

The University Senate Of Michigan Technological University

Minutes of Meeting 330

22 March 2000

Synopsis: The Senate

- (1) Approved Proposal 5-00, Changes to University Sabbatical Leave Policy.
 - (2) Amended and approved Proposal 9-00, Senate Resolution on the 2000-2001 Academic Year Budget.
 - (3) Approved Proposal 8-00, Senate Resolution on Recruitment and Enrollment Management.
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1. CALL TO ORDER AND ROLL CALL

President Seely called University Senate Meeting 330 to order at 5:30 p.m. on Wednesday, 22 March 2000, in Room B45 EERC.

Secretary Reed called roll. Absent were representatives from Mining Engineering, Institute of Materials Processing, Research and Graduate School/University Relations/Administrative Offices, and Educational Opportunity. Liaisons in attendance were Anthony Moretti (USG) and Ted Soldan (Staff Council).

2. RECOGNITION OF VISITORS

Visitors included Bonnie Gorman (Student Affairs), Steve Bowen (Vice Provost for Instruction), Marcia Goodrich (*Tech Topics*), and Marshall Anderton (*Daily Mining Gazette*).

3. APPROVAL OF AGENDA

Davis MOVED and Blanning seconded the motion to approve the agenda as presented. The motion to approve PASSED on voice vote with no dissent. [Appendix A. NOTE: Only official Senate and Library archival copies of the minutes will contain a full complement of appendices.]

4. APPROVAL OF MINUTES FROM MEETING 329

B. Reed MOVED and Vanden Avond seconded the motion to approve the minutes of meeting 329 as presented. The motion PASSED on voice vote with no dissent.

5. REPORT FROM SENATE PRESIDENT

Proposal 14-99, Proposal to Institute Double Majors at MTU, was transmitted to the administration. [Appendix B]

Proposal 16-99, Development Leave for Professional Staff, was approved by President Tompkins. [Appendix C]

A letter was received from James A. Mitchell, Chair, Board of Control, addressing some of the concerns he heard during the March strategic planning retreat. [Appendix D]

A memo was received from Board of Control members Ruth Reck and Claude Verbal, regarding information from the Association of Governing Boards Conference they recently attended. [Appendix E]

The Medical Liaison Group met with several representatives of AON consulting and BCBS on Monday, March 20. Discussions included a range of medical policy matters. The primary focus is on the University's stop loss policy.

Seely met with President Tompkins this afternoon to update him on current Senate issues and to discuss budget planning.

President Seely issued a charge to the Ad Hoc Committee on University Grievance Procedures. **[Appendix F]** Committee members are: Beth Reed, Chair, Peck Cho, Joe Heyman, Bruce Seely, and Ellen Horsch, ex officio.

Seely urged Senators to advise their constituents of the annual spring election cycle. Senators have been notified of the call for nominees for Senators at large. Departments that need to hold Senator elections have also been notified. Seely reported that several Senators are not eligible for reelection. Secretary Reed's term is also ending and he is not eligible for reelection to the Senate for next year. Seely announced that he will not be able to serve as Senate President because he will serve as program director for science and technology studies at the National Science Foundation in Washington, D.C.

6. NEW BUSINESS

A. Proposal 5-00, Changes to University Sabbatical Leave Policy [Appendix G]

Seely introduced the amended proposal. This proposal addresses the faculty compensation issue under a semester calendar. The remaining issues from the original proposal will be addressed in Proposal 12-00, Encouragement of Sabbatical Leaves.

Vanden Avond MOVED and Kunz seconded the motion to approve Proposal 5-00.

Kunz MOVED and Davis seconded the motion to accept Proposal 5-00 as an emergency proposal. The motion to treat Proposal 5-00 as an emergency proposal PASSED on a secret ballot with 31 yes and 3 no votes.

The motion to approve Proposal 5-00 PASSED on voice vote with no dissent.

B. Review and approval of procedures for implementing the Faculty Distinguished Service Award [Appendix H]

The Senate approved Proposal 7-99, Faculty Distinguished Service Award, in January 1999. The proposal states that "The committee's initial procedures shall be reviewed and approved by the Senate and subsequently forwarded to the Provost for final approval." Seely requested that Senators convey any concerns regarding the procedures to him by Friday, March 24.

C. Proposal 9-00, Senate Resolution on the 2000-2001 Academic Year Budget [Appendix I]

President Seely introduced the proposal. The proposal is a result of discussions with the Senate Finance and Executive Committees.

Barna MOVED and Sloan seconded the motion to approve Proposal 9-00.

Barna MOVED and Davis seconded the motion to accept Proposal 9-00 as an emergency proposal. The motion to treat Proposal 9-00 as an emergency proposal PASSED on a secret ballot with 33 yes and 2 no votes.

Kunz MOVED and Ouillette seconded the motion to repeat the following [first sentence under Background] as a bulleted item:

The University Senate agrees that Michigan Tech must reallocate existing resources in order to implement the strategic plan currently being developed.

Discussion continued and several amendments were proposed to the motion.

The Senate approved on voice vote the sentence as follows:

The University Senate agrees that Michigan Tech must continually reallocate existing resources.

The Senate approved on voice vote the corresponding bulleted item as follows:

That Michigan Tech must continually reallocate existing resources. An open reallocation process should follow a strategic plan designed to promote improved quality and pursuit of the University's mission; and.

Barna MOVED and Davis seconded the motion to amend item 2B.

Discussion continued and several amendments were proposed to the motion.

The Senate approved paragraph 2B on voice vote as follows:

*2B. The administration also should explore a different approach to reallocating administration, faculty, and staff resources. Currently, we are attempting to recruit more students, but that takes time, if it happens at all. In the meantime, MTU faces current deficits and costly demands that threaten quality in some programs. The University Senate recommends a different approach: Reallocate administration, faculty, and staff in line with strategic priorities via a carefully constructed voluntary separation program. Encouraging voluntary turnover of personnel need not be expensive and eliminates the morale problems caused by involuntary terminations. Such a program should be **permanent**, since regular turnover allows greater flexibility in strategic reallocations. It should also be **consistent** for all, **predictable**, and **fair**. It should recognize the significant contribution of long-term employees to Michigan Tech.*

Davis proposed an editorial change to 1B.(a). There were no objections. The item follows:

(a) Present financial information and the budget in terms of combined current funds and combined all funds to give a clear picture of the University's overall financial picture; and.

Blanning MOVED and Vilmann seconded the motion to amend 2A.

Discussion continued and several amendments were proposed to the motion.

The Senate approved paragraph 2A on voice vote as follows:

*2A. If expenditure reductions are required, the Senate proposes the following core principle to guide decision-making: **Involuntary personnel reductions must be the last resort**. All other avenues for reducing expenses must be considered first. Options include delaying building opening or construction plans, instituting a hiring freeze, and changing other spending priorities. The fact is, budgeting priority decisions have created the current shortfall; this situation is not forced upon MTU by outside events beyond our control. We simply cannot do all we would like to do with the resources we have.*

Ouellette MOVED and Drummer seconded the motion to strike item 2B and the corresponding bulleted item. The motion FAILED by a show of hands vote.

Editorial amendments were proposed to the bulleted items to make them consistent with amendments to the Background information. There were no objections. The amended items follow.

That *involuntary* personnel cuts should be the last resort in achieving a balanced budget; and

That Michigan Tech should explore a carefully constructed *voluntary separation* program *designed to encourage the orderly turnover of administration, faculty, and staff*.

Senator Pegg moved to amend the second bulleted item. There was no support.

The motion to approve Proposal 9-00 as amended PASSED on voice vote with no dissent.

7. OLD BUSINESS

A. Proposal 8-00, Senate Resolution on Recruitment and Enrollment [See minutes, page 8394, for a copy of this proposal.]

Davis MOVED and Ouellette seconded the motion to approve Proposal 8-00.

Barna MOVED and Davis seconded the motion to direct President Seely to construct parallel action items. There were no objections.

The motion to approve Proposal 8-00 PASSED on voice vote with no dissent.

C. Procedures for implementing the Religious Observance Policy [See minutes, page 8415, for a copy of these procedures.]

President Seely reviewed the addition of one-half of a personal day this year in place of the Good Friday holiday, and discussed the reasons for the cap on vacation days to be granted for religious observance, including the fact that this language was added to prevent a misuse of the policy.

Seely asked if there were any objections to the procedures. There were no objections.

8. ADJOURNMENT

Long MOVED and Sloan seconded the motion to adjourn. The meeting adjourned at 7:30 p.m.

Respectfully Submitted by David D. Reed
Secretary of the University Senate