Haverford College Faculty Meeting Minutes

December 16, 2010

Deborah Roberts, Clerk

4:20 p.m.

Moment of silence.

**Action I.** Approval of the minutes of November 18, 2010.

I. **Report of the President**

Last year there was a 1% increase on the salary-budget line, and there was a one-time addition of 1% to the College’s TIAA contribution. For this coming year’s budget there will also be a 1% increase in the salary budget-line and there will also be a one-time addition to the College’s TIAA contribution, starting in Jan. 1, 2011.

At the next faculty meeting there will be more details about the Campaign budget. As of now, we have commitments for about 80% of the expenses for the new dormitory. There are plans for the expansion of Marshall and Roberts for Music. The transformation of Ryan Gym into an Academic Center for Faculty and Students will move forthwith.

II. **Report of the Provost**

a. I am please to announce the new Librarian of the College: Terry Snyder.

b. The new Council of Chairs is up and running. (AAC, EPC, FAPC, Center Directors, Provost and President.)

c. We are in the process of reviewing the applications for the ACLS Faculty Fellows Program.

d. [Wendy Sternberg]: The Institutional Assessment Committee (which continues from the Middle States Assessment Committee Report) is also up and running. Our current focus is on 1) student senior exit interviews; 2) assessment of the CPGC student internships; 3) more regular employee assessment.
e. [Alex Kitroeff]: The deadline for application for CPGC Faculty Research Funds awards is January 24, 2011. Also coming up: applications for student intern researchers for the spring semester and for attendance at the Salzburg seminar.

f. [Jess Lord]: Early Decision letters (130) went out, and also Questbridge Program matches.

III. Announcements, Reports, Items for Discussion.

a. Martha Denney, Dean of the College.

The Dean gave us a summary of the Sexual Assault and Harassment Policy of the College. Title IX (gender equity) covers sexual harassment issues, and Case Law history about “quid pro quo” and “hostile environment.” We have specific obligations to respond to claims: the faculty has the obligation to report information to the Deans Office, even if the purported victim does not want to go further. Our Title IX Overseers are Lee Watkins and Steve Watter. There is now a new web-page: “Title IX at Haverford.”

b. Faculty Reps. to the Board of Managers: David Sedley, Rob Fairman

There were presentations on the plans for the new dorms; by the Men’s Track Team; and by Jess Lord on the Questbridge Program.

The Finance Committee spoke about our commitment to maintain the financial aid policy; questions were raised about the burden of paying for it. (The Opportunity-Cost) (Will Faculty Benefits pay the opportunity-cost?)

Faculty & Staff Benefits Committee discussed the compensation for the waiver for (opting out of) the Healthcare plan: should it be decreased a bit (ours is very high and generous)?

Environmental Studies update: The Board was impressed by its TriCo nature.

There is an important new initiative: a committee (Bean, Denney, and Bell) to respond to the question posed by Kathy Koshland: “How well is Haverford addressing ‘underprepared students?’”
Long Range Planning Committee: more discussion of the non-capital-campaign issues. How much can we do? Should we borrow? How much can we borrow and still keep our AA rating? (Interest rates are low now…)

1) Faculty housing: The Board has now “changed its tone” (“revised its viewpoint?”): The Board is committing $7,000,000 to the most critical needs. And the Board is committed to building new faculty housing on campus, (prompted in part by the FAPC Blueprint.)

2) The Board is committing $5,000,000 for main-campus dorm upgrades (e.g., returning the living rooms back to living rooms.)

3) The Board is committing $4,000,000 to new heating and AC in Sharpless.

4) The Board is committing $2-3,000,000 to miscellaneous items: critical needs in Magill, the grounds. AAC WILL HOLD AN OPEN BROWN-BAG LUNCH TO DISCUSS THESE ISSUES. “Prioritization” is critical.

c. FAPC: Peter Love: Faculty Housing, a new proposal (attached document)

A revision to the mortgage policy: to take a Haverford mortgage as a second mortgage

Proximity to campus of housing: a “radius” is simple but it assumes circular symmetry, which we do not have! We need a more nuanced system. COMMENT: Can we take into consideration the method of travel, the availability of public transportation? COMMENT: We want to preserve on-campus housing plus expand accessible off-campus housing. COMMENT: Why not make loans available for mortgage down-payments also?

d. The Writing Program Director Search: Ken Koltun-Fromm

It is an open-in-rank search. There is no specified home department. We need the faculty’s help in looking at candidates. We will use the model of the Librarian search by holding open meetings with the candidates for the faculty.
e. Wendy Sternberg, Associate Provost: revisions to the Faculty Handbook (attached document). There are still some unresolved issues.

**Additions to the Faculty Handbook:** In the Faculty Governance section, the Provost is committed “Transparency” and “Communication and Information Sharing,” and will communicate as a matter of policy through posting on the Provost’s website (password protected and available only on the campus network):

- Salary histograms (the frequency distribution of salaries, and breakdown by rank, to be included with each annual salary letter)
- The size of the academic budget as a proportion of the total budget
- Information about budgets of all the departments within one’s division
- Information about faculty travel awards and faculty research awards: the total funds allocated and the individual allocations
- Annual committee reports

**COMMENT:** Why not information about departmental budgets in all divisions?

**COMMENT:** The budgets of the Centers should also be transparent. **REPLY (PROVOST):** The Center budgets are very different from department budgets, and very complex. Information could be available elsewhere.

**COMMENT:** Before we go any further, I think that the issue of procedure for editing the Handbook must be settled first. I am unwilling to continue in this discussion.

**COMMENT:** Information about faculty research grants should include: names of faculty, topics of research, and amounts received.

**COMMENT:** Why can’t we get information about Haverford science funding received from non-Haverford budgets, such as from NSF and NIH? **REPLY:** You can. This is public information, easily available.

After this considerable discussion about “transparency,” the issue was left unresolved.

f. Curtis Greene, for AAC: The Provost’s website now posts minutes of the weekly meetings of AAC.
g. Israel Burshatin: the deadline for applications to the Faculty Humanities Seminar is Jan. 10, 1011.

Adjourned at 5:58 p.m.

Linda Gerstein, Secretary to the Faculty