

University of Nevada, Reno
2003-04 Faculty Senate

Meeting Minutes March 25, 2004

RSJ 304

Meeting 11

Present: Jamie Anderson (Medicine), Jamie Anderson for Shelley Von Berg (Medicine), Frank Baglin (Science), Rafik Beekun (Business Administration), Pat Behal for Buddy Borden (Cooperative Extension), Gretchen Bietz (Development), Rod Case (Education), Rod Case for Pam Cantrell (Education), Bob Chaires (Human & Community Sciences), Arthur Chenin (Administration & Finance), Amy Childress (Engineering), Michael Collopy (Agriculture), Joe DeLappe (Liberal Arts), Dana Edberg (Business Administration), Bill Follette (Liberal Arts), David Gremse for Johanna Fricke (Medicine), Guy Hoelzer (Science), Trudy Larson (Medicine), Susan Lentz (Human & Community Sciences), John Louie (Science), Bourne Morris (Journalism), John Nelson (Science), Steve Oberg (Research), Amy Shannon (Library), Mike Simons for Greg Gardella (Information Technology), Mary Stewart (Liberal Arts), Mark Waldo (Liberal Arts), Jill Wallace (Provost's Division), Leah Wilds (Liberal Arts), Pat Wilson for Rita Escher (Student Services). Absent: Denise McKee (Medicine), Greg Pari (Medicine), Ken Wilson (President's Division).

1. Introductions

Don Hardesty (Earth Institute Ad Hoc Review Committee), Jen Huntley-Smith (History), Gena Jones (Human Resources), John Lilley (President's Office), Glenn Miller (Biochemistry), Scott Tyler (Hydrology/Geology)

2. Meeting Minutes

Rafik Beekun asked that the minutes be revised to reflect his comments about merit, and specifically that the College of Business faculty were against the step model.

MOTION: Oberg/Collopy. To approve the February 19, 2004 meeting minutes as amended.

ACTION: Approved unanimously.

3. Chair's Report

Chair Trudy Larson reported the following. The senate executive board was asked to review two revisions to the UCCSN Code, in response to issues raised by the system workload task force. The first issue concerned the faculty consulting policy. The revision requires that faculty receive approval prior to the faculty member accepting requests for consulting services, and that there be documentation that the consulting does not violate conflict of interest policies. The second issue was the definition of service, as it pertains to the evaluation of eligibility for tenure. Some of the regents on the task force wanted to codify language that would require the service to be directly related to the faculty member's discipline/field. The Council of Senate Chairs opposed the language. Discussions with the chancellor resulted in the language being changed so that community service would be counted as long as it promoted the goals of the respective institutions. At its March meeting, the regents approved the following: the new UNR student union building, UNR's varsity village (funded entirely by private donations), the contract for Cary Groth (UNR's new Athletics Director), the expenditure of funds already allocated for the School of Medicine heart transplant program feasibility study and the plasticization laboratory upgrades. At the meeting, the regents also postponed the evaluations of presidents and approved one-year contract extensions for four presidents, including John Lilley. During the regents discussions about capitol project priorities, the UNR math and science center was moved to a lower priority, because the regents placed higher priority on a CCSN satellite campus in Pahrump. President Lilley approved the following senate recommendations: require mediation prior to the grievance process; implement the revised Conflict of Interest policy; revise the Professional Development Leave guidelines and forms to better reflect the eligibility of administrative faculty to apply. Larson announced that the senate's School of Public Health Ad Hoc Review Committee report and recommendations would be presented at the April 15, 2004 senate meeting.

4. President's Report

President Lilley reported that the university and its basketball team were receiving significant recognition in the media. He commended Trent Johnson for building a quality program. Frank Baglin expressed his concern about the regents' decision to make the math and science center a low priority on the capitol projects list. Joe DeLappe commented on the School of Arts faculty's disappointment that the Church Fine Arts project wasn't included on the chancellor's list of capitol projects. Lilley said he thought the senate should let the chancellor know, in forceful terms, that it was unhappy that such important projects weren't a higher priority for the system. Mark Waldo commented on UNLV's ability to boost the salary of its basketball coach through private donations. He asked whether UNR was able to do the same. The reply was yes. Lilley said that he and Johnson would discuss Johnson's future at UNR when the season ended. Lilley was receiving many calls from supporters urging the university to do whatever was necessary to retain Johnson. Beekun said that the College of Business Administration faculty were disappointed in the decision to award merit by a step model rather than a percentage model. He said the faculty thought that the president had used "inappropriate criteria" to make the decision. Lilley said he thought he made the right decision, and that he knew he would not be able to please all faculty regardless of any decision he could make. He said he realized that business administration and engineering would feel the affects of his decision. He promised to be mindful of market conditions in the future, but said merit was not the way to address them. He asked that faculty "give it a chance." Bourne Morris said it was important to separate merit from other salary issues, such as the market and salary compression. She said she admired the administration for its decision because it was in keeping with the legislature's intent when it created the merit pool. Pat Wilson asked Lilley if he could update the senate on the movement to create a governor-appointed Board of Regents. Lilley said that, at its last session, the legislature approved a constitutional amendment that would call for a seven-

member board, with about half being appointed and half being elected. The amendment would have to be passed by the legislature one more time, and if passed, it would be submitted for a vote by the people.

5. Salary Equity Studies

Gena Jones, Assistant Vice President for Human Resources, reported that the administrative faculty salary equity study was almost completed, and that she expected adjustments to be made effective July 1. She said that the criteria for making decisions was two-fold: assessment using comparisons to the market; and consideration given to certain university-internal equity issues. She said she thought it was "a very aggressive process." Jones said it was important to have a "good compensation program to be competitive." Mike Collopy asked if there were adequate resources to fund all the equity adjustments, and if yes, from where would the funding come. Jones replied that the university had yet to determine what funding was available. Whatever was available, adjustments would be worked around it. Collopy said he hoped that the university would be able to fund all or most of the adjustments. Morris asked why, given that there was a mechanism for addressing salary equity, the university couldn't use a similar mechanism for addressing "special marketing problems." Jones said she thought it could be done, if the university was able to gather good information and could identify the funding. Jill Wallace suggested that, since the decisions about salary equity were made using different criteria than in the past, a detailed description of the process should be included when adjustments were announced. Jones agreed. Jamie Anderson asked how faculty would be notified whether they'd be receiving adjustments, and if they'd receive any information that would explain how decisions were made. Jones said that faculty would receive individual letters, and that deans and vice presidents would have information about the decision-making process.

6. Nominating Committee Elections

An election was held to fill five seats on the senate Nominating Committee. The committee would develop a slate of candidates for the 2004-05 senate officers (vice chair, parliamentarian, two at large). Larson opened the floor to nominations. Amy Childress, Dana Edberg, Rita Escher, Bill Follette, and Mary Stewart were nominated. Nominations were closed. The committee would meet the first week of April.

7. Reorganization Review Guidelines

Larson presented the executive board's recommended revisions to the senate's "Guidelines and Procedures for the Review of Changes in Organization." Senators briefly discussed the section of the guidelines that required proposals be submitted to the senate at least five months in advance of the date the administration planned to present to the regents. The original language indicated that they "must" be submitted five months in advance, and the revised language indicated that they "should" be submitted five months in advance. It was agreed that the original language, "must," should stand. On the section for the selection of committee members, senators suggested that the following language was confusing: "When reorganization involves existing units and/or departments, no person who is employed by the unit being impacted. . . . may serve on the committee." They suggested the language be amended to read as follows: "When proposals involve the reorganization of existing units and/or departments, no person who is employed by the unit being impacted. . . . may serve on the committee."

MOTION: Nelson/Beekun. To approve the revisions to the "Guidelines and Procedures for the Review of changes in Organization," as amended.

ACTION: Approved unanimously.

8. UNR Bylaw 67

Larson presented the executive board's recommended revision to include language requiring administrators to consult with department faculty before appointing reassigned faculty to the department. The current bylaw instructed that recommendations for new faculty appointments to departments must originate from the department. Over the past few years, the senate office had received a number of inquiries from faculty who said that existing faculty were being reassigned to their departments without benefit of consultation with the department faculty. After some discussion about who would be considered an administrator, and whether the reassignment of LOAs would fall under this bylaw, it was agreed that the language shouldn't be too detailed as long as there was a record of the intent. The intent of the language was that administrators would be chairs, deans, vice presidents, the president, and persons in equivalent positions. These administrators would be required to consult with their respective department faculty before appointing any reassigned faculty member to the department. It was suggested that administrators be required not only to consult with the department faculty but to obtain the faculty's consent. A motion was made to amend the language from: "The administrator, in making faculty appointments to departments, must consult with the department faculty before taking any action." to "The administrator, before making any faculty appointments to departments, must consult with and obtain consent from the department faculty."

MOTION: Nelson/Shannon. To approve the revision to UNR Bylaw 67, as amended.

ACTION: Approved by show of hands (14 approved, 9 opposed)

9. Earth Institute Proposal

Chair of the Earth Institute Ad Hoc Review Committee Don Hardesty briefly summarized the committee's report and detailed its recommendations. The report and recommendations were included in the meeting agenda packet. He commended the committee

members for their diligence and good work. John Louie thanked the committee for its work. He said he thought the concept of the institute was a good one, and he hoped that the drafters of the proposal would not be discouraged by the committee's recommendations, which called for a number of revisions to the proposal. Arthur Chenin asked whether the recommendations would require that the proposal be started over. Hardesty said that it was not the intent to start over, but that the committee thought the recommendations to include more information would result in a more thorough and compelling proposal. John Nelson said he thought there should be a new start, because the need for more information was substantial and a broader segment of the campus should be involved in drafting the proposal. Collopy said he thought that the original drafting of the proposal was meant to be a "grassroots effort" with participation by a broad campus representation. However, as it often happens, only a few self-selected individuals accepted the task. He credited them with having moved the idea forward. The next step seemed to be that the provost should gather a larger group of interested persons to draft a more compelling proposal. Glenn Miller, one of the primary drafters of the proposal, said that he thought people tended not to get involved until they thought they might be affected. He said he agreed that the proposal should be revisited and that more people should be involved in revising it. He said he thought the new group should be "fully involved." It was suggested that the institute was a unique program, and one that would be keeping in step with what other institutions were doing. Faculty from the humanities and sciences should be involved in revising the proposal. Larson thanked Hardesty for the time and effort he and the committee committed to conducting a thorough review.

MOTION: Hardesty/Nelson. To approve the report and recommendations submitted by the senate's Earth Institute Ad Hoc Committee.

ACTION: Approved unanimously.

10. New Business

Frank Baglin said he thought the senate should send a letter to the chancellor protesting the low priority given to UNR capitol projects, and that a copy of the letter should be mailed to the regents. Baglin so moved, and the motion was seconded. The motion was approved unanimously. Larson reported that the Council of Senate Chairs recommended to the chancellor that the system request a 3.75% COLA for each year of the next biennium.

Meeting adjourned at 4:30 p.m.