

UNIVERSITY FACULTY COUNCIL MINUTES
SPECIAL MEETING

April 27, 2006, 3 – 5 p.m.

Alumni Room, McKenny Union

www.emich.edu/facultycouncil

daryl.barton@emich.edu

487-0196

I. Call to order

The meeting was called to order at 3:00

II. Guest: EMU President John Fallon III

President Fallon explained that *shared governance* has many different meanings, and he did not understand what *shared governance* means at EMU. He thought that Don was the best person for the job as Provost and VP of Academic Affairs, and, therefore, went ahead and appointed him. Sometimes the person already in the job is the best person for the job; whereas, at other times, an outsider is better. In this case, due to budget concerns, the need for strong leadership, realignments, etc., the person in the job seemed to be the best one. President Fallon indicated that he has heard that the concerns are not about the person he appointed, but about the process he used to make the appointment, namely he did not request formal faculty input.

University Faculty Council members wrote questions on 3 x 5 cards, and these were read, and then the president responded to the questions. Thereafter, different representatives asked questions directly. The following points were made.

- In answer to many questions about why the president did not ask for faculty input, the president indicated that he really had not understood *shared governance* as requiring the need for faculty input. He indicated that he looked at *shared governance* as a broader concept. Upon being asked, he indicated that Don Lopppnow had told him that he needed to get faculty input and have a national search.
- In answer to many questions about the need for affirmative action and diversity, the appearance of an all male Caucasian leadership, the president indicated that Equal Opportunity Laws have not been violated and that it cannot be known whether there would have a member of a minority who would have been most competent for the position. University Faculty Council members indicated that EMU has prided itself on diversity, is located in an area of the U.S. which has significant diversity, and it is not clear how the current leadership can represent EMU, or maintain its image of diversity. President Fallon indicated that the concept of “educationally purposeful diversity” has shown promise, and that he is meeting with a regional group of African American appointed and elected officials who are concerned about minority issues.
- A faculty search was stopped because there was only one person in the pool; however, this person was extremely qualified. Why was the search for a Provost and VP for Academic Affairs not called off when there was only one candidate? It too permitted no choice for the position. The president indicated that this was a special circumstance.

- The search for a Director of the Honors College, an Athletic Director, a VP for Advancement, etc., all involved a national search. What does a failure to have a national search for the position of Provost and VP of Academic Affairs indicate about the position? Again the president indicated that this was a unique occasion.
- Representatives indicated that the process used had undercut the legitimacy of the appointed Provost and VP of Academic Affairs. Would the president now be willing to gather information about the level of faculty support for Don Loppnow, or return Don Loppnow to interim position and engage in a national search? The president said that he would not do either of these. However, the president indicated that he would be willing to address the entire community and indicate that the process he had used was flawed, and that the appropriate process should be used in the future.
- When asked what he thought about EMU's history, it's "rear-view mirror," President Fallon indicated that to him it meant University House, that this led to bad publicity, that this is behind us now, and that he wants to ensure, and asks others to ensure, that there will be no further bad publicity about EMU in the news.
- President Fallon indicated that he now has read the University Faculty Council By-laws, will abide by them, sign them, and give the by-laws to the SOC, so they adhere to the by-laws as well.
- In reply to the breakdown in trust and hope for cooperative working relationships between faculty and the president, President Fallon indicated that the lack of trust is real and needs to be addressed.
- Representatives pointed out to President Fallon that it is extremely difficult to get information from the university, for example, to do an economic impact statement for Strategic Planning, or to work out salary differentials. It is very important that the university make information available and have a person who knows how to handle numbers.
- President Fallon asked whether discussions at the University Faculty Council were considered public discussions. This was answered in the affirmative, because each of the departments and schools at EMU is represented by a faculty member who communicates with the faculty they represent and acts on their behalf. In response President Fallon indicated that he volunteers to come to University Faculty Council meetings to discuss shared governance, and how best to engage in it.
- A number of representatives expressed a need to move forward in a positive way and start the healing process. Many also indicated that they did not want to risk bad press for EMU.

III. Discussion of the Proposed Resolutions

- A. Representatives discussed various resolutions.** Given the president's offer to sign the University Council By-laws, make them known to the SOC and indicate that the by-laws be adhered to, make a statement to the university community to this effect, and meet with University Faculty Council to work out details on joined governance, the decision was made not to call for censure which would be publicized in the news, but to state the resolutions in a

positive way and to vote on them today. Linda Adler-Kassner helped in phrasing the resolutions in a positive way, and her excellent work was applauded.

- B. Two different resolutions were passed.** The first addressed the process the president used and what he promised to do, and the second was a resolution acknowledging Don Loppnow's contributions to EMU and a desire to work together with him in a cooperative, constructive way. The first resolution passed 19-7-0, and the second passed 19-2-0. Daryl Barton, University Faculty Council President, will send out the resolutions to the whole faculty. The resolutions follow.

Resolution of the Eastern Michigan University Faculty Council

Whereas: There is a strong and rich history of Faculty participation at Eastern Michigan University in all matters pertaining to the university. The Faculty Council existed as the Faculty Senate prior to the introduction of the AAUP on campus. Faculty Council has been included in every EMU-AAUP Master Agreement since 1978. The University Faculty Council has been specifically recognized and granted authority as the representative voice of faculty. In 1992, the membership of the Faculty Council was expanded to include a representative from each academic department/program on campus. Shortly thereafter, new by-laws were approved by the Faculty Council and incorporated into the EMU-AAUP Master Agreement. The Faculty Council President, the Provost and VP of Academic Affairs, and the EMU-AAUP President all signed the Faculty Council By-laws recognizing the by-laws as the instrument of shared governance.

Whereas: The University Faculty Council By-laws are based in part on the *Joint Statement on the Government of Colleges and Universities*. The text of this statement is available on the national website of AAUP. In accordance with the *Joint Statement*, the by-laws of the Eastern Michigan University Faculty Council list three broad areas of joint responsibility: determining General Education Policy, Internal Operations, and External Relations. Under Internal Operations, the by-laws specifically list "(f.) participate in the selection of academic officers at the level of Dean and above and (g.) advise the appropriate authority on retention of the above mentioned officers."

Whereas: The recent decision to change the status of the Provost and VP of Academic Affairs from *interim* to *permanent* was done without providing any opportunity for formal faculty input in the discussion. This action disregarded the established representative voice of the Eastern Michigan University faculty and is at odds with the principles of shared governance. It has been repeatedly stated that faculty are the first and foremost representatives of the university. As the representative voice of faculty, the Faculty Council should have been invited to engage in dialogue concerning the appointment of their number one representative in the administration.

Therefore be it resolved:

1. The University Faculty Council affirms the process for faculty input laid out in the

University Faculty Council By-laws, and therefore does not accept the process by which this decision was made.

2. The University Faculty Council views this process as an unintended exception and does not accept it as a precedent. This was affirmed by President Fallon in his presentation to the University Faculty Council.
3. We accept President Fallon's offers:
 - o To sign the University Faculty Council's By-laws as a reaffirmation of the University Faculty Council's role, and to distribute them to the SOC;
 - o To make a statement to the campus community affirming a shared process for decision making; and
 - o To continue having conversations with the University Faculty Council about the role of shared governance on the EMU campus.

A Second Resolution of the Eastern Michigan University Faculty Council

We commend and respect Don Loppnow's long service to EMU and look forward to working constructively with him according to the principles of shared governance.

IV. Adjournment.

The meeting adjourned at 5:00 p.m.

Respectfully submitted,
Alida Westman

Present: M. Rahman (ACC); V. Okafor (AFS); M. Reedy (ART); M. Coffman (BIOL); R. Nord (CHEM); S. McCracken (CTA); D. Crary (ECON); L. Adler-Kassner (ENGL); I. Ahmad (CIS); M. Zinggeler (FLABS); C. Mayda (GEO/GEOLOG); L. Watson (HIS/PHIL) S. Levine (HHP); D. Clifford (HEALTH SCI); C. Haddad (TECH STUDIES); G. Mitchell (ENGIN TECH); H. Ditzhazy (L & C); L. Shirato (Halle); K. Banerji (MGMT); D. Barton (MKT); J. R. Smith (MUS/DANCE); S. Nelson (NURS); N. Sharma (PHY/AST); E Martin (PLS); A. Westman (PSY); R. Orrange (SAC); M. Brombyk (SWK); L. Lee (SPED); S. Norton (WMST).

Guests: John Fallon III (EMU PRESIDENT); L. Klopfer (Halle)

Absent: COSC; MATH; TED