

**University of Puget Sound  
Faculty Meeting Minutes  
February 12, 1996**

President Pierce called the meeting to order at 4:05 p.m. in room 103 of McIntyre Hall. Sixty-five voting members of the faculty were present by 4:27 p.m.

Minutes of the November 14, 1995 faculty meeting were approved as circulated.

There were two announcements:

Walter Lowrie invited faculty to attend the Brown and Haley Lectures at 8:00 p.m. the evenings of February 20, 21, and 22, 1996 in the Concert Hall. Edward T. Linenthal will speak on "Representing War & Holocaust in American Culture: The Politics of Memory." Lowrie encouraged faculty to invite students to attend in order that they might "engage in this important co-curricular intellectual activity."

Bruce Lind invited faculty to attend a meeting of the Ad Hoc Core Curriculum Committee, to be held Tuesday, February 13, 1996 from 2:00 to 3:30 in the McCormick Room of the library.

President Pierce reported briefly on last week's meeting of the Board of Trustees. She summarized capital campaign goals, the centerpiece of which is fundraising for a new academic building. The Trustees approved a timetable and cost range for the new building. During the next year detailed planning for the building will take place, with final approval by the Trustees in February, 1997. The hope is that construction will begin March, 1999, with occupancy for fall semester in the year 2000.

President Pierce noted the space consultant's observation that there is disparity between the sizes of classrooms on campus and the sizes of classes being taught. Too many small classes are assigned to large classrooms, for example. She indicated that John Finney will be looking at more creative scheduling models in the context of the consultant's claim that we have adequate classroom space now.

President Pierce reported that, while the number of applications for admission to next fall's freshman class is slightly behind a year ago, the quality of the admitted students is stronger. She also reported that student retention has been strong this year.

President Pierce described an ACLU lawsuit brought against the state's Higher Education Coordinating Board, seeking to prevent the state's Equal Opportunity Grants from being used by students to attend church-related institutions. The basis of the suit is the state constitution's separation of church and state provisions, but President Pierce pointed out that the University's legal relationship with the United Methodist Church was dissolved in 1980, and that we are an independent institution.

Dean Potts thanked his colleagues on the Ad Hoc Space Study Committee (Wade Hands, Carol Merz, Bob Bosanko, and John Finney) for help provided to space consultant Charles Craig. He said that Mr. Craig's presentation to Trustees last week was persuasive and effective.

President Pierce turned the chair over to Alan Thorndike who reported for the Early Retirement/Career Change Committee. He described proposed changes to sections 1, 3, and 10 of the University's "Early Retirement and Career Change Policy" ERISA document, distributed to faculty January 31, 1996. Thorndike reported that the charge given the committee by President Pierce was to clarify existing policy and to bring the ERISA document into closer conformance with the policy as implemented since its adoption in 1981. The major clarification was to indicate in section 3 that "Retirement means the faculty member leaves the permanent, full-time work force," with the words "permanent, full-time" being new.

Thorndike thanked members of the committee for their work: David Sousa, Ross Singleton, Tom Davis, David Potts, and Alan Thorndike.

Margo Holm also thanked the committee and asked two questions: (1) given that the document is labeled "DRAFT," what happens to it now? and (2) why does the reference to the law school remain in the document?

Thorndike indicated that the document is a draft recommendation to President Pierce for her review. Tom Davis said the law school reference was retained in an effort to make as few changes as possible. He added that retaining the language has no effect on the rest of the document. Dean Potts explained that the charge to the committee was simply to clarify the policy statement as it has been understood and implemented from the time of its adoption. He said that if the revisions are generally acceptable to the faculty, the work of the committee is finished, and they can go to the President, who can then take them to the Trustees for approval. President Pierce indicated that the next step would be for her to take the revisions to the executive committee of the Board of Trustees.

Bill Baarsma asked what "permanent, full-time" means. Thorndike responded that it means that someone who works full-time in an ongoing way would not qualify for early retirement.

Jim Clifford said he had reservations about the policy. He asked why the University should care what someone does after retirement. He said that, while the document may serve the interests of the University in its present form, it may not serve the interests of faculty. He said faculty cannot always foresee events after retirement that might require full-time employment again. He said he was dissatisfied with the work of the committee if this is the end product, and he asked what opportunities for amendment there were.

Lyn Chandler observed that some persons who do not do well here at the University go on to perform very effectively in other jobs. Why, she asked, do we want to limit that? She proposed formation of a new committee, suggesting that perhaps the existing committee could have been subconsciously influenced in certain directions, having been constituted by the President and not by a vote of the faculty. Thorndike responded that the principle of "leaving the profession" was so basic in the original document that it went beyond the committee's charge "to tinker with it."

Tim Hansen said he objected to the University "maintaining control over our lives" after we retire. He said he wanted to take that language out altogether. Ted Taranovski noted that a career change is quite different from early retirement, and asked why both are contained within a single document. Thorndike agreed they might be clearer if separated, but said that that went beyond the scope of the committee's charge.

Grace Kirchner said she was concerned about the relationship between the ERISA document and the *Faculty Code*. She asked why there should be a separate document elaborating on *Code* provisions in this case, when it is not the general practice to have documents elaborating on *Code* provisions. She said she favored an amendment to the *Code* so that it contains the provisions of the policy, rather than having these contained in a supplementary document.

Terry Cooney said that the early retirement and pension benefits we enjoy are more generous than those at most other institutions. He said that Trustee review of benefits that might conceivably be precipitated by expecting too much of the early retirement policy might not work to our advantage.

President Pierce said that early retirement has always been interpreted as leaving the permanent, full-time work force, and that the wording introduced spring, 1995 was an unintentional mistake.

Old Business

**Kirchner M/S/P “to amend Section 7 of the *Faculty Bylaws* to eliminate the Athletic Advisory Board, as follows:**

**Sec. 7. University Community Committees.**

**~~A. The Athletic Advisory Board.~~**

**~~a. One member, the Faculty Athletic Representative, is elected by the Faculty for a three-year term and serves both as a member of the Board and as the Faculty Representative to the National Collegiate Athletic Association, certifying eligibility for all athletes. Two members from the Faculty are appointed annually.~~**

**~~b. The duties of the Board are:~~**

**~~1. To recommend to the President and the Board of Trustees the policy for the intercollegiate athletic program of the University.~~**

**~~2. Such other duties as may be assigned to it.”~~**

The amendment had its first reading at the November 14, 1995 faculty meeting. The motion to amend passed unanimously without discussion.

Holm returned us to a discussion of the early retirement/career change policy by asking what the status of the document just discussed was to be. President Pierce said she planned to review the document in light of today's discussion and then to take the clarified document to the Trustees. She indicated that she might wish to consult with the committee about a process for a review of the policy that might lead to a revision of it.

Clifford asked how the outcome of arbitration in the law faculty's suit would affect the early retirement policy. President Pierce said the matter was going to court-ordered mediation, not arbitration, that the court requires us to mediate in good faith, which we will do, and that the outcome would have no effect at all on the retirement policy.

Chandler asked President Pierce for a more specific statement on what will happen to the current draft of the early retirement/career change document. President Pierce repeated her intention to review the current draft in light of faculty discussion and then to take the clarified version to the Board of Trustees. She added that a subsequent stage could perhaps involve research into other approaches to early retirement/career change. She said she had no objection to development of a new policy, and asked for our patience and to allow her to review the document and the issues.

We adjourned at 4:59 p.m.

Respectfully submitted,

John M. Finney  
Secretary of the Faculty