

Review and Planning Committee Minutes for May 9, 2001

Note: RPC posts materials relevant to current business at the following web location:
<http://www.stolaf.edu/committees/rpc/>.

Present: Becker (Chair), Baker, Conway, Hamlin, Kahn, Larson, Miessler, Norton, Pence, Postlethwaite, Ross, Solid, Sonnega, Thomforde.

MINUTES for May 2, 2001, were approved as submitted.

CHAIR'S REPORT: The Chair distributed to the committee the referred items from last night's faculty meeting, as amended. The Chair will forward items approved by the faculty for approval by the Board of Regents.

SELECTION OF GOVERNANCE EVALUATION COMMITTEE: Members brought names of individuals interested in serving on the committee and RPC members voted to make a selection. RPC will ask the following individuals to represent their Faculty on the Committee:

NSM: Matt Richey
IGS: Bruce Dalgaard
SAS: Mark Schelske
FA: Susan Bauer

We are still seeking candidates from the Humanities Faculty, and will approve the member from that Faculty by e-mail vote.

There was discussion about who the audience of this report would be. It was also noted that we need to be clear about the charge to the committee. RPC will receive the report and act on its recommendations. We expect this means we will recommend amendments to the Faculty Manual to the faculty, and make other recommendations to the President, as appropriate.

PLANNING FOR 2001/2002: We should get started early on the budget and salary recommendations. What is the best way to bring these matters to the Treasurer? We should look at the larger issue of compensation, not just salary. At present, RPC is more involved at the end of the process in recommending how any salary increase is to be allocated, not in the early part when the actual amount of the increase is determined. Data will be available comparing St. Olaf to AAUP data going back to 1965. We should try to develop a long-term compensation plan.

RPC does have a specific charge from President Thomforde to offer a salary administration proposal by November. We can ask for any information that will be useful for that project. What kind of data is needed? What are the issues relating to merit pay and equity? To do useful work on issues like Merit Pay we will need to have enough lead time, and will also need enough of an increase available to provide meaningful merit increases.

Other priorities for next year:

Continue work on RPC 00/01-07.

Work on concerns about the amendment process in RPC 00/01-09.

Continue work on Tenure and Promotion report.

Governance reform.

Sabbatical leave policy (regarding the report from about 2 years ago).

Post-tenure assessment.

RPC never revised the Grievance Procedure when the Appeals Procedure was revised. Maybe such revision is not needed.

Gender equity in promotion.

Term extension issue.

Daytime faculty meetings (noting that RPC feels it has explored every possibility within the current schedule. If we look beyond the current schedule we will have to work with CEPC and others).

Should sabbatical leave committee meet earlier? We are constrained somewhat by the calendar, but should try to start that work as early as possible.

What role does RPC play in the development of departmental statements on professional activity? Perhaps we do not have a role in this. Some RPC members thought that the Tenure and Promotion Committee generally should review those statements, since that is where they will be of particular relevance.

ELECTION OF OFFICERS FOR 2001/2002: Diana Postlethwaite was elected Chair for next year. A new secretary will be chosen at the first meeting and will begin serving at that time.

This is the last meeting of this academic year.

The meeting was adjourned.

Respectfully submitted,
Peter Hamlin, Secretary