Lehigh University

MINUTES OF THE FACULTY MEETING

14 September 1998

Presiding: Gregory Farrington (Perella Auditorium)

President Farrington called the meeting to order at 4:10 PM.

1. Memorial Resolution. Professor Kenneth Kraft who then MOVED that his remarks be incorporated in these minutes [see Attachment 1] and that a copy be sent to the family read a tribute to A. Roy Eckardt, late Professor Emeritus of Religion Studies. The President declared the motion APPROVED by acclamation and the faculty STOOD for a moment of silence in memory of A. Roy Eckardt.

Memorial Resolution. Professor Bob Thornton who then MOVED that his remarks be incorporated in these minutes [see Attachment 2] and that a copy be sent to the family read a tribute to Ching Sheng Shen, late Professor Emeritus of Economics. The President declared the motion APPROVED by acclamation and the faculty STOOD for a moment of silence in memory of Ching Sheng Shen.

Memorial Resolution. Professor Keith Schray who then MOVED that his remarks be incorporated in these minutes [see Attachment 3] and that a copy be sent to the family read a tribute to William E. Ohnesorge, late Professor Emeritus of Chemistry. The President declared the motion APPROVED by acclamation and the faculty STOOD for a moment of silence in memory of William E. Ohnesorge.

2. Minutes. The minutes of the April 27, 1993 faculty meeting were APPROVED with a correction submitted by Professor Bob Folk [see Attachment 4].

3. Committee Motions. Professor Jim McIntosh, on behalf of the Nominations Committee, MOVED the nomination of Professor Gary Lutz to fill the two-year unexpired term of Professor Diane Browder who has resigned. The motion was SECONDED and PASSED BY ACCLAMATION.

Professor Ed Shapiro, on behalf of the Faculty Compensation Committee, summarized the FCC's written report to the faculty [see Attachment 5] and
then **MOVED** a Resolution of Concern. The motion was **SECONDED**.

Professor Frank Gunter asked if the FCC had received the 'traditional' 14-school compensation comparison data, and, if so, the compensation gap between Lehigh faculty and the comparison schools. Professor Shapiro replied in the affirmative noting that Lehigh full professors trail the comparison group by 13.9%; associate professors trail by 7.0%; and, assistant professors trail by 7.1%. Overall the gap is 11.3% compared with 9.6% in the previous year (96-97).

Professor Gunter provided a flurry of supporting data including the fact that, since 1992, overall university expenditures have risen $22 million while faculty compensation has risen by $900,000. Also, since 1992, Lehigh's faculty compensation ranking has fallen from 31st among all US universities to 73rd.

Professor Clifford Queen wondered aloud about the gap in Lehigh administrators' compensation and asked why FCC involvement in the budget process was not part of the resolution.

Professor Bruce Smockey added a friendly amendment: 'that the FCC will be involved with budgetary discussions from the beginning during the current academic year.'

Professor Folk noted that FFPOC is already part of the budget process. Professor Tony O'Brien observed that (past) President Hittinger had hinted that some kind of discussion was held with the trustees.

President Farrington suggested that resolution of the problem was not likely during a presidential transition, as that is not a time to institutionalize change.

The question was ** CALLED.** President asked that the motion be restated. After the motion was restated, it **PASSED**.

4. **Unfinished Business.** None.

5. **New Business.** Registrar Bruce Correll provided the fall enrollment report [see Attachment 6] and observed that Presidential Scholar data is not stored in the registrar's system and that Dean's Scholar's tracking will begin this year.

Professor George Nation inquired about the effects of the Asian financial crisis on enrollment. Registrar Correll noted a very small impact. Admissions dean Lorna Hunter reported an admissions acceptance rate of 51% - down from past years.
Professor Folk asked that two motions be read into the minutes with regard to the Rules and Procedures of the Faculty language on the Personnel Committee [see Attachment 7]. The motions are repeated here:

**Motion to Change Section 1.2.2.5 of the Rules and Procedures of the Faculty**

**Motion #1** Omit the words: 'and may not begin a term after his/her sixty-fourth birthday’ at the end of the first paragraph.

**Motion #2** Insert the following sentence as the second sentence in the third paragraph: "The appealing party will be given copies of all documents and either be present or be given a recording of all oral testimony in his/her case."

6. **Committee Reports.** Professor Susan Szczepanski reported on the results of the field test. She noted the objectives of the field test have been achieved; that valuable insights have been gained; and, that an important aspect of the work is benchmarking against other universities. That is, a fundamental aspect of the work is comparisons with peer institutions.

Professor George White, on behalf of the Faculty Financial Planning and Operations Committee, reported that FFPOC will have two additional meetings and will provide a full report at the next university faculty meeting on priorities and goals. He enumerated some goals: review of student services system solution; the 'Y2K' problem; a review of telecommunications and a new switching system; and, most important, sending faculty priorities to the budget committee. He also thanked the faculty for feedback to the committee and noted that "...salary is always on our list."

Professor Gunter urged the FFPOC to focus on the compensation issue in concert with the FCC.

Professor White concluded by noting that the process will continue.

7. **President's Report.** President Ferrington began his remarks by observing that Lehigh should have a vision of being competitive among all universities with the finest faculty and the finest students.

He asserted that faculty compensation is part of that equation. While solving the compensation problem won't be pleasant, he reported that the Board of Trustees has affirmed that Lehigh faculty compensation must be
truly competitive, and, that while overall compensation must be competitive, individual faculty compensation must be based on merit. Issues of salary are of major importance.

He relayed that he is not an independent operator. Rather, that he is a "process fellow" who believes in the importance of deans and provosts, and that, in his administration, deans and the provost will play important roles.

He noted that there are no ... clouds raining money. Therefore, careful and long-term strategic thinking will be needed to resolve the compensation problem and to seize the opportunities Lehigh has to excel as a university.

On the role of the faculty, President Farrington said that he prefers the title of "professor." Everything the university does is related to the quality of the faculty. Aggregate faculty quality is the most important indication of a university's future.

He stated he looks forward to working with the Faculty Steering Committee and ensuring there is broad consultation with "management." The trustees have their "heads in" the process, but their "hands out." Faculty will receive appropriate consultation, but, ultimately, decisions have to be made by deans, the provost, the president, and other appropriate members of the LU administration.

He emphasized the need for the university to have a strategic vision. It is fun to be successful and a leading institution. To be successful, the university must make its vision clear. He sees the potential for Lehigh to play a far more consequential role in American higher education while retaining its identity and values. He sees the faculty sharing in the creation of the vision of Lehigh's future.

He stated he believes Lehigh is an extraordinary institution, which can achieve great things, but only by partnership of all parties.

He also said he has yet to "find" the budget table.

President Farrington concluded his remarks by stating that his objective was for no university in Pennsylvania or elsewhere for that matter - of similar size to take first-place to Lehigh.

The meeting stood adjourned at 5:48 PM.
A Tribute to A. Roy Eckardt, Professor Emeritus of Religion Studies

This past spring, A. Roy Eckardt, professor emeritus of Religion Studies, died of cancer at his home in Coopersburg. He was seventy-nine. He is survived by his wife and scholarly partner, Alice, his son, Stephen, his daughter, Paula Strock, and three grandchildren.

Born and raised in Brooklyn, Roy Eckardt graduated magna cum laude from Brooklyn College in 1942. He received a Masters in Divinity degree from the Yale Divinity School, and a Ph.D. in philosophy from Columbia University and Union Theological Seminary. He was also an ordained clergyman in the United Methodist Church.

Roy came to Lehigh in 1951 as an assistant professor. He soon founded the Religion Studies department -- called "religion studies" rather than "religious studies" because, he said, such studies were not necessarily "religious" in nature. He chaired the department until his retirement in 1980.

Roy played an important role in the emergence and professionalization of the academic study of religion in American colleges and universities. In 1955-56, he served as president of the National Association of Biblical Instructors, soon to be renamed the American Academy of Religion. His editorship of the Journal of the American Academy of Religion, from 1961 to 1969, helped to define the scholarly, pluralistic, and secular standards of an emerging field.

Roy was a pioneer in Christian-Jewish studies, especially in the history and theology of anti-Semitism, and the ethical significance of the Holocaust. Lehigh accordingly became one of the very first American universities to offer a course on the Holocaust. Even after Roy's retirement in 1980, his work led to the creation of Lehigh's Philip and Muriel Berman Center for Jewish Studies and an institute for Christian-Jewish Relations at Muhlenberg College.

The A. Roy Eckardt College Scholars program, a special honors program in the College of Arts and Sciences, was endowed by George Lemon, a former Lehigh student and now a trustee, who remembers Roy for his inspirational teaching, scholarly rigor, and moral convictions.
Roy was the recipient of many notable awards, too many to cite here. He was also appointed by President Carter to the President's Commission on the Holocaust.

Roy was the author or editor of eighteen books — on philosophical theology, Christian-Jewish relations, ethics, politics, and humor. To the very end of his life he continued to write, leaving us with a completed book manuscript from his deathbed (transcribed as always on notepads in his cramped cursive hand).

Philosophical clarity and religious fearlessness characterize all of Roy's writing, but toward the end of his life he struck another cord, smiling in the face of life's incongruity. As he said, his boyish Brooklyn roots were reasserting themselves. Like other distinguished older scholars who have rediscovered the humor of religion and the religion of humor, Roy published three Christian-Jewish-Zennish comedic meditations. One is entitled On the Way to Death, Essays toward a Comic Vision.

These final books only serve to underscore the seriousness and significance of Roy's work. And now we may smile in his memory, even if we find it difficult to laugh.

Respectfully submitted,

Norman J. Girardot
Kenneth Kraft

September 14, 1998
Memorial Resolution for Ching Sheng Shen

The faculty of the College of Business and Economics note with deep sorrow the passing of Dr. Ching Sheng Shen, better known to most of us as Albert Shen, on June 5, 1998 at the age of 80. He was a member of the Department of Economics for nearly twenty years until his retirement in 1983.

Albert was born in Peking, China, in 1917. He received his B.A. degree in 1941 from Yen-Ching University. He then went on to work for the Chinese Ministry of Communication, the Nankai Economic Institute, and the Bank of China. In 1948 he escaped with his family to the United States. The escape was a harrowing experience, and during it his brother was killed. After settling here, he attended first Boston University and then the University of North Carolina at Chapel Hill where he received his Ph.D. in 1957. Following brief teaching stints at Elon College and North Carolina State at Raleigh, he accepted a position at Lehigh in 1964.

For many years Albert was the Economics Department's master senior econometrician, at a time when few economists possessed a high degree of expertise in the field of econometrics. As a result, he was called upon to supervise numerous dissertations; and his courses in econometric theory, time series, and index numbers served as key core courses in the College's Ph.D. program. Albert also was frequently asked for help on matters of econometric technique and he always gave his assistance liberally with the characteristic smile for which he was well known. In many ways he was ahead of his time. Long before such modern concepts as cointegration became part of the everyday language of econometricians, Albert realized the special nature of
time series data and the care needed to analyze such data. Indeed, many of his intellectual endeavors centered on forecasting models and the Box-Jenkins approach to modeling stochastic processes. Only much later did the majority of econometricians begin to devote considerable attention to the differences in modeling techniques for time-series data and as a result Albert's students benefitted greatly from his early perspective on the subject.

Although Albert retired formally from Lehigh in 1983, he still remained active. He continued to teach an occasional course for many years afterward. He even played tennis well into his 70s, and on his retirement the Department gave him as a (humorous) gift a tennis racquet the size of a satellite dish (the old type). We never found out if he tried to use it. Although he didn't boast about it, he was an accomplished bridge player and won various awards for chess.

What most of us will remember about Albert, though, is that he was a gentle man. Some might call him shy, but it was a shyness that reflected humility and not timidity. For as anyone who ever engaged him in debate knows, Albert was not timid. He was never hesitant to put his ideas forward, and he did so with energy, enthusiasm, and remarkable clarity especially in the written word. It was only himself that Albert was reluctant to put forward. He would not boast and he did not approve of those who did. Yet he could be justifiably proud of his many personal and professional accomplishments, a fact that made his humility all the more remarkable.

Albert was also quick to laugh. This is the most lasting impression that many of us will have of him. When he suffered a heart attack back in 1972 (an attack from which he later fully recovered by the way) he related how he had overheard one nurse
talking about his imminent demise. It would have been hard for most of us to see any humor in such a remark, but laughter came easily to Albert — even at a time of personal adversity like this.

Albert leaves behind him his wife, Lee-Ming, his two children, Anna and Emil, and six grandchildren. To them we offer our heartfelt condolences. But he also leaves behind him his many friends at Lehigh who will sorely miss this wise and gentle colleague.

Respectfully submitted,

Robert Thornton
Jon Innes
Larry Taylor
Eli Schwartz
Warren Pillsbury

September 14, 1998

President Farrington, I move that this memorial resolution be made a permanent part of the faculty record by being included in the minutes of this meeting and that copies be sent to the members of his family.
William E. Ohnesorge Memorial Resolution September 14, 1998

William E. Ohnesorge, Professor Emeritus of Chemistry, passed away on April 29 in Bethlehem. He was born on September 11, 1931, in Acushnet, Massachusetts, the son of the late Edward and Catherine (Cawley) Ohnesorge. He obtained his Sc.B. in Chemistry in 1953 from Brown University and his Ph.D. in 1956 from MIT. Bill began his academic career in 1956 on the chemistry faculty of the University of Rhode Island and in 1964-65 held a concurrent faculty position in Chemistry at MIT.

With the rank of Associate Professor, Bill and his research group relocated to Lehigh in 1965 where he quickly established himself as the spokesman for the discipline of Analytical Chemistry. Bill served on the faculty of Lehigh University until his retirement in 1991.

Bill served his Department as Assistant Chairman from 1969 to 1980, his profession as National Science program director for Analytical Chemistry from 1980-1981, and his College as Associate Dean of Engineering and Physical Sciences from 1982-1984. He was also a Board Member on the Steering Committee for the Middle Atlantic Regional American Chemical Society annual meeting and served three terms as secretary of that Board.

Building on a lifelong interest in fluorescence spectroscopy and luminescence analysis, Bill began to apply these techniques to the analysis of pharmaceuticals in body fluids. He took a sabbatical year at the University of Toronto (Canada) Hospital to learn more about the emerging field of clinical analytical chemistry and upon his return to Lehigh introduced that subject in course work and in research. Bill was associated with the Pathology Department of Allentown Hospital and many of his doctoral students did practical work on new methods of drug analysis. Bill's research in electroanalytical chemistry and in clinical chemistry was supported by the National Science Foundation and his technical contributions to the literature were extensive.

Bill enjoyed a reputation as a caring and committed teacher involved not only in the classroom side of his students' education but also in their professional careers. He engendered profound loyalty in his graduates and maintained on-going friendships long after they departed Lehigh.

We, the faculty of Lehigh University, recommend that this motion of appreciation for his services be spread on the minutes of the faculty meeting and distributed to Professor Ohnesorge's survivors. Bill is survived by his wife Marcia (Potter) Ohnesorge; daughters, Sharon, wife of
Donald Sheets of Athens, Ohio, and Paula, wife of Gregory Bell of Macungie, and four grandchildren.

Submitted

For the Chemistry Faculty
Charles S. Kralhansel
James E. Sturm
Ned D. Heindel
September 3 1998

Professor Stephen Ihode
Secretary to the Faculty
304 Rauch Business Center

Dear Steve

Re: Correction to the faculty minutes

The paragraph starting with Professor Folk requested is inaccurate.

Instead, I requested that the Personnel Committee give us a written statement of the procedures now used when they hear an appeal from a disgruntled faculty member. See the enclosed page from R & P. I urged them to recommend changes in the current procedures to incorporate the right of the faculty member to see all relevant documents and to either be present to hear all testimony or to hear a recording of all testimony.

I noted that these rights were added to the amended document on sexual harassment and it seemed fair to include them in appeals to their committee.

Also, Professor Callahan did not say that these rights were already in place. In fact, she and the other members are opposed to including these rights.

I will ask for this correction to the minutes at the September faculty meeting.

Sincerely,

Bob Folk
This committee is composed of five tenured faculty members, each serving a five-year term on a staggered basis. The four members elected by the faculty of the university to represent the four colleges must be at the rank of professor. The fifth member must be an associate professor at the time of his/her election to the committee. This fifth member is to be elected at-large by the university faculty. A faculty member may not be reelected to a second full term and may not begin a term after his/her sixty-fourth birthday.

In the event that the personnel committee decides that any current member should not participate in hearing a particular case because of a conflict of interest, the committee will designate as his/her substitute for that case the former member of the committee who most recently represented the college or school of the temporarily disqualified member. If no former committee member of that college is available, the committee will select the most recent former member of the personnel committee who is available to hear the case. As used above, availability implies that the individual is willing to serve and is not disqualified because of a conflict of interest.

In considering any appeal, the personnel committee is empowered to examine all letters and other documents and to question members of the faculty and the administration for the purpose of establishing facts in the case. The personnel committee may, at its option, petition the provost, the president, or the board of trustees for reconsideration of the decision that caused the appeal. Representatives of the administration, the personnel committee, and the appealing party may participate in any hearing before the board of trustees or its designated committee. When the personnel committee considers the appeal of a member of an under-represented minority group (as currently defined by United States government guidelines for eliminating discrimination in employment) the president will appoint a tenured member of the university's affirmative action/equal opportunity commission to serve as professor voting member of the committee for the duration of that specific case unless the appealing individual declines such an appointment in advance or unless his/her group is already represented on the committee.

The committee always advises the board of trustees on an appointment to the office of president and the office of vice president and provost.

Whenever an appointment is to be made to academic and research positions at the rank of dean or above without advertising the vacancy and/or without utilizing a search committee, the committee will render advice to the president. E.g., Associate or assistant provost, director of libraries, vice president for graduate studies and research, vice president for academic services, and vice president for student affairs. Recognizing that titles and responsibilities of positions may change, the above list is meant to be representative.

The committee is authorized to make inquiries which are necessary to carry out these duties.

The committee shall report to the university faculty at least once a year. It will undertake the development of general principles based on its decisions and will report in writing on those general principles to the university faculty.
September 1, 1998

To: Voting Members of the Lehigh Faculty

From: Faculty Compensation Committee
       (Ed Shapiro Chair 1998/99; Pete Beidler, Vice-Chair 1998/99)

Re: Report to Faculty and Call for Faculty Resolution

At the upcoming faculty meeting on Monday, September 14 at Perells Auditorium in the Rauch Business Center at 4:00 PM, the FCC plans on making the attached report and asking for a faculty vote on the attached resolution. We would encourage your attendance at the meeting.
Faculty Compensation Committee Report to Faculty

September 1, 1998

At the March 23rd faculty meeting, the FCC posed a series of questions to the faculty regarding the future of the committee. Some of the concerns reported by the committee at that meeting were:

- The compensation levels awarded for the 98-99 academic year (3.5%) were viewed as seriously inadequate to achieve and maintain competitive compensation for the Lehigh faculty.
- We anticipated that among comparison groups, compensation for 98-99 would increase between 3 to 3.5%, thus making the best result for Lehigh no further deterioration against these schools.
- The repetition of the same problem for at least the past 6 years suggests a "defacto compensation policy" that has had multiple deleterious effects including reduced potential of merit pay as a reward for "merely excellent" faculty, inability to attract and retain high quality junior faculty, the potential of losing strong faculty in an increasingly competitive University market, and the deterioration of faculty morale among tenured faculty as the University seeks to maintain competitive compensation for Assistant Professors.
- From 1992/93 through 1996/97, total expenditures at Lehigh increased by 9%; Over the same period total expenditures for faculty compensation decreased by 0.3%.
- From 1992/93 through 1997/98, the number of faculty fell by 8.2%; in same period number of exempt (professional) staff fell by 3.2%.
- Debate has raged about the correct set of comparison schools for purposes of compensation; all comparisons, however, have resulted in similar outcomes.
- No plan has been suggested or devised by the administration to make progress toward a competitive compensation policy.
- The FCC's efforts over the past 5 years have produced no discernable results related to faculty compensation.

The faculty's response based on the discussion at that faculty meeting suggested that the FCC should not only continue but become more proactive in moving Lehigh toward a competitive compensation policy.

On July 1, the data from comparative schools for the 97-98 year were received. These data showed that the gap widened an average of 1.7% across ranks as the 14-peer comparison schools awarded increases in the 4 to 4.5% range. Equally important, the gap as compared to the newest set of schools, "Markley's Marks," remains identical or has worsened across ranks. Thus, as displayed in the attached figure, the gap between Lehigh and peer institutions remains wider than it has been in the past.

As a function of these data and the FCC's ongoing frustration to move Lehigh toward a compensation policy that will eliminate the gap and maintain Lehigh's faculty at a level equivalent with the level of excellence desired by the administration, the FCC is asking that the faculty adopt the attached resolution.

The FCC has asked to be involved with budgetary discussions from the beginning of the process during the current academic year. The FCC also intends to propose specific and concrete recommendations for eliminating the deficiency, and will report their recommendations to the faculty at the October 19 meeting.
Resolution of Concern Regarding Faculty Compensation

In Recognition of...

the well documented decline in the competitiveness of Lehigh faculty compensation relative to the institutions against which we compete for faculty, students, and public reputation;

the decline in faculty morale and in the ability of the University to effectively motivate existing faculty members to further institutional goals;

the competitive disadvantage of Lehigh in recruiting new faculty of the highest quality;

the failure of past practices and processes to reverse this trend and no realistic expectation that this trend will be reversed by present practices and processes;

The Lehigh faculty call upon...

the Board of Trustees to reaffirm their historic commitment to maintain faculty compensation at competitive levels;

those involved in the budgeting process to place the highest priority on restoration of competitive faculty compensation;

the administration to lay out a specific target and schedule for the restoration of competitive faculty compensation;

the administration to work with the FCC to develop a satisfactory plan to distribute increases in faculty compensation which fosters both faculty morale and the critical institutional goals shared by all members of the Lehigh Community;
### Undergraduate Enrollment Report
September 14, 1998

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### College Enrollment by Gender

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<th>Total Female</th>
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## 1998 Fall Enrollment - Degree Seeking by IPEDS Categories
**September 14, 1998**

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<td>4.49%</td>
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<tr>
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<td>White</td>
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<td>Other</td>
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<td>Non-Designated</td>
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Quality Measures for the New Class
1998 Fall Entering Class
September 14, 1998

Academic Index

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1998 Fall Mean SAT Scores

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<th>SAT-M</th>
<th>SAT-T</th>
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<td>TOTAL</td>
<td>604 (+12)</td>
<td>640 (+8)</td>
<td>1244 (+20)</td>
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<tr>
<td>AE</td>
<td>640 (+30)</td>
<td>668 (+15)</td>
<td>1308 (+45)</td>
</tr>
<tr>
<td>AS</td>
<td>603 (+15)</td>
<td>621 (+5)</td>
<td>1224 (+20)</td>
</tr>
<tr>
<td>BU</td>
<td>581 (+4)</td>
<td>634 (+18)</td>
<td>1215 (+22)</td>
</tr>
<tr>
<td>EN</td>
<td>602 (+2)</td>
<td>664 (+2)</td>
<td>1266 (+4)</td>
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( ) Change from 1997 F
## Retention Rates
New Students Only

<table>
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<th>Number Entering</th>
<th>Admit Term</th>
<th>Sophomore Year</th>
<th>Junior Year</th>
<th>Senior Year</th>
<th>Fifth Year</th>
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<td>1102</td>
<td>88F</td>
<td>90.7</td>
<td>82.5</td>
<td>80.3</td>
<td>10.1</td>
</tr>
<tr>
<td>1103</td>
<td>89F</td>
<td>92.1</td>
<td>83.9</td>
<td>82.9</td>
<td>10.5</td>
</tr>
<tr>
<td>1134</td>
<td>90F</td>
<td>92.1</td>
<td>86.1</td>
<td>82.0</td>
<td>12.6</td>
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<td>91F</td>
<td>90.8</td>
<td>83.5</td>
<td>81.7</td>
<td>11.2</td>
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<td>92F</td>
<td>91.5</td>
<td>83.9</td>
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<td>95F</td>
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<td>84.9</td>
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<td>82.1</td>
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<td>1101</td>
<td>96F</td>
<td>93.3</td>
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<td>87.2</td>
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<tr>
<td><strong>1100</strong></td>
<td><strong>97F</strong></td>
<td><strong>93.5</strong></td>
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1998 Fall Graduate Enrollment by College
September 14, 1998

<table>
<thead>
<tr>
<th></th>
<th>On Campus</th>
<th>Dist. Educ.</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AS</td>
<td>312 (1970)</td>
<td>163 (531)</td>
<td>475 (2501)</td>
</tr>
<tr>
<td>BU</td>
<td>282 (1571)</td>
<td>92 (442)</td>
<td>374 (2013)</td>
</tr>
<tr>
<td>EN</td>
<td>457 (2846)</td>
<td>90 (310)</td>
<td>547 (3156)</td>
</tr>
<tr>
<td>ED</td>
<td>480 (2722)</td>
<td>0 (0)</td>
<td>480 (2722)</td>
</tr>
<tr>
<td>Total</td>
<td>1531 (9169)</td>
<td>345 (1283)</td>
<td>1876 (10392)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>12.34 %</td>
</tr>
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</table>

1998 Fall Change from 1997 Enrollment Figures

<table>
<thead>
<tr>
<th></th>
<th>On Campus</th>
<th>Dist. Educ.</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AS</td>
<td>-38 (-237)</td>
<td>+46 (+151)</td>
<td>+8 (-86)</td>
</tr>
<tr>
<td>BU</td>
<td>-44 (-143)</td>
<td>+2 (+115)</td>
<td>-42 (-28)</td>
</tr>
<tr>
<td>EN</td>
<td>-35 (-164)</td>
<td>+44 (+157)</td>
<td>+9 (-7)</td>
</tr>
<tr>
<td>ED</td>
<td>+13 (+108)</td>
<td>-1 (-3)</td>
<td>+12 (+105)</td>
</tr>
<tr>
<td>Total</td>
<td>-104 (-436)</td>
<td>+91 (+420)</td>
<td>-13 (-16)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>8.29 %</td>
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</table>

1996 Enrollment Figures

<table>
<thead>
<tr>
<th>1996 Fall</th>
<th>Count</th>
<th>Credits</th>
<th>2 Year Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>On Campus</td>
<td>1671</td>
<td>(9444)</td>
<td>-140 (-335)</td>
</tr>
<tr>
<td>Distance Education</td>
<td>252</td>
<td>(908)</td>
<td>+93 (+375)</td>
</tr>
<tr>
<td>Total</td>
<td>1923</td>
<td>(10352)</td>
<td>-47 (+40)</td>
</tr>
<tr>
<td>DÉ</td>
<td></td>
<td></td>
<td>8.7%</td>
</tr>
</tbody>
</table>
This committee is composed of five tenured faculty members, each serving a five-year term on a staggered basis. The four members elected by the faculty of the university to represent the four colleges must be at the rank of professor. The fifth member must be an associate professor at the time of his/her election to the committee. This fifth member is to be elected at-large by the university faculty. A faculty member may not be reelected to a second full term, and may not begin a term after his/her sixty-fourth birthday.

In the event that the personnel committee decides that any current member should not participate in hearing a particular case because of a conflict of interest, the committee will designate as his/her substitute for that case the former member of the committee who most recently represented the college or school of the temporarily disqualified member. If no former committee member of that college is available, the committee will select the most recent former member of the personnel committee who is available to hear the case. As used above, availability implies that the individual is willing to serve and is not disqualified because of a conflict of interest.

In considering any appeal, the personnel committee is empowered to examine all letters and other documents and to question members of the faculty and the administration for the purpose of establishing facts in the case. The personnel committee may, at its option, petition the provost, the president, or the board of trustees for reconsideration of the decision that caused the appeal. Representatives of the administration, the personnel committee, and the appealing party may participate in any hearing before the board of trustees or its designated committee. When the personnel committee considers the appeal of a member of an under-represented minority group (as currently defined by United States government guidelines for eliminating discrimination in employment) the president will appoint a tenured member of the university's affirmative action/equal opportunity commission to serve as a part-time voting member of the committee for the duration of that specific case, unless the appealing individual declines such an appointment in advance, or unless his/her group is already represented on the committee.

The committee always advises the board of trustees on an appointment to the office of president and the office of vice president and provost.

Whenever an appointment is to be made to academic and research positions at the rank of dean or above without advertising the vacancy and/or without utilizing a search committee, the committee will render advice to the president. E.g., Associate or assistant provost, director of libraries, vice president for graduate studies and research, vice president for academic services, and vice president for student affairs. Recognizing that titles and responsibilities of positions may change, the above list is meant to be representative.

The committee is authorized to make inquiries which are necessary to carry out these duties.

The committee shall report to the university faculty at least once a year. It will undertake the development of general principles based on its decisions and will report in writing on those general principles to the university faculty.

from Bob Fall

September 1996
Motion to Change Section 1.2.2.6 of the Rules & Procedures of the Faculty

Motion # 1

Omit the words,

"and may not begin a term after his/her sixty-fourth birthday"

at the end of the first paragraph.

Motion # 2

Insert the following sentence as the second sentence in the third paragraph:

"The appealing party will be given copies of all documents and either be present or be given a recording of all oral testimony in his/her case."

from Bob Folk
ext. 83908