

**Minutes of the Meeting of the Executive Council
December 3, 2008
Excerpts**

Present: J. Cummins, B. Ferguson, K. Jacobson, C. Lindgren, R. Osgood, M. Schneider, P. Smith, B. Trish

The meeting came to order at 3:30 p.m. in Macy House conference room. The minutes of 11/19/08 were approved.

President's Remarks

The President noted that he is hosting the mid-year graduation dinner at his home this evening and remarked that there are an increasing number of parents attending.

Dean's Remarks

The Dean noted that faculty searches are in full swing. The Policy Studies Concentration is the first to have been able to make a tenure-track appointment.

She distributed three term replacement position descriptions (Two-Year English/Creative Fiction Writing, One-Year French/17th, 18th, or 19th Century, and One-Year Psychology/Open Specialization) that have been approved by the Academic Sub-committee of the Budget Steering Committee. B. Ferguson moved, K. Jacobson seconded, approval of the position descriptions. The motion was approved.

The Dean noted that the Budget Steering Committee has met to discuss salaried budget requests and are now moving to non-salaried requests. Their overriding concern is to preserve the core of the academic program budget and financial aid, but are looking hard at travel and auxiliary programming with a likelihood of needing to make cuts.

Council Remarks

B. Ferguson raised concerns about support staff levels in Carnegie.

M. Schneider mentioned that he has recently visited with early career faculty who were interested in responses to the earlier fall diversity initiative work on campus. He noted that he has heightened concern for appropriately mentoring the EKI appointments, faculty of color, and early career faculty. He would like this item placed on the next Council agenda for discussion.

K. Jacobson asked the President about the status of the proposed changes to the Faculty Handbook regarding term appointments. The President responded that he had recent discussions about the salary and benefits issues that are intertwined in the current proposed language and is still working to untangle that from other issues which might be appropriate for inclusion in the Handbook.

Presentation and Approval of the Honorary Degree Candidates

M. Schneider asked for Council consideration of approval of the Honorary Degree Candidates at this meeting in order to allow Rachel Bly to proceed to determine availability and then follow-on for a faculty vote soon. The President noted that faculty approval is needed prior to the February Board meeting so that they can vote on the recommendations. There was discussion.

Promotion to Professor Reviews (continued)

There was brief discussion of the merits of recommending that two faculty members be brought up for review for consideration by the Personnel Committee for promotion to Professor. Council unanimously recommended both to the Personnel Committee for review.

Council Recommendations on Requests to Offer Faculty Appointments

The Dean noted that Council has two proposals for Council consideration for recommendation to offer extension of term faculty appointments to two current members of the Biology Department and one full-time two-year extension to a current member of the Chemistry Department and a two-year extension of one part-time position in Chemistry. There was discussion.

Preliminary Discussion of Best Practices for Mentoring of EKI Faculty

There was a brief discussion of the status of forming review committees for those faculty currently in EKI tenure-track positions and those who may be appointed to tenure-track positions. It was decided that the more general discussion would be placed on the next Council agenda according to M. Schneider's earlier request. K. Jacobson asked Schneider for some notion of the range of subjects he thought Council should be thinking about in advance. Schneider replied that he is mostly concerned with the issue of appropriate mentoring. He believes that those in the EKI positions are not being talked to enough and that there needs to be someone with responsibility in this area.

The meeting adjourned at 4:50 p.m.

Secretary
Karen Wiese