

**UNIVERSITY OF MASSACHUSETTS AT AMHERST  
OFFICE OF THE FACULTY SENATE**

**MINUTES: Presiding Officer Frank Hugus called the 603<sup>rd</sup> meeting of the Faculty Senate to order March 14, 2002 at 3:30 p.m. in Herter Hall 227.**

*Senator Craig Moore* made a motion to suspend the rules in order to move the Question Period from the end of the agenda to the beginning.

**This motion was seconded and adopted.**

*Senator Moore* asked Chancellor Williams why the press was informed that \$530,085 of the \$1.1 million athletic budget cut would be reallocated to scholarship aid before the campus was informed.

*Interim Chancellor Marcellette Williams* stated that it was not her intent to obfuscate any information, and that routinely the campus is not informed about internal reallocations of individual budgets. She explained that as a first phase of a reduction in sports, there will be a \$1 million cut in the athletic budget, and that discussions in athletics will go on for awhile surrounding external components such as Title IX and scholarship aid. She then apologized for the misinterpretation of the fact sheet, and stated that she wanted to get information out to the public as soon as possible.

*Senator Brian O'Connor* asked for a clarification of the \$530,000 reallocation in athletics.

*Interim Chancellor Williams* explained that the University must provide one year of scholarship aid to athletes who choose to remain at UMass next year, and that ultimately there will be a reallocation of other available monies to sports such as football, baseball, hockey, and softball.

*Professor Peter d'Errico* asked Interim Chancellor Williams if it was true that she had asked the President of Amherst College and members among the four colleges not to make a public statement about concern for the state and University budget.

*Interim Chancellor Williams* denied that statement, and added that she had already seen a copy of such a letter that would be going out advocating on the University's behalf.

*Senator Roland Chilton* stated that the Provost's Office has been collecting information on the number of faculty members scheduled to teach next fall, the courses those faculty members have been assigned, and the estimated number of students that will be admitted into each course. He then asked if all of this information would be available to Faculty Senate Councils and Committees in electronic form, and wondered when that would occur.

*Interim Provost Charlena Seymour* explained that she intends to work with the Rules Committee to discuss how this information should be distributed to councils and other groups on campus who feel that this information will be helpful in their planning. She then asked Deputy Provost John Cunningham to provide information on the timeline for the release of the information.

*Deputy Provost John Cunningham* stated that the Provost's Office has distributed departmental reports for the past four semesters; so that when you ask can all of the information be shared back, we may have to do some editorial work and discuss with the Rules Committee some of the parameters about the information. He then explained that the primary goal of this effort is to map the dimensions and the topography of what will be seen as gaps in the instructional capacity for the next academic year. The Provost's Office had received about half of the reports and expected the rest by the following week.

*Senator O'Connor* expressed concern for the 3600 target for incoming freshman as opposed to the 4200 who entered last September.

*Vice Chancellor Javier Cevallos* responded that every week people in admissions meet and look at the number of acceptances and past history of yields. He stated that they're trying to keep the class at 3600, and that they're on track to send the financial aid awards April 1, so there shouldn't be any surprises this year.

*Senator Richard Bogartz* asked Interim Chancellor Williams if she has any plans to publicly rebut statements made by House Speaker Thomas Finneran asserting that the recent cuts to the University are nothing more than a shave, and that the protests on the part of the campus are simply academic noise.

*Interim Chancellor Williams* explained that she has no plans to rebut these statements because she does not agree with the assumptions made about those statements. She had visited the legislature the day following the quote in the paper and was assured that the phrase academic noise referred to voices from the campus that do not acknowledge the past history of support over the last 6-7 years from the legislature and then the best years of growth from the legislature vis-a-vis the tax revenues of the state itself.

*Faculty Senate Secretary Ernest May* asked Interim Chancellor Williams what the plan will be for reviewing non-academic units and what kind of reporting will take place to assure the entire community that these results will be achieved.

*Interim Chancellor Williams* responded that each executive officer received a memo that states in detail what will be undertaken and how. She then asked Deputy Chancellor Dubach to explain the process in further detail.

*Deputy Chancellor John Dubach* explained that the first step was a series of inventory questions sent to each Vice Chancellor to identify all of the administrative and other support functions on the campus. They have a deadline of 4 weeks. At that point, the information will be assessed and shared amongst the Vice Chancellors over a 2 week period. He stated that he would be willing to distribute copies of any information sent out as well as information that comes back from the inventories.

*Senator Joseph Donohue* moved to suspend the rules to introduce a motion to invite the President and the Board of Trustees to visit the campus.

**This motion was seconded and adopted.**

**MOVED:**

***Whereas* the current fiscal crisis affecting the University of Massachusetts is one of unprecedented severity; and**

***Whereas* the crisis is likely to continue for sometime and perhaps to worsen as well; and**

***Whereas* the ranks of faculty are being thinned to an unprecedented extent by scheduled retirements, incentive retirements, and departures and our inability to hire sufficient replacements even at junior levels; and**

***Whereas* the viability of several departments in more than one school or faculty is being threatened as a result of these losses; and**

***Whereas* our students are finding it increasingly difficult to graduate in the normal period of 4 years because required courses cannot be staffed, or if offered are oversubscribed, and because certain programs or concentrations have been suspended or withdrawn for the same reasons; and**

***Whereas* the overall situation of faculty, students, librarians, other professional staff and administrators alike is catastrophic in its scope and long-term threat to the ability of the University as a whole and the Amherst campus in particular to carry out its educational mandate of teaching, research, and service;**

***Be it therefore resolved* that the Faculty Senate of the University of Massachusetts Amherst invite the President of the University and the entire Board of Trustees to visit the campus by the end of the current semester in order to enter into a dialogue with the faculty about what steps are now being taken and what additional steps are being proposed for the future to address and resolve the grievance situation that we all face.**

**This motion was seconded.**

*Senator Moore* spoke in favor of the motion, and suggested that the faculty try to schedule some preliminary meetings prior to such an event to gather information and background to make those dialogues more meaningful.

*Senator Donohue* agreed that preparations of that sort would need to be made.

*Senator O'Connor* spoke in favor of the motion and suggested that the motion be forwarded to the President and BOT with a clarification of exactly how that meeting would be conducted.

*Senator Chilton* stated that the Rules Committee has invited the President to speak to the Faculty Senate on several previous occasions to no avail, and hoped that an invitation and a vote from the full Faculty Senate might carry more weight.

**This motion was adopted.**

*Secretary May* moved to suspend the rules to introduce a resolution with respect to a negotiation between the Program and Budget Council, Rules Committee and administration with respect to budget cuts.

**This motion was seconded and adopted.**

**MOVED:** That the Faculty Senate direct representatives of the Program and Budget Council and the Rules Committee to consult with the Chancellor and appropriate members of the central administration for the purpose of agreeing on appropriate public reporting with respect to cuts, savings, and transitional costs such as have been referred to by Professor Moore.

**This motion was seconded and adopted.**

**A. ANNUAL REPORT**

Annual Report of the Council on University Service, Public Service and Outreach, as presented in Sen. Doc. No. 02-025.

This report was received by the Faculty Senate.

**B. NEW COURSE**

**MOVED:** That Faculty Senate approve the course EXCSCI 551, as recommended by the Academic Matters Council and the Graduate Council.

**This motion was seconded and adopted.**

**C. NEW BUSINESS**

1. Special Report of the Rules Committee concerning A Faculty and Librarian Declaration of Principle, as presented in Sen. Doc. No. 02-026 with Motion No. 21-02.

**MOVED:** That the Faculty Senate endorse the Faculty and Librarian Declaration of Principle, as presented in Sen. Doc. No. 02-026.

**This motion was seconded and adopted.**

2. Special Report of the Academic Matters Council concerning Emergency Modification of the Requirements of Commonwealth College, as presented in Sen. Doc. No. 02-027 with Motion No. 22-02.

**MOVED: 22-02** That the Faculty Senate approve the requirements for graduation as a Commonwealth College Scholar (as specified in Sen. Doc. No. 99-005A) be temporarily modified, as described in Sen. Doc. No. 02-027.

This motion was seconded and adopted.

3. Special Report of the General Education Council concerning Recommended Courses, as presented in Sen. Doc. No. 02-028 with Motion No. 23-02.

**MOVED: 23-02** That the Faculty Senate approve the General Education designation for CLSICS 330, EDUC 377, HONORS 392I, JAPAN 290D and UWW 190B, as recommended by the General Education Council.

This motion was seconded and adopted.

4. Progress Report (Oral) of the Provost's Steering Committee: Program Assessment, Strategic Directions and Resource Allocation. Janet Rifkin and Frank Hugus, Co-Chairs.

*Senator Frank Hugus:* The Committee has met six times since the beginning of the semester, and its charge is to develop a set of criteria to be used in making decisions for programs which should get increased resources and programs which should stay the same. And to lead a campus dialogue on some of these issues and to determine what kind of university we want to be in the future.

These are all weighty responsibilities and we have all felt the weight of these issues. We've spent the first 6 meetings discussing a number of items that were in some cases potentially related to the charge and in some cases directly related to the charge. What we have decided to do, at least up to this point, is be as open as possible and solicit as much input from as many people in the academic sector of the campus as we can. We will do that by sending a letter to all members of the faculty explaining the charge, how we have approached it, and what we intend to do in the future; namely, to send out a letter to departments asking them how they would describe what their departments do. In other words, what are the parameters within the departments? What are the programs within the departments? What is it in the department that makes that department special, and what is it that we need to be cognizant of as we make recommendations?

There are, I think, 20 or 22 members to this Committee. We are widely dispersed across campus, but we do not have expert knowledge of all programs on campus. We need to have that input. We will take that input, put it together and then send it back to departments for another go around. If there's something we've left out, if there's something that we have not included, if there's something that departments felt was additional information we needed, we would take that into consideration.

The conference of the Deans and Chairs, which is normally scheduled for February of each year, I believe will be held May 3 this year. At that point, I suspect that our group will be the major focus and we will continue to engage in the dialogue with the campus on what we need to do. Let me stress that we do not see our charge as recommending any program for elimination. We do not see our charge as making these decisions. We see our charge as one to make our best estimate as to what the proper criteria are for the continued well being of this campus academically over the next several years. We will submit our report to the Provost by late May or early June, which is the timetable she has given us. At that point, I don't know what the procedure will be, because at that point I suspect that it will be out of our hands.

*Senator O'Connor* noted that 3-4 years ago the Board of Trustees had departments complete the AQAD reports (Academic Quality Assessment and Development), and asked if there had been any thought of using those reports to gather information.

**Senator Hugus** replied that something that updates AQADs of several years ago would be perfectly acceptable as a good, solid, study point.

**Senator Marta Calas** asked if the Committee would be collecting information and making recommendations to the Provost to allow for decisions to be made in terms of the fate of the campus in the future.

**Senator Hugus** responded that the Committee will collect the data and then look at it in conjunction with their strategic goals for what they feel the university should be in the 21<sup>st</sup> century.

**Senator Calas** noted that there was a faculty meeting going on in the School of Management that moment to discuss the transfer of HRTA and Sport Management into the Isenberg School of Management. She added that this was being done without any benefit from the work the Steering Committee was doing.

**Senator Hugus** replied that the Committee met with the Provost earlier in the week to express concern over that matter. The Committee was concerned that changes being made might not be in line with recommendations that the Committee would make.

**Senator Chilton** asked if the Committee was making recommendations for the following year.

**Senator Hugus:** I can't really answer that except to say that it would seem to me that the shape of next year is already being made, and I would ask the Provost to comment on that.

**Interim Provost Seymour:** I think we all have to be sensitive to the fact that we're trying to juggle a lot of things at the same time. There are some things that have to be done in the best interest of the university now and cannot be put off until something else is completed. This particular Committee is a result of all the changes taking place on this campus. It is going to be essential that we are all on board in dealing with these changes as best as we possibly can together. So yes, there will be decisions. Unfortunately, some people will not like the way that we are making the decisions or the time in which we're making the decisions, but these decisions are necessary for other people to get on with their lives. So I must ask for your patience in terms of the fact that this is new territory that we're dealing with, and we're trying to handle more than one thing at one time, which I believe we can do.

In terms of deadlines: when I receive the information from the Committee in early May or June, I will look at their recommendations and prepare to make some decisions about how to allocate any resources that we might have at that particular moment in time. Again, it's going to be very important that we make fast decisions. Classes are going to be starting in the fall. Faculty want to know what they'll be teaching, how many students they'll handle, who's in their department, what kind of support they'll be able to get. At the same time, we're trying to extend the decision-making process as much as we possibly can to get as much input as we can. On the other hand, circumstances demand that we make timely decisions and in some instances as quickly as possible.

**Senator Bogartz** noted that there is a pretty subtle distinction between choosing not to strengthen a program already on a downward spiral and terminating it.

**Senator Hugus** stated that he hopes the Provost will recognize that in cases of departments whose numbers are dwindling, and with missions important to the campus, that those departments will be strengthened rather than left to wither and die.

*Senator Chilton* asked if the Committee could speak of its progress at each Faculty Senate meeting.

*Senator Hugus* replied that the Committee would report to the Senate at each meeting from now on.

*Senator Moore* stated that the Committee should work on a strategic view of an interim mission for the campus. Then, using that model, should evaluate which programs are critical to the future reputation of the campus, and which could be temporarily cut back until there are sufficient resources to expand and widen the mission.

*Senator Hugus* stated that the Committee has not yet finalized the vision for the future of the university, but that the mission should be a first step.

*Interim Provost Seymour* stated that the University will soon have fewer resources to work with and that those resources will not be spread evenly across the board. The Steering Committee's job will be to settle on criteria to help decide where future investments will be made with the few resources on hand. She then thanked the Committee for taking on that responsibility.

*Senator Calas* stated that budget cuts need to be made across campus, and thought it was time to disclose who was making the decisions regarding those cuts.

*Senator Hugus* responded that the Steering Committee was not making those types of decisions.

*Interim Provost Seymour* explained that when the Committee was assembled, she tried to set up a process that would involve faculty, students, and administrators in order to keep lines of communication open. In addition, there will be two peer review activities of this process that will allow for input and feedback from the individuals most affected.

*Secretary May* mentioned that there are also procedures available for reductions, terminations, mergers and transfers of departments.

## **D. ANNOUNCEMENTS**

### **1. Principal Administrative Officers**

*Interim Chancellor Williams* announced that the campus received a grant from the Keck Foundation totaling approximately \$750,000. The campus last received one in 1994, making receiving another one a significant achievement.

### **2. The Secretary of the Faculty Senate**

*Secretary May* announced that the Committee on Committees is seeking members, especially in Humanities and Fine Arts, Food and Natural Resources and in Engineering. The Committee meets 3 or 4 times a year and provides the nominations for the Senate Councils and Committees.

### **3. The Faculty Delegates to the Board of Trustees**

*Faculty Delegate Brian O'Connor* announced that three new trustees have been appointed: Mr. Dennis Austin, Mr. Lawrence Boyle, and Mr. James Karam. The new trustees are replacing Daniel Bogan, Robert Karam, and Peter Lewenberg.

**The 603<sup>rd</sup> meeting of the Faculty Senate stood adjourned at 5:17 p.m. March 14, 2002.  
Respectfully submitted by Ernest May, Secretary of the Faculty Senate.  
The proceedings of this meeting are available on audiotape at the Faculty Senate Office  
dated March 14, 2002.**