position of taking sides on an important public policy issue. If the University's neutrality can be ensured with the Clinic on campus then it could remain; if not, it will have to leave campus. Chapin has agreed to mediate a conversation between Paul and the NWF concerning the establishment of an office off the campus.

8. Another issue has arisen concerning the recruitment of students by the FBI. The issue is whether the FBI should recruit if they discriminate against homosexuals. If the FBI has a stated policy of discrimination against homosexuals which is inconsistent with the University's policy against such discrimination, then they will not be permitted to recruit on campus. On the other hand, if discrimination against homosexuals is only a suspicion, then students may protest, but the FBI will be permitted to recruit. The principle is that a University should be as open as possible so that in the long run truth will emerge.
9. The President shares the Council's concern about the adequacy of budgetary information and assistance. As soon as there is time, Paul plans to implement a new budget information reporting system. He believes this will provide the information needed to keep track of expenditures but also plan more effectively.
10. The President plans to speak about long-range planning in his inaugural address.
11. The University may^{soon} have a computerized pre-registration and student information system. Reasons for the long delay remain a mystery.
12. The budgetary situation continues to deteriorate. The unplanned cuts of \$297,000 for 1982-83 have, in the past week, grown to approximately \$850,000. This figure could continue to grow if enrollments statewide are down and indirect cost credits are lower than projected. No plan or procedure is yet in place for deciding what to cut prior to the November 1 deadline for submission of a plan to the State System. The Council extended an invitation to be used in whatever way the administration thinks is helpful.
13. The next meeting of the Advisory Council will be on October 5 at 2:30 p.m. in the Johnson Hall Conference Room.

Minutes of the Faculty Advisory Council - October 5, 1981

Members present: F. Andrews, C. Clark, M. Gale, E. Jacobson,
C. Keutzer, L. Pierce, S. Pierson.

1. The Council completed its work on the Affirmative Action Policy Statement and passed it on to the President.
2. The Advisory Council must appoint the Committee on Committees for 1981-82. There is some urgency in doing so because elections need to be held for the University Senate and the Interinstitutional Faculty Senate. Please bring the names of six or more candidates for the Committee to next week's Advisory Council meeting.
3. Maradel gave a report of a meeting sponsored by the Institute for Policy Studies at PSU on "Legislating with Less." A variety of options for improving higher education's situation were discussed.
4. The Environmental Law Clinic controversy continues to bubble. Meetings have been and will continue to be held with students, faculty, and administrators in search of an acceptable solution. Parties to the conflict seem to be moderating their positions in hopes of saving the Clinic and the financial support of the National Wildlife Federation.
5. Dick Hill tried to clear up some misconceptions about the University's 1982-83 budget situation. Cuts approaching \$1,000,000 still need to be made prior to November 1. The Provost has indicated that he will present his plan to the Council at our October 19 meeting. This will give us some time to seek faculty reaction to the plan prior to an open discussion of the plan at a General Assembly meeting on October 28. Waiting to obtain faculty reaction until after November 1 would anger faculty and would be inconsistent with the Legislature's directive to include meaningful faculty participation in the preparation of the 1982-83 budget.
6. The President has proposed to the Council that searches be eliminated for the Provost, two deans, the head of the Computing Center, a vice-provost, and two law librarians. These administrative positions would be essentially frozen until after the University's budget crisis ends. The Council agreed that this action would save money and show the administration's willingness to share in the sacrifices being asked of others. Nevertheless, many questions were raised and the Council asked for a week to consider the implications of the proposal before giving its advice to the President.
7. The next meeting of the Advisory Council will be on October 12 at 2:30 p.m. in the Johnson Hall Conference Room.

Minutes

Faculty Advisory Council

October 12, 1981

Members Present: F. Andrews, M. Gale, E. Jacobson, C. Keutzer,
L. Pierce, S. Pierson

1. Glen Love spoke to us about the Committee on Committees. It seems as if the procedure for assigning faculty members to committees works reasonably well. Only about 25 percent of the faculty volunteer for committees, but few of those who do not volunteer refuse to serve if asked. There is a concern about the nomination procedure for the Faculty Senate and other elected committee positions. The Council will consider alternative procedures at future meetings.
2. The Council selected the following people to serve on the 1981-82 Committee on Committees: K. J. Park, Louis Youngen, Thelma Greenfield, Warren Brown, John Orbell, and Diane Reinhard. First alternative is Peter Gontrum and second alternative is Jean Stockard.
3. The Council endorsed the President's proposal to save \$252,000 by freezing administrative positions. We encouraged him to consider each of the positions individually, and put a two year limit on all acting appointments. Some of the positions could be filled by an internal search without costing much money.
4. The Council endorsed the President's proposal for cutting \$2.148 million from the base 1982-83 University budget. We were surprised that so much could be cut with so little program reduction. The proposal will be circulated to the faculty as soon as possible. At our meeting on the 19th, the Council will discuss ways in which the Council could help gather faculty opinion and comments prior to the special General Assembly meeting on October 28th.
5. The controversy over the Pacific Northwest Resources Center continues . . .

L. Pierce

Minutes of the Faculty Advisory Council

October 19, 1981

Members present: F. Andrews, C. Clark, M. Gale, E. Jacobson,
C. Keutzer, L. Pierce, S. Pierson

1. Discussion of the PNR-Environmental Law Clinic controversy continued. Stan reported that the President managed a somewhat hostile Law School audience well. A question was raised as to whether acceptance of the ROTC program or YMCA weakens the President's argument for an "arms-length" relationship with the NWF. Chapin reported on Dean Bell's memo which requests a two-year extension of the contract with the NWF. He suggested that the President respond to that memo by sending a letter to the entire Law School faculty requesting their assessment of the important educational issues at stake in each of Dean Bell's proposed alternatives. Chapin believes Dean Bell is pushing this matter further than the faculty of the Law School wants.
2. The Council discussed ways it might facilitate faculty review of the proposed 1982-83 budget cuts. One idea was for members of the Council to independently inquire about the most controversial proposals, such as the elimination of the international student exchange arrangement with OSU, partial closing of the Museum of Art, etc. The chairer might also announce at the October 28 faculty meeting that individual faculty members should feel free to write or call Council members in order to express their concerns with the administration's proposal.
3. Dick Hill joined the Council at 3:30 p.m. He reviewed minor changes in the proposed budget cuts. He said that after conferring with the President on Wednesday night, he would send a memo to the faculty. To insure against the eventuality of the "press" getting this memo before the faculty, it was suggested that the Provost's Office come up with a distribution system which would place letters in faculty and classified employees boxes by Friday.
4. There was some discussion about the freezing of administrative positions. Dick agreed there should be two law librarians. Several Council members suggested that the administration move to appoint the current law librarian, even though Dean Bell prefers a national search for the position. The Provost was not aware of our recommendation that continuing acting appointments be limited to two years. He also said that he had no intention of reorganizing CSPA at this time, but would wait for the recommendations that might come out of the long-range planning process.

FRED ANDREWS
MATHEMATICS

Minutes of the Faculty Advisory Council

October 19, 1981

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5. The Council was asked to consider the implications for the University of reports that the names of people who have purchased mail-order term papers would soon be published. Chapin warned that procedures to satisfy due process requirements would have to be developed.

6. The next meeting of the Advisory Council will be held on Monday, October 26, at 2:30 p.m., in the Johnson Hall Conference Room.

Minutes

Faculty Advisory Council

October 26, 1981

Members present: F. Andrews, C. Clark, M. Gale, E. Jacobson,
C. Keutzer, L. Pierce, and S. Pierson

1. The Council discussed our individual inquiries into proposed budget cuts. The cut of the Herbarium has been withdrawn. The question of whether to replace the Dean of CSPA seems to have been postponed until efforts to reconsider CSPA's place in the University have been completed. The elimination of the international education program has been troublesome for the Council. We all agree that the University and students benefit from studying abroad. We also understand that the current arrangement with OSU is costly and probably not in the University's interest to continue. The Council believes, however, that alternatives for continuing the exchange arrangements with the various overseas universities be considered and that funding for exchange programs be restored as soon as funds for doing so are available.
2. Stan will make a statement at the General Assembly meeting on Wednesday, October 28th describing the Council's role in the 1982-83 budget cutting process. He will also invite faculty to present their concerns and ideas to the Council next Monday, November 2, at 2:30 pm in the Johnson Hall conference room.
3. The Law School faculty will meet on Wednesday, October 28th to discuss alternative arrangements for the Environmental Law Clinic on the assumption that the President will not permit the Pacific Northwest Resources Center to remain in the Law School after the end of the year. This attempt to discuss alternatives appears to be a way around a confrontation between the Dean and the President.
4. Stan distributed a paper on undergraduate education at Oregon. The Council will discuss this topic at future meetings.
5. The President and Provost joined the meeting at 3:30 pm. The Provost described a meeting with the Chancellor in which basic disagreements between the Chancellor and the University's approaches to budgeting were discussed. The Chancellor wants the University to make cuts of named programs. The University says, how we cut is our business, and that it makes no sense to cut quality programs here when inferior programs elsewhere in the system are not cut. Both the President and the Provost will fight the imposition of such cuts by the Chancellor's office on the grounds that we have already cut our weak programs, and that the Chancellor's

position is inconsistent with the legislative budget notes and the comments of President Harms to the State Board.

6. There was a long discussion of the FBI issue at the Law School. We agreed that the Register Guard's handling of the issue was inaccurate and misleading. The larger issue, however, was how this episode would affect the handling of similar events in the future. The Council supported the idea of an "open campus," meaning that as a general policy the campus would be open to any group that does not violate the law. While the University has chosen to extend non-discrimination provisions to include sexual orientation when employing faculty, it probably should not apply such extensions of the law to groups asking to use University facilities. While we all agreed on the general principle of support for an "open campus," the President is still left with the problem of how to reaffirm this policy without undercutting the position taken by the Dean of the Law School.
7. We discussed ways of increasing the pool of Chancellor candidates. The President agreed to circulate a notice to faculty members asking them to suggest names. An announcement concerning the Chancellor search will also be made at the General Assembly meeting. Council members should bring names of potential candidates to our meeting next week.
8. The President reported on the AAU and State Board meetings. The Board tentatively approved the OSU/Bend and WOSC/Willamette outreach programs. Chapin was instrumental in limiting the extendable term contract idea to SOSOC. An AOF/IFS group put some pressure on the Chancellor regarding his response to Ways and Means Committee instructions. The President cautioned against Bob Davis' pessimistic outlook for higher education.
9. A question of whether the Chancellor's office planned to petition for a statewide bargaining unit produced consternation from the President and Provost. This report from AAUP representatives at OSU needs to be checked out because it is inconsistent with the position agreed to by the Chancellor and the institutional representatives.
10. The next meeting of the Advisory Council will be a public hearing on the 1981-82 budget on Monday, November 2, at 2:30 pm in the Johnson Hall conference room.

Minutes

Faculty Advisory Council

November 2, 1981

Members present: F. Andrews, M. Gale, E. Jacobson, C. Keutzer,
L. Pierce, S. Pierson

1. An open meeting was held to gather faculty responses to the proposed 1982-83 budget cuts. The following is a summary of the comments we received:

Larry Jones, CSPA, suggested that the University examine its funding formula for ways of increasing revenues. He mentioned differential tuition, greater weighting for graduate students, and reducing to 12 units the full FTE requirement for graduate students. He also felt that across-the-board cuts were a sign of administrative weakness and more attention should be given to reorganization as a means of saving money. Finally he suggested that we expand and better market our off-campus and outreach programs.

Alice Carnes, Museum of Natural History, pointed out the public relations value of so-called public service programs at the University. She argued that the outreach programs of the Museum build public support for the University which may be more important for the survival of the institution than protecting the instructional core. She also emphasized that the University has a commitment to collect and maintain artifacts from around the state.

Dick Brown, History, felt that the History Department had borne too high a proportion of the cuts in the College of Arts and Sciences.

Bill Calin, Randi Birn, George Wickes, and Gerry Moseley spoke on behalf of the international student exchange program. Bill Calin argued that the exchange program would collapse without University of Oregon support through OSU. The others agreed that the program is essential to continue but felt alternative arrangements were possible for maintaining the flow of students between Oregon and foreign campuses. Gerry Moseley announced the formation of a committee which would meet on November 3rd to explore ways of reorganizing the program.

Kathleen Dubs, English, suggested that the Counselor for Student Athletes Office should be cut before other programs since that function could be handled by the regular student counseling programs.

Emory Via, LERC, said that the Labor Education and Research Center had taken a 13 percent cut and lost 1.18 of 5.18 positions. He argued that funds for LERC were dedicated by the legislature and should not properly have been touched. He supported the comments of others that the University should pay more attention to new clientele outside the traditional student population, both as a

way of attracting new students and as a way of building public support for the University. Finally, he suggested that the University needs to go public and explain to the citizens of the state our plight.

Jack Sanders, AAUP, reminded the Council that the AAUP stands guard over faculty rights and AAUP principles. He presented the Council with an AAUP statement on "The Role of the Faculty in Budgetary and Salary Matters."

2. Paul Olum and Dick Hill joined the Council at 3:30 pm. The Council conveyed to the President and the Provost the major points raised in the open meeting on the budget. The President was asked why several noticeably weak programs were not cut before the international student exchange program. He replied that he and the Provost had decided not to cut programs, regardless of their merit, at this time. If further cuts were necessary, programs would have to be eliminated. For the present, however, he did not want to use the excuse of the fiscal crisis to get rid of a program that perhaps should be eliminated because of poor quality.
3. The Chairer passed out a copy of Dean Bell's memo on the FBI issue. We were asked to read it. The President and the Council continue to agree that the campus should remain an "open" one. The President, however, seems to have decided that if the Law School wants a more restrictive policy on recruiters who discriminate against homosexuals, the University can live with it. Dean Bell wants the more restrictive policy adopted by the entire University in part to shift the onus of such a policy from the Law School to the University. The Law School has also voted to retain the Environmental Law Clinic and hopes the administration will help support it.
4. The list of Chancellor candidates has grown to approximately 80 names. Harold Enarson has agreed to have his name submitted. He is also sending us a list of other possible candidates. There is some concern that the search process has been too private and that institutional representatives have not been kept informed about the process or plans for interviewing finalists.
5. The Chancellor's office has entered an objection in the OSU collective bargaining election asking for a statewide bargaining unit. The Chancellor's staff believes a statewide unit would be easier to defeat in an election. Two technical questions arose:
1) Would acceptance of the Chancellor's position require a new petition for election? 2) Can the University of Oregon enter a separate statement to the ERB opposing the Chancellor's petition for a statewide unit? The administration plans to look into both of these questions.
6. The Chairer passed out an article on the "Decline and Fall" of the University of Washington for our reading interest.
7. Dick Hill discussed his budget memorandum to the President which was forwarded to the Chancellor on November 1. A copy of that

memorandum is attached to these minutes. The Provost would like our comments on the memo. There was a general discussion of the politics of our current budget situation. Larry suggested that the University needs to demonstrate to key legislators the effects of budget cuts over the last few years as a way of forestalling future cuts. Paul suggested that it is more important to tell them what would happen if further cuts are required. The outlook for further cuts is cloudy. If the November forecasts of state revenues are down only slightly, the Governor may try to avoid a special session and use his statutory powers to cut state programs (except Basic School Support) across the board. This in combination with shortfalls in both tuition revenues and indirect cost credits could be devastating for the U of O. At least with a special session there is the possibility of raising more revenue or sharing the burden of cuts with public schools.

8. Maradel gave a preliminary report of the meeting with the PAC 10 faculty senate leaders. A more detailed report will be given at our next meeting.
9. Fred Andrews asked the Council to consider the issue of credits for sale which has reappeared in HPER's plans for reorganizing the physical education program.
10. Council members were reminded of the AAUP panel of November 10.
11. The Chairer passed out a proposal from the AFT suggesting that a shortened school year be considered as a possible way out of our budget woes.
12. The next meeting of the Faculty Advisory Council will be on Monday, November 9th at 2:30 pm in the Johnson Hall Conference Room.

Minutes

FRED ANDREWS

Faculty Advisory Council

MATHEMATICS

November 9, 1981

All Members Present

1. Maradel completed her report on the PAC-10 Faculty Senate Leaders' Conference in Pullman, Washington, October 30-31. She reported that the University of Oregon is expected to host the conference in October 1985. She also encouraged Oregon to continue sending representatives to the annual conference. While acknowledging that faculty at Oregon have a stronger voice in university governance than other institutions, she suggested that we examine closely the arrangement used at Western Washington State College in Bellingham, which establishes a permanent faculty committee to help set budget priorities. A subcommittee consisting of Maradel, Esther and Sandy was asked to review the Western Washington materials and report their suggestions back to the Advisory Council.
2. Robert Campbell, Clyde Patton, and Helmut Plant were suggested as additions to the Committee on Committees. Alden Toevs and Linda Green were proposed as members of the Amazon Appeals Committee.
3. Advisory Council members were complimentary of the Provost's budget letter to the Chancellor. Suggestions for alternative cuts are still surfacing. Some still feel that the Office of Athletic Advising should be looked at. The Council wants to consider the idea of deferring administrative salary increases from July 1, 1982 until September 15, 1982. The Provost will let us know the likely savings from this suggestion. There is still concern about the fate of the international student exchange program. Some are unhappy that humanities and social sciences are taking 85 percent of the cuts in the College of Arts and Sciences. We agreed that the AFT proposal of shortening the school year should not be considered unless the University is asked to make additional deep cuts.
4. The Council will discuss the recently circulated proposal for periodic budget reporting at its next meeting.
5. The Council is uncomfortable with the lack of resolution of the FBI recruitment issues. It urges the President to announce a single policy for an "open campus," as soon as it can be done without undercutting Dean Bell.
6. The President and Provost joined the meeting at 3:30 pm. The President reported on his investigation of Barry Bates and a Mr. Ellis' biodynamics firm. It appears as if the firm is legitimately off-campus. Nevertheless, additional inquiries

are being made into the loan of equipment from the Biodynamics firm to HPER, whether the equipment is being used by the firm, and whether the firm has any influence over the research being done in HPER.

7. The President admits that the Jogathon was a mess last year. He believes it will be conducted properly this year although questions whether the controversial arrangement is worth the enmity of Bill Bowerman and the bad press the U of O is receiving. The Council generally felt that such fund raising activities should be managed internally.
8. The Provost reported on the Chancellor's objections to our budget proposal. The main complaint is that the U of O's budget cuts are not packaged right to make the State System look good in the eyes of the Legislature. The State System wants the University to cut named programs and degrees, even if the cuts are only cosmetic. Program cuts are being made in Music, AAA, and HPER and these can be documented. Chapin thinks we can cut the Law School enrollment, although Dick doesn't want to lose the special surcharge law students pay.
9. There was some discussion of the AAUP panel on November 10.
10. The Provost discussed the reorganization of the Provost's office along functional lines. There were no objections to his appointing Joanne Carlson as a Vice-Provost.
11. There is still suspicion around campus that the administration takes away slots of faculty who are denied tenure. The Council suggested that the Provost again reassure Deans and Department Heads that such a policy does not exist.
12. There was an "early warning" discussion of the community college problem. The fear is that community colleges will try to become four year institutions, drawing limited resources away from the state's universities. Three alternatives for dealing with this problem are: 1) fight the whole thing; 2) join in the game and stake out our own territory for expansion, or 3) protect our quality and let others do as they wish. The President plans to bring this issue back to us later.
13. The next meeting of the Advisory Council will be Monday, November 16, at 2:30 pm in the Johnson Hall Conference Rm.

Minutes

Faculty Advisory Council

November 16, 1981

Members present: F. Andrews, C. Clark, E. Jacobson, C. Keutzer, L. Pierce, S. Pierson

1. The Council discussed the AAUP meeting on planning and the budget and the general budgetary outlook. There was concern that the State Board's perception that the U of O had not been responsive to its request for 4 percent program cuts may result in larger cuts. The Provost explained that efforts were being made to provide the Chancellor with a list of program reductions, even though many of the reductions are more cosmetic than real. Among such cuts are the business and construction program, the business and environment program, the community services program, etc. The Law School will debate proposals on November 25th to reduce its enrollment. This is something the Chancellor's Office would like to see.
2. No one knows what will happen when the state announces a \$100-120 million biennial budget deficit next month. State agencies are already planning for further cuts. But there are reports from the Governor's Office and the Legislature that both basic school support and property tax relief must be carefully looked at. We should also be encouraged, I suppose, by the strong editorial in the Sunday Oregonian calling for a temporary income tax surcharge to keep essential state services going during this economic crisis.
3. Stan reported on a meeting he attended on the "community college" problem. Members of the Council would like to have more information on how the Bend-OSU program would actually work. Most did not understand how the programs could be self-financing.
4. We began a discussion on how to strengthen the University in the long run. The University's problems include some tension between research and publication and teaching, a lack of clarity about the respective roles of the liberal arts and professional programs, and the issue of group requirements and general education. We explored the possibility of becoming a smaller institution, say 12,000 students, although were uncertain whether this would mean a smaller faculty and changes in the balance between research and teaching.
5. At the request of AAUP we discussed proposed changes in the University's grievance procedures. We were concerned about the 30 day deadline for filing stage one grievances, particularly as they applied to salary and promotion and tenure situations. After a discussion with Ray Hawk and Dick Hill, it was agreed that the administration should reexamine the proposed change in light of problems identified by Dick with regard to promotion and tenure cases.
6. The Council wanted to know what its relationship would be with the new Planning Committee being established to deal with long-range planning. We agreed to ask Bob Albrecht to attend the next meeting of the Advisory

Council so that we could explore how each committee could help the other.

7. We spent the last half hour discussing educational issues at the University. Our minds, long conditioned by discussions of budgets, were unprepared for this reprieve.
8. The next meeting of the Advisory Council will be on November 23, at 2:30 in the Johnson Hall Conference Room.

Minutes

FRED ANDREWS
MATHEMATICS

Faculty Advisory Council

November 23, 1981

All Members Present

1. Esther agreed to review the statement presented by AOF to the State Board of Higher Education and report back to the Council.
2. Bob Albrecht discussed the structure and purpose of the new long range planning committee. Presently, the committee includes David Rowe, Stan Pierson, Ed Weeks, Bob Gilbert, Rick Mowday, Linda Green, June McFee, Barbara Mossberg and Bob Albrecht. The Committee will review suggestions made by individuals, departments and colleges and try to facilitate discussions among the units involved. The Committee will report to the President in March.
3. Bob also reported that President MacVicar has proposed that all foreign language programs be administered by OSU. President Olum opposes the suggestion. A counterproposal is being prepared to split responsibilities for the programs among the campuses. The UO is also proceeding to set up bilateral exchange programs with Tubingen, Stuttgart, and Poitiers.
4. Most of the meeting was spent worrying about the soon to be announced shortfall in state revenues and its implications for the University. Many of the facts are still unclear. The following seems to be firm: the President will get some instructions on November 24; the Governor will announce an approximately \$150 million deficit on November 27; each agency will be asked to prepare budget reduction decision packages at 5% increments up to 20%; and these proposals will have to be delivered to the Chancellor before the State Board meets on December 10. The following is unknown: whether the Governor will ask for a reserve in addition to the \$150 million; whether BASIC and property tax relief will be exempt from cuts; and whether the legislature will consider raising any additional revenues. Regardless of one's hopes or fears, it looks as if the time has come to fight for the survival of the University. Likely targets include property tax relief, basic school support, new revenue sources, and weak programs, schools, and colleges within the State System. The Council agreed with the President, that now is not the time to offer up faculty salaries, since that would be giving in before the fight begins. Stan and Larry were asked to attend the Council of Deans meeting on November 24 at which time additional information will be presented on the budget situation.
5. The Council's role in this budget crisis is unclear. By next Monday, November 30, we should decide how the Council will participate in the development or communication of proposed cuts with the faculty. All the problems associated with a possible declaration of exigency and the closing of schools are bound to come before us.

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November 23, 1981

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6. Paul reported that classified staff have two major concerns. The first is fear for their safety particularly in parking lots. The Council supported Paul's suggestion that an increase in parking fees be used to improve lighting and safety features of parking lots. Classified employees also feel as if their work is not appreciated. Part of this morale problem stems from budget limitations, but it also results from discourteous and uncaring faculty.
7. The State System is proposing a new sabbatical policy which would reduce the benefits of faculty taking one term leaves and increase the benefits of those taking two and three term leaves. Those taking one term would receive 85% of salary, those taking two terms, 70%; and those taking a whole year, 60%.
8. The Council was asked to review the capital construction priority list and make any recommendations for changes at its next meeting.
9. There will be a General Assembly meeting next Wednesday, December 2. The President may have to use some of time at that meeting to discuss the University's budget situation. The major business is group requirements.
10. The next meeting of the Advisory Council will be on Monday, November 30 at 2:30 pm in the Johnson Hall Conference Room.

Minutes

Faculty Advisory Council

November 30, 1981

FRED ANDREWS

MATHEMATICS

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Ready

All members present

1. Stan announced that the Finance Committee of the State Board would be meeting at 2:00 pm on December 1st in Room 167 of the EMU. He urged members to attend if possible. He reported that a memorandum from Gerald Moseley on the Counselor for Student Athletes Office was very convincing. He invited other members of the Council to read the report. Stan also announced that Ray Hawk was reworking the grievance procedure and would either seek FAC and AAUP concurrence with the revision or hold a public hearing on the revised proposal. President Olum plans to issue a statement on the PNR. Stan said that the President was still worrying about how to resolve the FBI and "open campus" issue.
2. The Council reviewed the Campus Planning Committee report. It accepted the Committee's 1983-85 priorities. There was strong sentiment, however, for building campus facilities planning into an integrated planning activity that looks at budgetary and academic planning as well as facilities planning.
3. The Council generally believes that only one memorial should be read for a deceased faculty member. If the department agrees to have a student prepare the memorial that would be acceptable. The request by a student to read a memorial for David McCosh should therefore be referred to the department. If the department chooses to prepare a memorial, then the student should at least be given the opportunity to have a memorial entered into the minutes of the Assembly and sent to the family of the deceased.
4. Two items from a previous meeting were raised. The Council opposed the proposal from the Dean of the Graduate School to charge an extra \$200 for summer dissertation orals. We suggested that the Graduate School consider other means to ensure that quality is sustained during the summer session. The other item was a sense that the Council may have to lengthen its meeting time during the budget crisis. An opinion was expressed that the Administration was floundering in its response to the budget crisis and that the Advisory Council might help think through some of the alternatives. We decided to wait until the next meeting to plan for such additional sessions.
5. Dick Hill joined us at 3:30 pm. Most of the time was spent discussing the budget situation and procedures for dealing with it. Among the ideas that were discussed: resurrecting the proposal for an outside Blue Ribbon panel to advise the State Board; differential tuition to keep some of the professional schools going; reorganization of the College of Arts and Sciences to protect the core of the College; and organization of an internal review process in the College of Arts and Sciences.
6. The Council was supportive of the steps being taken to organize a group within the University to develop a legislative strategy. It encouraged the Administration to clearly state its goals as it enters this process. Position papers need to be written on alternatives to cutting the University budget. Political coalitions need to be built, say with labor. Legislators need to be lobbied. The Council agreed to assist the Administration in this endeavor.
7. The Council agreed to assist the Provost in efforts to discourage final exams during dead week.
8. At our next meeting we will try to schedule more time to discuss our role in the budget cutting procedures. That meeting will be held on Monday, December 7, at 2:30 pm in the Johnson Hall Conference Room.

Minutes

Faculty Advisory Council

December 7, 1981

Members present: F. Andrews, C. Clark, M. Gale, E. Jacobson,
C. Keutzer, L. Pierce, S. Pierson

1. The Council worried about its responsibilities in the current budget crises. Larry reviewed recent meetings between AOF and the Chancellor and described some of the steps being taken in preparation for the Special Legislative Session.
2. Stan announced that Dave Foster was inviting someone at Portland State University to read a memorial for David McCosh. The arrangement seems satisfactory. Several suggestions were discussed for limiting the length of memorials. Fred suggested just entering them in the minutes. Several suggested page or time limits. There was general agreement that the tradition of reading memorials preserves part of the past and should be continued. At a later meeting we may want to consider proposing a specific limitation on their length.
3. The Council decided to prepare a letter to students, staff, and faculty urging them to write their legislators on behalf of the University. Esther and Larry agreed to draft the letter. There was a lengthy debate on the appropriate content of the letter. We agreed that the letter's purpose should be to stimulate student letters without scaring them away from the University. Since the tone of the letter is a delicate matter, we agreed to have the President review it before printing it in the Emerald.
4. The President and Provost joined us at 3:30 pm. The President strongly objected to an opinion reported in the previous minutes that "the Administration was floundering in its response to the budget crisis." He explained that the situation is serious and very delicate. There are many competing problems and interests involved, and what might appear to be indecisiveness is really indicative of the complexity of the situation.
5. There was more discussion of the sheer impossibility of making cuts of the kinds that would be necessary if no revenue measures are enacted and BASIC and Property Tax Relief are not exempt from cuts. There is a growing conviction that the State System will not be cut by more than 10 percent, but even this would be extremely difficult to accommodate.
6. The meeting adjourned early, so that members could attend another meeting on the budget crisis sponsored by the Association of Oregon Faculties.
7. The next meeting will be held on Monday, December 14 at 1:30 in the Johnson Hall Conference Room. Remember, we are meeting an hour early.

FRED ANDREWS
MATHEMATICS

Minutes
Faculty Advisory Council
December 14, 1981

Members Present: F. Andrews, E. Jacobson, C. Keutzer, L. Pierce,
S. Pierson, S. Tepfer

1. Stan Pierson made several announcements. The Advisory Council letter on the financial situation cost \$128. The committee on the community college problem is considering several possibilities for joint programs with community colleges. The Albrecht Coordinating Committee will begin looking at individual unit proposals after the beginning of the new year.
2. The Council agreed that it would be a good idea to meet with our counterpart at OSU and possibly other faculty advisory councils in the state system. Among the issues that might be profitably discussed are: early retirement programs, salaries, program cuts, legislative strategy, and the chancellor's search. Stan will contact other advisory council or faculty senate heads to see if this is feasible.
3. The Council agreed to propose a meeting be held with campus representatives of IFS and AOF to coordinate our efforts at the special legislative session. The meeting is proposed for Tuesday, January 5, at 3:30 p.m.
4. We discussed the Council's schedule for next term. We agreed to hold our regular meetings on Monday afternoons beginning at 1:30 p.m. We would like to meet with the President and Provost at 3:00 p.m. We are also planning a special evening meeting of the Council on Wednesday, Jan. 13, at 7:30 p.m., at the Pierces' (2066 University Street). At that meeting we want to review the Council's progress during the year and think about our agenda for the remaining two quarters. Topics that might be discussed are reorganization of schools and in particular the College of Arts and Sciences, differential fees, faculty governance and undergraduate education.
5. Dick Hill joined us at 3:30 p.m. Dick feigned ignorance of all matters related to athletics, but said that he had heard that the NCAA report was due before the end of the year. Dick also gave the Council some background on a rumored grant to be made to the University for the Women's Studies program.
6. Dick asked the Council to think about the problems of displaying unit costs by student credit hour or major. It became clear that the appropriate method depends primarily on the question being asked.
7. Dick explained what the ad hoc special session committee was up to. He also acknowledged that the University did not like the tuition increase that goes into effect winter term, but recognized that it is probably necessary. Dick asked the Council to consider the possibility of abolishing one-term sabbaticals. The Council might also want to consider the early retirement issue, if and when the State System removes its hold on our existing plan.
8. The next meeting of the Council will be on Monday, January 4, at 1:30 p.m., in the Johnson Hall Conference Room.