

**From:** Spechler, Dr.

**Sent:** Wednesday, May 21, 2003 6:08 PM

**To:** McCormick, John S.

**Cc:** Carlin, Paul S.; Worley, Wanda L.; Brant, Herbert J.; Cramer, Kevin; Fedor, Thomas S; Ford, David A.; Souch, Catherine J.; Spechler, Martin C.

**Subject:** Faculty Affairs report

During 2002-03 the Faculty Affairs Committee awarded the Distinguished Resident Faculty Award and the similar award to an associate faculty member. We decided that the student award was beyond our area of concern.

Our main activity was to develop a draft policy on service obligations. This was in response to complaints that requests for attendance, committee work, and other service jobs had multiplied in recent years to the detriment of faculty time for research, teaching, and personal and community life. After several meetings and two discussions in the Assembly, our final proposal was discussed at the April meeting and deferred. [The Revised Policy and Kevin Cramers account of the discussion are attached for next years committee.]

My reaction to the objections from some members are that we are establishing minimum expectations which should be obligatory on departments and on administrators. Whether faculty are prepared to make Assembly policies obligatory on Departments is a constitutional issue which only a vote can decide. I think some faculty need protection from over-active chairs and administrators; hence I urge adoption of the policy as mandatory minima and as a guide to what is reasonably expected. Whether in some case lecturers or faculty in smaller departments take on more service obligations would depend on their own choice and the incentives held out to them. I do not think major committee responsibilities and I have personally assumed many of them around the School justify a course reduction under present budgetary conditions. I would be glad to help next years committee modify the policy document as it sees fit.

I regret that because the FA chose to move its meeting date from Good Friday to a later date, when I had a previously scheduled conference out of town, that I was not present to defend the white paper myself. However, I agree that setting FA meetings on major religious holidays should be avoided if possible, when the original schedule is announced.

Members of the committee included: Herbert Brant, Kevin Cramer, Tom Fedor, Wanda Worley, David Ford (liaison), Catherine Souch (associate dean), and myself as chair. All had 100% attendance and all participate in the choice of the awards.

Martin C. Spechler