

University of Nevada, Reno
2004-05 Faculty Senate

Meeting Minutes October 21, 2004

RSJ 304

Meeting 5

Present: Jamie Anderson (Medicine), Frank Baglin (Science), Cynthia Birk (Business Administration), Bob Chaires (Human & Community Sciences), Arthur Chenin (Administration & Finance), Mike Collopy (CABNR), Rita Escher (Student Services), Bill Follette (Liberal Arts), Bill Follette for Joe DeLappe (Liberal Arts), Johanna Fricke (Medicine), Greg Gardella (Information Technology), Jason Geddes for Steve Oberg (Research), Howard Goldbaum (Journalism), Terry Henner (Medicine), Guy Hoelzer (Science), Susan Lentz (HCS), Denise McKee (Medicine), John Nelson (Science), Ron Phaneuf (Science), Marlene Rebori for Buddy Borden (COOP) Amy Shannon (Library), Mary Stewart (Liberal Arts), Patricia Swager (Medicine), Mark Waldo (Liberal Arts), Leah Wilds (Liberal Arts). Absent: Denise Baclawski (Provost's Division), Rafik Beekun (Business), Pam Cantrell (Education), Rod Case (Education), Amy Childress (Engineering), Debra Vigil (Medicine), Ken Wilson (President's Division).

1. Introductions

Ed Atwell (Police Services), Bill Cathey (Provost's Office), Peggy Duprez (Medicine), Adam Garcia (Police Services), Vince Johnson (Medicine), John Lilley (President), Chase Marion (Provost's Office), Bill Oberdine (Staff Employees Council), Carol Ort (Administrative Manual Committee), Vic Redding (Medicine), Grant Stitt (Criminal Justice), Dan Taylor (NFA).

2. Request Approval of September 15, 2004 Meeting Minutes

Wilds asked to have the section under new business "the UPC spent very little time discussing these matters and did not make a recommendation", struck, and changed to read "the UPC spent very little time discussing these matters, that a recommendation was made, but no consensus was met."

MOTION: Birk/Anderson To approve minutes as amended.

ACTION: Approved unanimously

3. Chair's Report

Chair Leah Wilds reported that Rafik Beekun had a moderate heart attack and was recovering at home. Cards could be sent to his department. Wilds noted that his voice would be missed at the senate meetings. Arthur Chenin was the proud father of a baby boy. The President approved the senate's recommended revisions to the administrative manual regarding consulting and additional compensation. The executive board and the provost's office agreed on the makeup of the Health Science Task Force. The board appointed 8 members and the provost's office appointed 4. Members appointed by John Frederick, Executive Vice President and Provost were: Jean Perry, Dean of Human and Community Sciences; Tom Kozel, Chair of Microbiology; Cheryl Hug-English, Associate Dean of Medicine and Director of Student Health Services; and Marsha Read, Interim Vice President of Research also chair of the committee. The board appointed Noel Tiano, Center for Ethics and Health Policy; Stephan Wilson, Human Development and Family Studies; Patsy Ruchala, Nursing, Greg Hayes, School of Public Health; Chris Pristos, Nutrition; Bill Follette, Psychology; Phil Goodman, Internal Medicine; and Cathy Goring, Internal Medicine. The board felt that this would be an excellent committee. Copies of the committee's charges were distributed to the senators prior to the meeting. The board received a proposal for the Institute for Information and Informatics (I₃) and hoped to establish a review committee before the end of October, this would enable the committee to have the completed report and recommendations by January 2005. Wilds asked the senators to encourage faculty who might be interested in the institute to review the proposal and attend the open fora and focus groups. The senate newsletter was published on the faculty senate webpage; it contained articles on faculty benefits, changes in the grievance process, and a draft of the new peer review process. The workload reporting documents were finalized. Wilds said they were investigating a way to complete the workload forms electronically, including information for evaluations. Information would be collected at the department level. The data would be collected in the aggregate and reported at the institutional level and the final report should be thought of as a celebration of UNR's accomplishments for 2004. Approximately 20 faculty showed up at the October chair's lunch at Café 10-O-One. Several issues were discussed including HCS and Health Science, UPC, erosion of faculty benefits, and workload policy. Wilds reported that a new computing taskforce was being established by the regents. The chair of the taskforce would be Doug Seastrand and the charges would include, serving as the search committee for the new vice chancellor for system computing and overseeing the replacement and implementation of a new computer management information system. The regents approved an increase in cost of the Knowledge Center budget from 66 million to 86 million. Two new university programs were approved by the regents, a new major in Animal Biotechnology and the Latino Institute.

4. Legal Advisement Committee

An election was held for the legal advisement committee members. Members would be the executive board plus two at large senators. The committee's only charge would be to determine whether certain issues warranted spending large sums of money to seek legal counsel or a litigator, and no legal background was necessary. This would be a one year commitment. Wilds stated that the funds for the legal advisement account came from faculty payroll deductions. Nominated were: Bob Chaires, and Susan Lentz

MOTION: Phaneuf/Gardella. To close nominations and appoint Chaires and Lentz to the legal advisement committee.

ACTION: Passed Unanimously

5. President's Report

President Lilley reported that the cost of building the Knowledge Center went from 66 million to 86 million due to rising construction costs. Both the regents and legislature agreed to support a cost difference of 12 million and the college needed to raise 8 million in funds to complete the building. The size of the Knowledge Center building was cut to 295,000 square feet. Lilley spoke about the campus master plan which was scheduled to go to the regents in December 2004. The master plan would cover the area from Sierra to Sutro and Interstate 80 to McCarran Blvd. The university was working with the City of Reno and Washoe County on property acquisitions. One of the short term challenges was building space on campus for the National Council of Juvenile and Family Court Judges (NCJFCJ). The planners' solution was to demolish the small building on the back of the National Judicial College (NJC) and build a multi-story building in its place that would house NCJFCJ as well as a branch campus of UNLV's law school. Lilley spoke about fund raising and how important it was to the university's growth. Lilley said that while he spent a lot of time with the fund raising process, he was still aware of campus issues. Lilley then spoke about faculty morale which he stated was a constant issue in any large institution. Faculty morale at UNR had been worked on every year and that they would continue that process. Lilley said that both he and Frederick do listen to faculty, they value faculty input and that decisions regarding faculty were not typically made without faculty consultation. The issue with Health Sciences was brought to them by the UPC. Human and Community Sciences faculty and the senate asked them to create a taskforce to work on this, which had been done. Frank Baglin said the College of Science morale went down considerably when the science and math building was not in the priority list for capital improvements. Lilley responded that it would be given a higher priority next time. Greg Gardella asked Lilley his perspective on the revision of the administrative faculty termination policy. Lilley replied that he was in favor of getting rid of June 30 calendar date, but he was open to discussion regarding the appropriate amount of notice. Lilley asked Gardella what he felt about the calendar date. Gardella said that as a manager the calendar date did not allow for flexibility to handle someone who was on their way out. Gardella explained under the current policy administrative faculty were given a 1 year contract which would allow them time to find a new position. The difficulty was that if the non-reappointment contract was not given to administrative faculty by the June 30 deadline, then they would get a one year contract, but also another fiscal year, so they would end up with 23 months. Gardella said one of the problems was that administrative faculty sometimes have very political positions and very little job security. Rita Escher asked why the discussion centered on administrative faculty and not non-tenure academic faculty. Lilley said there was rigidity for academic faculty that administrative faculty don't always have. Lilley said that if anyone had any other issues or comments that he could be reached at lilley@unr.edu. Bill Follette commended Lilley's stance regarding Michael Moore and the freedom of speech issue.

6. Report on Campus Crisis Communication

Adam Garcia reported that there seemed to be a misunderstanding regarding crisis communication on campus. The university police department had been working over the past three years to bring under its umbrella the emergency operation center which would respond to all types of emergency events. Over 150 thousand dollars was spent to upgrade the phone and communication systems. Coordination efforts with emergency units of Reno, Sparks, Washoe County, and Carson City were online. Frank Baglin asked if the fire department had the same building numbers that the university did, so they could now find the correct building. The buildings were renumbered so they would be easier to locate and all agencies would have the same building numbers. Follette asked about the discussion several years ago regarding coded security cards for buildings. Garcia replied that they had applied for grants to go to a card system and were within a couple of months of going to provost to request funding to begin such a system.

7. Election of Faculty Workload Policy Committee members

Wilds explained that the committee would consist of 8 members, two senators who were appointed by the board, and six elected by the senate. The two members appointed by the board were John Nelson (College of Science) and Howard Goldbaum (Journalism). Mark Waldo asked how those two senators were selected Wilds said Nelson, because he was vice chair of the senate and would be senate chair when the policy would be implemented and Goldbaum because they needed someone who had published in non-traditional manner. The board identified people who would be good on this committee and who were willing to serve. Chenin offered his service as an ex-officio or consultant if they committee needed him. The workload policy did not apply to cooperative extension, School of Medicine and the Library.

Elected were Mae Gustin, Sheri Faircloth, Stacy Burton, John Cannon, David Sanders, and Bill Evans.

8. Absence policy

Baglin asked if the approval was to make this an official policy. Wilds said that this was already an existing policy, but had not been followed or enforced widely across campus. There were two separate issues addressed in the policy, one was filling out leave request forms for annual, sick, administrative and judicial leave, which was already codified. Faculty were only required to fill out the form for annual or sick leave if they were gone for more than 4 hours. This did not apply to working at home, or travel for university business. The section on responsibilities when a faculty member was absent was just a matter of practice and included either accommodation or notification of class or meeting absence. Accreditation required that students and faculty maintain a certain number of contact hours. Denise McKee asked if the policy applied to the School of Medicine (SOM). Wilds replied yes, and also to cooperative extension. Some concerns expressed were: the policy might not be equally applied across departments; if chairs did not follow policy, then they might be subject to fraud; and if one faculty member took the initiative to have extra office hours then they would be penalized more heavily than a faculty member who kept a minimum number of office hours. There was discussion over

when a form needed to be filled out and what constituted accommodation. The request for action sent to the president would also include a request to disseminate the information across campus.

MOTION: Baglin/Colly. To approve the Faculty Absence Policy as presented.

ACTION: Passed

9. University Courses and Curriculum Committee

Carol Ort, Chair University Courses and Curriculum Committee (UCC) and Bill Cathey, Vice Provost reported on the changes in the administrative manual, and in the structure of the committee. Ort said that as the committee was reviewing the administrative manual they discovered that it was out-dated and not written clearly. The agenda packet included the revisions to Section 6000, which covered Procedures for Changes in Courses and Curricula or Academic Units. The committee was charged with the task of making the processes covered under that section more efficient and to find ways to make the UCC committee more effective. Cathey said some of the issues discussed by the committee were how to shorten the current process which was very time consuming as a lot of detail was required, poor communication with the colleges. This brought forth the discussions of whether associate deans should serve on the UCC committee, who might have access to the deans and their college committee, if someone from the college committee should serve considering that most of them serve only one year making it difficult to maintain any continuity on the UCC. The deans always had the authority to appoint members to the UCC, so after the discussion that took place, deans decided to appoint associate deans to the UCC committee. Cathey and Ort agreed that communication with the senate, the board, and the committee members should have happened sooner. Some concerns expressed by the senators were: how far removed from the classroom experience the associate deans might be, lack of input from general faculty regarding policy decisions made by the new committee. Ort and Cathey were aware of the concern of faculty involvement in the process. They responded that course and curriculum changes originated with the college committee and that course content originated with the faculty and there was no intent of changing that. The types of decisions the committee would make were more decisions of process, for example, if the course was a duplicate course, would it fit the prerequisites. The UCC committee would create subcommittees to deal with policy items as both Ort and Cathey felt that a diverse view was important on policy issues. There was more discussion on notification and faculty involvement. Senators asked questions regarding the need for a letter of endorsement rather than a letter of comment from any other program that might be affected and if 20 printed copies of proposals still needed to be provided. Ort said the letter of endorsement depended on the impact of the existing department or course, but often it would be a letter of comment as opposed to a letter of endorsement. The 20 copies were still needed as during the meetings all members needed access to the documents. Cathey said the process would eventually go paperless.

MOTION: Follette/Baglin. To approve the proposed changes to the administration manual, Procedures for Changes in Courses and Curricula or Academic Units as presented.

ACTION: Motion Carried, 3 opposed, 3 abstentions motion carried

10. UCCSN Code Revision Termination Notice for Administrative Faculty

Wilds referred the senators to the Board of Regents' briefing paper that recommended the following revision to Title 2, Ch.5, Sec 5.9.1 "that non-tenure administrative faculty hired after January 1, 2005, be given termination dates upon notice of non-reappointment that are reflective of time spent at the institutions but less than the up to a full year currently allowed. Specifically, these employees, upon notice of reappointment, would be terminated at 60 days if in the first or partial fiscal year of employment at 90 days if in the second fiscal year of employment and at 120 days if in the third or subsequent fiscal year of employment." The senate office disseminated this information to administrative faculty only, but in the future would send this type of information to all faculty. Approximately 10 administrative faculty members responded to the notice, and the responses were mixed. In the other faculty senates there was more negative feedback than on UNR's campus. Wilds said that there was sentiment expressed at the regents' meeting that even 30 day notices were too generous. Mary Dugan, General Counsel for UNR felt that this was just another erosion of faculty benefits. Some senators expressed that same view. Other concerns brought up were: that 23 months was a long time to have a position filled with a non-reappointed faculty member and not be able to hire another person, termination without cause should allow for longer than the 60, 90 or 120 regent recommended length of time, administrative faculty already felt tenuous about their job security, there was no mention of being grandfathered in for promotions or upgrades, that this revision was brought up because of a small number of cases, and that this was being railroaded through without an opportunity to analyze and review. Escher said that if good hires were made, this would not be such an issue. Escher asked if there could be a shorter termination period with cause. Anderson pointed out that there were many different types of positions for administrative faculty and it was difficult to put them under the same umbrella. Her constituents had concerns about the words "without cause" being put into the revision. Anderson felt there were lots of organizational changes happening on campus and the revision would cause people to be less willing to take risks. Some senators felt that the senate needed to come up with some suitable alternatives for the regents to review. Nelson said the proposal on floor was reasonable to present to the regents. Chambers said the system senate chairs were all working on this and might want to go before the regents as a group regarding this matter. The senate chairs would have more clout and authority so perhaps another approach would be to give Wilds enough information and suggestions to speak with the council of senate chairs. Senators expressed concern regarding the regents' idea of running the university as a business and being able to fire people at will, without cause. Ron Phaneuf asked if these suggestions would include soft money and research positions and not just administrative faculty positions.

MOTION: Geddes/Chenin. To approve the UCCSN Code Revision (Title 2, Chapter 5, Section 5.9) regarding the termination of administrative and non-tenured academic faculty.

ACTION: Failed (one approved, 15 opposed, 1 abstention)

MOTION: Call for the question

ACTION: Passed Unanimously

MOTION: Follette/Collopy. To empower Wilds to enter into discussion with senate chairs to draft more appropriate language, facilitate discussions with the presidents to get them on board and report back to the senate.

ACTION: passed unanimously

11. New Business

MOTION: Follette/Geddes To approve the workload reporting forms with the caveat that they will be fined tuned.

ACTION: Passed (3 abstained)

Grant Stitt conducted a survey of selected faculty regarding campus morale. His report was submitted to Frederick and Wilds. Stitt and Frederick requested that senate put together an ad hoc committee to explore this issue. The committee would be charged with making recommendation for improving campus morale. The board thought the committee should consist of 3 senators and 3 faculty at large. Those interested in serving or nominating someone, please email Patty at patty@unr.edu. Chambers would notify units in January regarding senate vacancies; if anyone would be unable to complete their term please contact Chambers. Tim McFarling Chair of the 2005 Campus Charitable Giving Campaign asked the senate for a resolution in support of the charity campaign. The theme for the campaign was giving back to the community. There would be a day of giving on November 9, 2004. Donations would be collected at the food outlets. United Way would also be a part of this campaign as well as numerous health charities. A list was distributed just prior to the meeting as well as the proclamation. Chenin said he was opposed to chartable drives in the workplace.

MOTION: Call the question

Action: Approved unanimously

MOTION: Geddes/Anderson. To endorse the proclamation as written.

ACTION: Motion failed

Wilds asked if the senate wanted to issue a resolution in support of the way administration in general, the student body, and its leadership handled the Michael Moore visit, as well as the efforts being made to keep the campus open to and tolerant of differing viewpoints.

MOTION: Phaneuf/Shannon. To issue a resolution commending the way the Michael Moore visit was handled and commending the efforts to keep an open and tolerant campus.

MOTION: Nelson/Collopy. To table the motion to issue a resolution commending the way the Michael Moore visit was handled and commending the efforts to keep an open and tolerant campus.

ACTION: Motion to table passed

Erosion of benefits moved to next meeting.

Adjourned at 4:45 pm