

UNIVERSITY FACULTY COUNCIL MINUTES – MEETING ONE

September 20, 2006, 3 – 5 p.m.

Tower Room, McKenny Union

www.emich.edu/facultycouncil

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487-0196

I. Call to order

The meeting was called to order at 3:04

II. Approval of the minutes of June 7, 2006

The minutes were approved.

III. Administrative Realignment – Bob Neely, Associate Provost

This is not the time to consider administrative realignment, and so this project has been put on the backburner for the time being.

IV. Report -- Don Loppnow, Provost and Vice President for Academic Affairs

A. Realignment in the Provost's Office.

The office was realigned in order to emphasize interdisciplinary programs, diversity in the curriculum, international programs, and post-grant support. Further, the number of Associate VPs was reduced to 2, and this will save money.

B. Faculty will be needed to serve on search committees for various positions which are not filled, for example, Associate Vice President for Academic Programming, and Dean for Continuing Education.

C. Some positions will be filled by faculty, and others will be administrative appointments. For example, Chris Foreman (Gen Ed), Claudia Petrescu (Humanics), Bill Miller (Program Approval and Catalog) are faculty positions, but Jim Knapp (Honors) is an AP position. A faculty member is being sought for the position of Institutional Assessment and Program Assessment.

D. Labor dispute. Don Loppnow indicated that he regrets the labor dispute. He feels it is important to rebuild positive relationships, realizing that we all have a passion for this university and are better when we work together. He indicates that we should have faith in the process to get to the outcome which will resolve the issues. The context leading to the labor dispute preceded him. Finding someone or a group to blame does not work. We need to be forward looking.

Discussion followed about the labor dispute. Points made included the following:

- More than the particular content of the various proposals made by the administration team, faculty feel disrespected by the treatment received. The administration team's walking out on the evening before classes were scheduled to begin is seen as a put down and a power-play.
- The press releases of the administration were particularly hurtful.
- All of the unions have felt disrespected and been faced with power-plays in this round of negotiations. The offices which provide support services are extremely understaffed. The product of providing an

excellent education in a supportive environment is being lost, and a business without an excellent product does not do well.

- It is not clear who is in control on the administrative side and whether the administration team is empowered to negotiate. Faculty became concerned that those controlling the administration team would actually let the whole semester derail, even though this would be at a very high cost to students. The dedication of the faculty as teachers and mentors was exploited to get them back into the classroom. This is deeply resented and creates genuine feelings of furor, anxiety, and depression.
- In the students' eyes, the faculty won the dispute for them by going back to the classroom.
- Having administrators serve at will is not beneficial to the university. Administrators do not feel empowered to speak up, state their opinions, and provide their insights and perspectives.
- The relationships on campus which are leading to strikes every time since 2000 when there are contract negotiations needs to be looked at and changed. Otherwise EMU will be perceived as that university which goes on strike with every negotiation.
- The events are taking place within the context of the larger culture. It is regrettable that this is an election year.
- Shared Governance and transparency would lead people to understand far better why specific decisions are being made, and these decisions would not be one-sided.
- Fact finding may reveal unbiased facts, but many people doubt that the process leads to this.
- The two sides should get back to the negotiating table and not let this uncertainty drag on and cause continued emotional hemorrhaging on the part of both faculty and administrators.
- Actions speak louder than words.
- **Bob Neely** indicated that Don Loppnow has engaged in very positive behaviors, such as sending many people to the Higher Learning Commission Conference, increased the number of sabbaticals and Faculty Research Fellowships, etc.
- We very much appreciate Don Loppnow's willingness to come talk with us, and we thank him for it.

V. Committee Assignments

For Shared Governance it is important that faculty serve on committees. There will be a search for an Associate VP for Academic Programming, and a Dean for Continuing Education.

VI. Future Guest:

Chris Foreman, Gen Ed

Bernice Lindke, Financial Aid Office. Sometimes it is better for students to get an E and repeat a course than to get a W. There are details about requirements for financial aid which faculty need to know to give the best advice possible.

VII. Announcements

- A. The **second UFC** meeting for the 2006-2007 academic year will be held on October 4, 2006, 3 to 5 p.m. in the Tower Room of McKenny Union.
- B. The **first UFC Executive Board** meeting will be held on September 27, 2006, in the University Faculty Council office.
- C. **Please make sure that you read your e-mail** regularly. It is the primary method of communication regarding upcoming Faculty Council meetings and announcements. Please reduce your accumulated e-mail; otherwise, OVERQUOTA will appear, and you will not receive current materials.
- D. University Faculty Council minutes, documents, committee reports, etc., are now posted on the website, www.emich.edu/facultycouncil
- E. Where UFC will meet: October 4: Tower Room, McKenny Union; October 18: fifth floor of the REC IM building; November 1: 300 Halle; November 15: new Student Center (Room TBA); December 6: fifth floor of the REC IM building; January 17 and thereafter: new Student Center (Room TBA).
- F. Future University Faculty Council Offices are expected to be in what are now the Campus Life Offices, McKenny Union.

VII. Adjournment

The meeting adjourned at 5:00 p.m.

Respectfully submitted,
Alida Westman

Present^a: M. Rahman (ACC); V. Okafor (AFS); M. Reedy (ART); M. Coffman (BIOL); R. Nord (CHEM); S. McCracken (CTA); J. Rice (ECON); I. Ahmad (CIS); M. Evett (COSC); M. Zinggeler (FLABS); S. Rutherford (GEO/GEOL); L. Watson (HIS/PHIL); S. Levine (HPHP); P. Becker (TECH STUDIES); E. Broughton (L & C); L. Klopfer (Halle); J. Jones (MATH); K. Banerji (MGMT); D. Barton (MKT); J. Smith (MUS/DANCE); G. Rubenfeld (NURS); E. Behringer (PHY/AST); A. Westman (PSY); R. Orrange (SAC); L. Lee (SPED); S. Norton (WMST).

Ex-Officio: D. Loppnow (PROVOST & V.P. FOR ACADEMIC AFFAIRS)

Guests: Bob Neely (ASSOCIATE PROVOST)

Absent: ENG; ENGIN TECH; HEALTH SCI; PLS; SWK; TED

^a The listing of those present is my best reconstruction. Someone took along the attendance sheet. If you did so, please send it in. Thank you!