

Review and Planning Committee Minutes for May 17, 2000

Present: Becker, Cabe, Norton, Odell, Pence, Pristash, Rohn, Gretchen Ross (SGA representative- elect), and Schuurman. Mark Schelske also came to the meeting.

THE MINUTES from the last meeting were approved as written.

STATISTICS ABOUT GENDER AND PROMOTIONS were discussed more. One committee member wondered if promotion statistics should also be studied based upon other groupings, too. Another committee member suggested that a memo be written presenting to chairs the statistical findings and expressing the nature of concerns that they raised and what is being done to look into this more. Realizing that a department chairs and program directors workshop May 30, where this matter was to be discussed, would be just for new chairs and directors, committee members expressed their hope that the matter would somehow be shared with all chairs and directors involved in tenure and promotion decisions.

ALAN NORTON GAVE THE COMMITTEE AN OVERVIEW OF THE COMMUNITY BUDGET GROUP PROCESS. He said that the creation of CBG had 2 main objectives: 1) to help community members able to make informed recommendations to the President. 2) To improve the community's understanding of the budget. CBG had met the first objective very well, but had not succeeded very well in meeting the second goal, and he, along with this year's CBG, had been seeking ways to improve on that. He also noted that CBG had been President Edwards's idea, and Alan was not sure about its status under a new president. He then went on to discuss the college's capital needs, the distinction between the operations and capital budgets, and why CBG had a role in making recommendations about the former but not the latter. RPC members briefly discussed these matters with him.

A RPC MEMBER URGED THAT MORE REPRESENTATIVES BE ADDED TO RPC. This issue had come up before, but seemed even more pressing now with the year ending and so much needing to be done. Most noted how difficult it has been to parcel out work with a small committee. Some suggested that 2 or 3 positions be added; another idea was to double the representation or create a system of "alternates" (people who could also be employed in subcommittee work). The discussion about numbers of representatives led to a brief discussion about ways of structuring the committee and dividing types of issues parts of the committee addressed. Some interest was shown in polling other major committees to see if they wanted expansion and presenting a motion early in the fall to expand at least RPC.

THIS LED TO A BRAINSTORMING SESSION ON ISSUES REPRESENTATIVES THOUGHT NEXT YEAR'S COMMITTEE NEEDED TO CONSIDER:

- Continued development of salary policy and procedures to avoid variation in practices from year-to-year that undermine or emerge in ignorance of goals set in previous years.
- The scheduled review of the restructuring of St. Olaf into the faculties and led by 5 associate deans.
- Reform of the grievance procedure.

- Creation of mediation processes, including informal mediation, as part of addressing grievances.
- Continued work on the recommendations from the Tenure and Promotion subcommittee that has been studying issues this year.
- Continued study of equity and salary administration issues -- what does the community agree are the objectives of equity, etc. and what are the values informing their definitions?
- Information from the Faculty Review Committee on its first review – how is the process working and are any modifications needed?
- Resolution of RPC's role in reviews for discontinuance. (Changes several years ago have left a major ambiguity in the Manual about how RPC operates when program is proposed to be discontinued or is discontinued.)
- Faculty Manual reform (including drawing distinctions among: contractual, explanatory, constitutional and descriptive matters).
- The nature of appointments -- clarifying and better defining certain categories of faculty appointments.
- Forwarding sabbatical leave policy reforms agreed upon this year within the committee but not yet sent to the Faculty Development Committee or worked into a motion.
- Faculty governance reform.

TONY BECKER WAS ELECTED ACTING CHAIR through the summer months so that Maggie Odell could begin her sabbatical and not be interrupted by any committee matters.

MARK SCHELSKE, CHAIR OF THE DIVERSITY DESIGN TEAM, BRIEFED RPC ON RECOMMENDATIONS THAT THE TEAM HAD FORWARDED TO THE PRESIDENT WITH RESPECT TO HOW THOSE WOULD RELATE TO HIRING AND PROMOTION ISSUES. He explained the issues in terms of the Design Team recommendations as a whole and relative to what roles RPC might play in their further development.

The meeting was adjourned.

Respectfully submitted,
Matt Rohn