

EPAG Minutes

Wednesday, November 5th, 4:00 to 5:30

Campus Center 214

Aaron Brown, Kendrick Brown, Stephanie Ewbank, Pete Ferderer (Chair), Terry Krier, Carleton Macy, David Martyn, Kathy Murray, Jayne Niemi, Tom Varberg, Eric Wiertelak

1. Minutes from meeting of October 29th: approved with corrections.
2. Kendrick distributed the report of the Ad Hoc Committee on Restructuring EPAG. We'll be looking at it in detail, perhaps starting next week.
3. Chris Willcox and Joanna Ingot will be visiting next week for 20 minutes to discuss the changes being considered by the Art Department.
4. We began a discussion about the possibility of postponing ongoing faculty searches. While EPAG can talk about policies in general, such as criteria and guiding principles, the Allocations Committee would make any recommendations to the Provost, who will make the final decision. We discussed just what guiding principles might be used to make such recommendations. How crucial is the position to program/programs? How crucial are certain program(s) to the college? Since the faculty has made it clear that all programs are necessary, then our job is to look only at the individual positions. Some saw two categories: those whose very departmental survival is threatened because they would be below the "floor" that's necessary to comprise a department, and those searches that originally were scheduled to be done later, but for whatever reason chose to search earlier. The uncertainty of when the worst financial scenario might hit us could mean that postponement might be lengthier than just one year. Kathy reports that we're trying for 2-4 postponements. Diversity of academic programs is an important feature of the college; we should ensure that the diversity continues through periods of contraction. Other principles: what about innovation, is it shut down? We have a strategic plan for adding positions – why shouldn't it apply during contraction? Positions that can both innovate and stabilize programs might be another category to keep. Where do numbers play into the decision-making, such as departments that feel over-burdened with enrollments, majors, advisees? What about timing issues? How postpone-able is the search? Can a department mount what's needed for a major without continuing the search? If so, perhaps the search should be postponed; if not, then go forward.
5. Process: There will be a meeting at 4:30 tomorrow for one hour. There was discussion about process and representation. Pete will summarize in an email the ranking system and decisions about whether folks should recuse themselves from discussions about their departments. Jayne and Kathy will not participate in ranking. Meeting will be in CC 206.
6. Adjourned at 5:28.

Respectfully submitted,

Jayne Niemi, Registrar