

Minutes of Faculty Assembly Steering Committee - October 3rd 2003

The Steering Committee met on October 3rd, 2003 at the Melby Center (Department of Educational Leadership) at 9.30 a.m. The meeting was presided over by the Chair, Dr. Michele Acker-Hocevar. Those present: Michele Acker-Hocevar (Chair), Perry Schoon (Vice Chair), Dilys Schoorman (Secretary), Mike Brady, Ali Danesh, Deb Floyd, Allison Ford, Toni Kirkwood, Paul Peluso and Yusra Visser.

Michele began the meeting by thanking Perry and Dilys for their work/ support, as they

Democratic Decision Making Committee - Toni reported that the committee was in the process of addressing the following issues:

- the appointment of persons to positions without any faculty consultation
- the process for restructuring of departments and the role of faculty input
- the concerns that faculty were being left out of decision making; the lack of democratic decision making processes
- the need to know what faculty rights are

Dilys asked Toni to inform the committee to send her a copy of their meeting notes for the Faculty Assembly record. We also confirmed with Toni that she needed to take back to the group our discussions about the need for P&T policies.

Equity in Assignments Committee

Dilys reported that this committee had met once and had decided that they needed more broad-based representation. She noted that chairs had been contacted and asked to recommend faculty members who could serve on this committee if their departments were not represented. They also were seeking representation from different campuses. She noted that Ira would present the committee's report at the Faculty Assembly meeting.

Faculty Connections Committee

Michele informed the group about the plans of the Faculty Connections Committee for the upcoming Faculty Assembly meeting. She noted that the Assembly meeting would be at the Henderson School from 10.30- 12.30; a break for a brown bag lunch (provided) from 12.30-1; and from 1-2 an opportunity for three departments (Teacher Education, Counselor Education and Exercise Science & Health Promotions) to 'showcase' their research, by allowing faculty 2 minutes each in an 'open mike' forum.

Website - Perry announced that he was working on a website for the Faculty Assembly which would be an added source of information for faculty. The committee expressed their approval of such an opportunity.

Search process survey

Copies of the results of the survey (for which the deadline had been midnight the previous day) were distributed to the committee, and discussions on the process of disseminating the information involved the following.

Michele and Dilys requested that selected members of the Steering Committee take the lead on presenting the results to the faculty.

Mike suggested sending the results to all faculty members before the Faculty Assembly meeting. This was strongly supported by Toni and generally seen as a good idea until....

Paul raised the issue of faculty members being worried about something they might have written, not realizing that the information was to be disseminated in this manner.

Dilys raised the concerns about confidentiality as well as the need to make sure no one was referred to by name.

It was unanimously agreed by the members that the leadership team would:

Present the results at the Faculty Assembly meeting

Come up with a plan of action to present the information (make decisions on how the data would be made available to faculty) and send that proposal (via e-mail) to the Steering Committee for approval.

Modify the raw data to eliminate personal references and re-send the information to the Steering Committee via e-mail in the next week.

The Steering Committee members handed back their copies of the results, with the expectation that they would receive the copies (sans personal references) via e-mail in the near future. They also noted the importance of sending information to faculty in pdf format.

Additional concerns

Among the concerns that emerged from different departments were:

- The need for faculty to understand how appointments were made
- The concern that appointments were made without consultation of faculty
- The need for clarity on who is interim and who is not
- The need for clarity on who reports to whom
- How decisions on restructuring of departments are made

On the issue of re-structuring, committee members noted that Faculty Assembly had approved (in Fall 1997) a motion to ensure that future decisions on re-structuring occur following the prior notification and input of the faculty concerned. The committee decided that this would be explored and the relevant minutes be located