

MINUTES
FACULTY SENATE COMMITTEE ON UNIVERSITY PLANNING
October 17, 2002 3:30 PM Anderson Hall, Rm. 116

Present: Hancock, Jones, Lawhon, Rowlett, Schumm, John Johnson for Youngman

Absent: Behnke, Cook, De Bres, Hartman, Hassan, Oberst, Rys, Turnley, Verschelden

Visitor: Alfred Cochran

I. Call to order

The meeting was called to order by Walter Schumm, Chair, at 3:35 p.m. The committee agreed to move to VI. B. to make sure there was enough time for the presentation.

VI. New Business

- B. Powerpoint slides on Personnel Policies in Time of Financial Stress - Jane Rowlett
Rowlett presented a power point presentation on four policies: Appendix N: Reorganization of Academic Units, Appendix K: Discontinuance of Academic Programs, Appendix B: Financial Exigency, and Appendix A: Standards for Notice of Non-Reappointment.

Rowlett reviewed the four policies in detail. She said that Appendix N is limited to academic colleges, Hale Library, and Extension and does not apply to administrative units. She said that Appendix K does apply to the discontinuance of administrative units as well as academic units. Program discontinuance should not be a response to cyclical or temporary variations in enrollment or finances. The current budget condition is not seen as temporary. Procedures have to be followed to discontinue a program and an investigation has to be done by the CCOP and FSCOUP. The President makes the final decision on whether or not a unit or program would be discontinued. Faculty are allowed to finish their contracts and tenure-track faculty have to be given proper notice.

Appendix B outlines conditions of financial stress. Financial exigency requires notice of non-reappointment of one or more tenured faculty. It is not anticipated that the university will enter into a stage of financial exigency. Financial stress is defined as a condition in which a net reduction of university faculty is required but no dismissal of tenured faculty will occur because of the financial situation. Net reduction is measured over a fiscal year. Net reduction is when the number of new hires (full-time rank) is less than the number of dismissals (full time persons serving at the rank of instructor or above with an appointment not designated as term) resulting from financial deficiencies. This next fall, if the ratio of new hires vs.

dismissals due to financial deficiencies is negative, a condition of financial stress will be declared. Faculty have to be given a year's notice so the university cannot claim financial stress this year. It is important that there be coordination between the President's Office, FSCOUP and CCOPs in monitoring the process. To declare financial stress, the President needs to notify the Faculty Senate President. The Faculty Senate President will initiate the participation of FSCOUP and the CCOPs and DCOPs will be consulted. The university must appoint a seven person committee - three are appointed by the President, three are appointed by the Faculty Senate President, and one is appointed by Student Senate. The committee will be charged with an advisory role and monitoring activities.

Policy A outlines standards for notice of non-reappointment for probationary faculty. Notice periods are explained in detail for all unclassified. Furloughs were discussed. Furloughs for classified personnel are in place, but there are no provisions for furloughs for unclassified. Rowlett said the policy for classified furloughs could be used as a model for unclassified furloughs. Unclassified furloughs would have to be approved by the Board of Regents as a resolution since there are no rules set up for them. Some units have discussed voluntary leave without pay to help departments with budget problems. Furloughs are not a long term solution - it would only help for this fiscal year.

Rowlett will present her power point slides to the deans on Monday. The Provost will talk about principles that underlie thinking on whether college specific actions should be taken or whether it should be across the board.

- II. Approval of minutes
The minute were approved as distributed.
- III. Announcements
 - A. Faculty Senate Leadership
Schumm mentioned that a survey has been posted to some college websites regarding the domain name change. It is still not clear what will be done with the data. FSCOT and CITAC will be having a joint meeting with Pat Bosco and Beth Unger to talk about this issue.
 - B. Other
- IV. CCOP Information
 - A. Updates, as needed, on CCOP membership and procedures in each college.
Schumm said that FSCOUP members could give him any information they had on their CCOPs.
- V. Old Business
Schumm said that there was nothing new to report on the KKSU sale, health insurance, or budget issues.

VI. New Business

A. Discussion of the Targeted Excellence Working Group document

Schumm said that the Provost would like to get input from CCOPs by October 25 with the biggest concern being program discontinuance.

VII. For the Good of the University

Cochran mentioned that Regent Bill Docking will attend the next Faculty Senate and lead a discussion.

VIII. Adjournment

Meeting adjourned at 4:55 p.m.