

**Meeting of the Faculty Senate, Franklin College of Arts & Sciences
October 21, 2003**

Approved: November 20, 2003

1. Call to Order:

Presiding officer Nancy Felson [Classics] called the meeting to order at 3:35 PM in Room 248 of the Student Learning Center.

2. Identification of Proxies and Visitors:

Proxies: Amos Zeichner for Steve Miller [Psychology], Ben Ehlers for Reinaldo Roman [History], Mike Roden for Douglas Crowe [Geology]

Absences: Barry Palevitz [Plant Biology], K.K. Mon [Physics and Astronomy], Randal Walker [Marine Sciences], Elois Ann Berlin [Anthropology], and Glenn Wallis [Religion].

Visitors: none

Total: 37 Present, 5 Absent.

3. Approval of Minutes of previous Senate Meetings:

Approval of the minutes for September 16, 2003 was postponed until the next Senate meeting.

4. Comments by the Presiding Officer:

Nancy Felson [Classics] began by reporting that today's scheduled meeting with the Provost, Arnett Mace, was canceled by the Provost's office on October 16, 2003 due to a conflict with another meeting in Atlanta, and that rescheduling a meeting with the Provost this semester at a time convenient to the 42 senators was proving difficult; yet postponing the meeting until next semester would effectively delay the discussion for too many months. She announced that University President Michael Adams does plan to meet with the Senate on January 13, 2004.

A number of senators expressed concern regarding the Provost's apparent difficulty in finding the time to meet with the Faculty Senate and commented that we did not seem to be a priority to him, though, as one senator pointed out, part of his charge was to act as a conduit between the higher administration and the faculty.

At this point, however, since it does not appear that the Provost can make either remaining Senate meeting, we need to consider several options, so that we can meet with the Provost in a timely manner. Three options emerged from our discussion: first, to send a delegation from the Senate to the Provost; second, to initiate discussion with the provost by email; and third, to pursue scheduling a meeting with the Provost at 3:30 p.m. on a Tuesday or Thursday in November, as an additional meeting of the Senate. The senators voted unanimously to pursue this third option. Nancy Felson said she would inform the senators as soon as she had secured a date.

Nancy Felson also noted that the Senate has been asked by Provost Mace to develop a recommendation list of nominees—faculty, staff and students (undergraduate and graduate)—for the Dean's Search Committee. These individuals should include "... representatives of Arts & Humanities, Social Sciences, and Natural Sciences, as well as rank, gender, and ethnic background." Senators are asked to send nominations (including self-nomination) to the chair of the Committee on Committees, Randal Walker [Philosophy], within the next 3-4 days.

5. Comments by Associate Dean Hugh Ruppensburg:

Associate Dean, Hugh Ruppensburg, discussed five major topics: (1) promotion and tenure review; (2) majors recommended for deletion; (3) the Dean's list of departmental rankings; (4) a working spreadsheet on categories of budget cuts between now and the fiscal year 2006; and (5) a comparative study of faculty salaries.

(1.) Promotion and tenure review: The College level committees have met and reviewed 41 applications for promotion and tenure. After initial consideration, four applications received a majority of negative votes by the College Committee, of which one was appealed, reconsidered, and approved. As a result, the Committee recommended 38 cases for Promotion and Tenure. Overall, the process appears to be working well. One particularly effective requirement (originally recommended by the Faculty Senate) was that, in cases where applicants receive negative votes, the committee meet with the candidate's advocate (typically the Department head) to clarify points and request any additional materials that might have been missing in the original dossier.

(2.) Majors recommended for deletion: Every year the Dean's office is required to prepare a report for the higher administration on majors that have particularly low enrollments. 'Major' in this context applies to a student's declared primary major, not any secondary majors. The numerical cutoff defining low enrollment is 5-10 students or less enrolled in a given major and/or 5-10 students graduating with a given major over a period of five years. This metric applies to graduate as well as undergraduate majors (although the use of the term 'majors' is unusual when applied to graduate degrees). If a major is flagged according to these numerical criteria, then a qualitative assessment of this major is initiated, to be based primarily on the department's recommendation regarding the value of the major to the University.

The impetus for preparing this report is based on the opinion of the higher administration that majors with low-enrollment cost money and are ultimately an inefficient use of funds. The Dean's office disagreed with this assessment and there is apparently no data on whether low-enrolled majors really do represent a loss of funds. A number of senators expressed the opinion that one of the declared strengths of large universities is their ability to offer a diverse number of both common and uncommon majors. Ultimately, the onus will be on departments to make arguments regarding the value of retaining low-enrolled majors.

Currently, the Dean's office has identified the following eight degree programs as ones that can be eliminated and that therefore must be submitted for review:

MS in Biochemistry
PhD in Biochemistry
MA in Greek
MAT in Germanic and Slavic Languages
MA (non-thesis) in Mathematics
MA in Music
MAT in Romance Languages
MAMS in Statistics

Departmental programs that can be retained are:

PhD in Art History - Developing area
MA in Classics - Important for students who wish to pursue a PhD elsewhere
PhD in Computer Science - High growth area with high future potential
MAT in English - Retain for our joint GSTEP Program with College of Education
MAMS in Mathematics - Retain for our emerging program in Engineering
MA (thesis) in Mathematics - Developing area
MA in Philosophy - Retain for non-PhD students in areas such as ethics/bioethics
MAT in Romance Languages - Retain for joint GSTEP Program with Education
MAT in Spanish - Retain for joint GSTEP Program with College of Education

(3) The Dean's list of departmental rankings: As part of a recent directive handed down from the Board of Regents, the Dean's office has ranked departments according to a specified list of quantitative criteria, namely credit hours, number of majors, number of degrees, and sponsored funding per faculty member. Although officially noting that such criteria were not optimal for ranking departments and that such a list would be misleading, the Dean's office nonetheless complied with the directive and compiled the list. They did manage to convince the higher administration that a list separated by areas was more appropriate than the single column list that was originally requested. The flowchart generated by the Dean's office is appended.

Although the ranking was originally intended to serve simply as a bureaucratic document, the list was reported by the news media (specifically, the Athens Banner Herald and the Red and Black). A number of Senators remarked that the list did not improve relations between the faculty and administration. In some cases, departments (e.g., Mathematics) felt that the list was specifically designed to devalue their department. Associate Dean Ruppensburg assured the senators that this was not the case and that the Dean's office had no intention of using the ranking list in order to make decisions regarding departments. A number of faculty, however, expressed concern over how the list would be used by other administrative offices (e.g., the Provost's office) and/or how the list might be used in the future. A number of senators expressed a desire for faculty to be included when determining criteria to be used for making these types of ranking lists. Although assured that the ranking list was not intended for any type of evaluative use, most of the Senate expressed concern that it would be used in some fashion (even if just informally), and would at the least create a public relations problem.

(4) A working spreadsheet on categories of budget cuts: The Dean's office has been working very hard to address all the budget cuts required of the college while retaining the College's core mission. The budget cuts required are currently set at 1.67% for the current fiscal year, 3.4% for the next fiscal year, and 2% for the fiscal year 2006. Collectively, these cuts amount to a reduction of \$5,365,191 of the college's operating budget. Although the cuts are diverse (including some administrative cuts), many represent faculty and staff positions that have been lost through attrition (e.g., 18 faculty positions will be permanently lost next year). So far, the Dean's office has avoided laying off faculty and most staff.

(5) Faculty Salary study: Every year the Dean's office conducts a faculty salary study comparing faculty salaries to the national norms of other Research I Universities. Overall, the average salary of assistant professors is near national norms. There is some discrepancy at the rank of associate professor but the largest discrepancy is at full professor. Full professors at UGA make significantly less than the national average for full professors at other research universities. This discrepancy is not uniform. In some departments, full professors make more than the national averages (about \$5000 higher), in other departments, on average, as much as \$20,000.

6. Committee Reports:

6a) Academic Standards Committee:

The Academic Standards Committee met on September 24, 2003. Nine petitions were evaluated, four were approved, three were denied, and two were tabled pending additional information. The committee also met with Elaine Manglitz and Nicole Palazzo from the Learning Disabilities Center to discuss a revised list of courses that students with learning disabilities may substitute for foreign language requirements; see Action Item b).

6b) Admissions Committee: no report

6c) Curriculum Committee:

Marjanne Gooze [Germanic], Chair, reported that the committee met on Monday, October 20, 2003 and approved the following items:

- Proposal to create a new minor in Brazilian and Portuguese Studies
- Proposal to cross-list SPAN 4651 as SPAN (LING) 4651
- Proposal to revise major elective/special requirements of Computer Science
- Proposal to revise major electives of English
- Proposal to revise entrance requirements of Economics
- Proposal to revise minor and major electives of Women's Studies.

Other:

- A friendly amendment was made to the proposal to create a new major in Chinese Language and Literature

The Committee also made decisions about the courses submitted in CAPA:

- 25 new course proposals were approved
- 11 course changes were approved
- 3 course deletions were approved
- 2 courses were not approved

6d) Professional Concerns Committee:

John Culvahouse [Music], Chair, reported that the committee gathering data regarding issues with the College Bookstore. These issues were formalized in a report that was forwarded to the Dean's office and is included verbatim below:

TO: Hugh Ruppensburg

Noel Fallows

John Culvahouse

Paul Kurtz

Luis Correa-Diaz

SUBJECT : Problems with University Bookstore

FROM : Nina Hellerstein

DATE : September 30, 2003

I have received feedback on the problems with textbook ordering from faculty in Romance Languages and have also utilized the information provided by Dr. Ruppensburg, who had polled the College department heads about the problem. The following is a summary of the information.

Eleven members of Romance Languages responded to my inquiry. Three of them pointed out that the problems this semester are only variations on the problems that occur every semester. Three faculty members said that their texts had not been ordered at all, even though the orders were due last spring. They were obliged to contact the publishers themselves. At least four of the texts had not yet arrived at the time of my inquiry (Sept. 5). The problems included delays in receiving texts for the large multi-section language classes in French and Portuguese. All eleven experienced delays in receiving their texts ranging from one week after classes began, to indefinite. The delays caused serious disruptions in every class and obliged the professors to do extensive and expensive photocopying, which Mr. Douglas Ross at the bookstore agreed to furnish via Central Duplicating. The bookstore did not comply with a request to order books for a distinguished lecturer coming for the Center for Humanities and Arts. My colleagues found that the personnel were not cooperative in tracking down the books and that in numerous cases, the texts were sitting in off-campus warehouses where no staff member was aware of them. Several orders were lost. The personnel did not inform my colleagues about the delays in a timely manner, or at all. Three faculty members noted specifically that there were serious problems in the ordering process and in processing of paperwork.

In addition, two of my colleagues expressed the desire to see the bookstore become a more effective contributor to the intellectual, academic mission of the University, by stocking a larger and deeper range of titles and reducing the space devoted to tourist and sports paraphernalia. One colleague referred me to the two Faculty Senate resolutions of 2/22/90 and 4/27/95, which expressed the Senate's desire to have more faculty involvement and more academic content in the bookstore.

The 22 responses received from other departments in Arts and Sciences all describe the same types of problems and point out that they have been ongoing. Two cited book orders that were sent in very late to the publishers; every respondent noted that books were not on the shelf for the start of classes (even for numerous large lecture classes), and the delays ranged up to four weeks and beyond. Five respondents mentioned that the personnel were unhelpful or uncooperative. Six respondents mentioned that the wrong book was ordered. One faculty member praised the personnel's service in light of the pressures they are under. Seven persons stated that they had found better service at the off-campus bookstores and intend to continue utilizing their services.

In conclusion: it is clear that the ongoing problems faced by faculty members in ordering and supplying texts to their classes have reached a crisis point. Whatever the causes are, the instructional mission of the University has already been seriously harmed by the disruptions occurring in the first weeks of class, which are so essential to the effectiveness of our courses. The prospect of these problems repeating themselves, or becoming yet more serious, in January 04, should inspire all of us to find a speedy resolution to the problem. This resolution clearly requires the involvement of higher levels of the administration.

6e) Planning Committee: no report

6f) Steering Committee:

Norris Armstrong [Genetics], Chair, reported that the Steering Committee met and discussed questions (many submitted by faculty) that would be posed to the Provost (provided that the Senate is successful in arranging a meeting). See action item a).

7. Action Items.

- a.) Questions for Provost Mace: Most of the senators concurred with the suggested questions for Provost Mace. One senator suggested that the parking issues during football games be relegated to a category with less emphasis. The most important question added concerns how the Provost's office plans to use the departmental ranking list (see item 5, section 3 and appendix) when making decisions about departments.
- b.) Foreign Language Substitutions for students with learning disabilities: Although some progress has been made on this topic, discussion was tabled until the next Senate meeting.

8. Old Business

None.

9. New Business

None.

10. Announcements:

Agenda Items for the November 20, 2003 meeting are due by November 6, 2003.
The November 20, 2003 meeting will be held at 3:30 in 248 SLC.

11. Adjournment:

The meeting was adjourned at 5:00 PM.

Submitted by B. Randy Hammond [Psychology].

Appendix: Flowchart showing department rankings by category.

