

To: Margie Paris  
President, UO Senate

From: Anne Laskaya  
Louise Bishop  
Co-Chairs, Faculty Advisory Council, 2012-13

Re: FAC End of Year Report  
24 June 2013

The Faculty Advisory Council met every Monday classes were in session during the academic year 2012-13 from 11 am to 1 pm. The Council's elected and ex-officio members follows.

Elected Faculty and Officers of Administration Members for 2012-13

Co-Chairs: Louise Bishop (Honors College)  
Anne Laskaya (English)

Jenifer Craig (Music & Dance)

Herlinda Leon, OA (Romance Languages)

Chuck Kalnbach (Business)

Edward Kame'enui (Education)

Peter Keyes (Art and Architecture)

Carol Silverman (Anthropology)

Edward Teague, OA (Art Library)

Anita Weiss (International Studies), Fall and Spring terms, research leave Winter term

Ex-Officio Members:

President Michael Gottfredson

Provost James Bean

Senior Vice-Provost Doug Blandy

Vice-Provost Barbara Altmann

UO Senate President Robert Kyr

UO Senate Vice President Margie Paris (beginning February 2013)

Three ex-officio members were new to their positions: UO president Michael Gottfredson, senior vice-provost Doug Blandy, and vice-provost Barbara Altmann. President Gottfredson asked Dave Hubin, Senior Assistant to the President, to attend Winter and Spring term meetings.

After the Committee on Committees reviewed the FAC as part of its ten-year review of all Senate Committees, the Senate adopted a few small changes in membership requirements concerning attendance and leaves.

The FAC began and ended its work affirming its role as an advisory body. In that capacity, it performs crucial work candidly providing president and provost with thoughtful and rigorous advice. It is a key arm of shared governance. Along with the vital public role of the UO Senate, the FAC participates continually in important collaborative work between upper administration

and faculty. The FAC, as an elected body, provides administration with a diverse constellation of colleagues with whom to debate, discuss, and problem-solve some of the most pressing issues facing the University of Oregon community. It is not primarily a place for administrators to give reports to faculty, nor is it just another arm of the UO Senate. It is an independent, elected, and confidential advisory group. In its best manifestation, it helps our community productively find solutions to problems, address issues of equity and respect for all members of the community with our many differences, and creatively imagine and build toward the future

At its first meeting, the FAC affirmed its confidentiality policy:

*The Faculty Advisory Council is responsible for providing the President and other Administration officials with faculty opinion and counsel on the wide range of university affairs. In its relations with the President, the Administration, and with the faculty, the Faculty Advisory Council shall act either on request or on its own initiative. To fulfill its mission, members of the Council recognize that its deliberations must remain confidential. The quality and the effectiveness of the advice we give depend on a free and frank discussion of issues, in which all participants can voice their opinions without fear that their positions will be divulged or attributed to them outside of the Council. Furthermore, the FAC often treats issues that are in the public domain. Any information presented at a FAC meeting that is not in the public record will remain confidential. All discussion about information that is in the public record will also remain confidential. Participants in the FAC will not refer to or divulge Council deliberations and comments with specificity in discharging their obligations as faculty, administrators, or staff. By pledging to adhere to the confidentiality of its proceedings, participants in the FAC commit to fulfilling their legislative charge. The Council shall be the forum where the President and other Administration officials seek faculty advice on all important decisions that affect the university before they are implemented, and where the issues that inform these decisions will be considered thoroughly and with mutual respect.*

This same policy was shared with, and affirmed by, all guests who attended FAC meetings.

Visitors to the FAC in the fall term included Dennis Galvan (Interim Vice Provost, International Affairs), Penny Daugherty (director, Affirmative Action), Pam Farmer (director for organizational development & training, Human Resources), Jamie Moffitt (vice-president for finance and administration and CFO), and Brad Shelton (vice-provost for budget and planning). The FAC spent considerable time discussing the current budget model

In the winter term the FAC invited deans from every school and college to discuss the ramifications and effects of the budget model on their unit. Deans from every school and associate deans from CAS attended sequential meetings. The series of meetings began with Frances Bronet (AAA), David Frank (CHC), and Brad Foley (SOMD); it continued with Tim Gleason (SOJC) and Kees de Kluyver (LCB). The College of Arts and Sciences conversation included Scott Coltrane and Associate Deans Judith Baskin (Humanities), Andrew Marcus (Social Science), Ian McNeely (Undergraduate Education), and Gordon Taylor (Finance). The visits concluded with Mike Bullis (COE), and Michael Moffitt (LAW).

Spring term included conversations on faculty governance. On Monday, May 20, 2013, the Senate Executive Committee held a joint meeting with the FAC and invited Bill Harbaugh (Econ) to attend. Greg Rickoff, the new Assistant Vice President and Chief of Staff for the Office of the President, also attended that meeting.

The following topics/issues were discussed during 2012-13 FAC meetings:

Annual administrative performance reviews

Administrative organizational structure

'Big Ideas' and the current university Academic Plan: revision timetable

The shift from Summer Research Awards (SRA) to Faculty Research Awards (FRA)

Review of Research Advisory Panel and its report

The need for a review of Research, Innovation, and Graduate Education office by joint Senate/administrative committee

Enrollment increases for the past five years and related issues, including hiring TT faculty

Independent governing board and the relationship between UO and OUS and its other institutions; UO and state more broadly; UO and the legislature

Organizational plans for institutional equity and inclusion: hiring, recruitment; and retention, including attention to and action steps for bringing to campus best practices from across the country; planning for the future

Mandatory reporting policy, prompted by Oregon statute, to protect from abuse all minors on campus; law's implications for education and reporting

Campus-wide sexual harassment training: Title Nine; adjustments to UO's educational processes and organizational structures so they will align with best practices across the country

FAC 'test-drive,' along with Executive Leadership Team, of new online training on harassment issues: campus wide training to begin September 2013

Re-establishing UO ombuds officer position

Current budget model discussions

--the relationship between Provost's Office and deans

--transparency issues

--mechanisms for including faculty in budget and policy decision-making at both university and college/school levels

--budget model and its relationship to UO academic mission and academic plan

--budget model and its relationship to research support in all disciplines

--budget model and its relationship to enrollment pressures/faculty expectations in departments, colleges and schools

--budget model and its relationship to graduate education

--budget model and its effects, including the need for on-going adjustments

--conversations with Jamie Moffitt and Brad Shelton

--conversations with Deans who met with FAC for further discussion: Frances Bronet (AAA), David Frank (CHC), Brad Foley (SOMD), Mike Bullis (COE), Tim Gleason (SOJC), Kees de Kluyver (LCB), and Michael Moffitt (LAW). The College of Arts and Sciences conversation included Scott Coltrane and Associate Deans Judith Baskin (Humanities), Andrew Marcus (Social Science), Ian McNeely (Undergraduate Education), and Gordon Taylor (Finance)

PTRAC discussion and appointments

Strengthening rapport, participation, and open civil discourse among faculty and between administration and faculty on campus

Shared governance

Liaison work with UO Senate

Restatement of FAC role as confidential advisory, not approval, body

The 2013-14 Provost Hiring process and committee for a permanent Provost; appointment of interim provost

Office of International Affairs UO-Gabon initiative; Global Institute proposal, and Junior World Track and Field Championships proposal

EMU building/renovation issues

Conversations with search committee and interviews of candidates for Chief Human Resources Officer

Interviews with candidates for Public Safety position

Discussion of “naming rights” procedures for buildings/physical structures

Discussion of arming campus police force

This year, seven members' terms conclude; only three elected members continue. Since the number of members continuing and the number leaving would ideally be more balanced, we hope the Senate can think through a way to address this imbalance. The seven elected FAC members concluding two years of service are Jenifer Craig (Music and Dance), Chuck Kalnbach (Business), Ed Kamen'ui (Education), Carol Silverman (Anthropology), Ed Teague, OA (UO Libraries), Louise Bishop (Clark Honors College) and Anne Laskaya (English). At the last 2012-13 FAC meeting on June 3, 2013, Peter Keyes (AAA), one of the continuing members, was elected Chair for 2013-14. The other two continuing FAC members are Anita Weiss (Intl Studies) and Herlinda Leon, (OA, RL). The seven newly-elected members joining the FAC for 2013-15 are Miriam Deutch (Physics), Hal Sadofsky (Math), Jeffrey Measelle (Psychology), Alexandre Dossin (Music), Lynn Kahle (Business), Merle Weiner (Law), Helen Chu, OA (UO Libraries, Academic Technology).