pleased that progress was made this year in improving both faculty and staff salaries, although the formal multiyear improvement program does not begin until July 1. He said faculty salaries, particularly for the endowed chairs, went up from 10th to ninth place among Cornell’s peer institutions, and in the contract collective, from 11th to 10th.

He said some progress was made in staff salaries in select areas and he expects “to make further progress in the coming year.”

Robert Harris, vice provost for diversity and faculty development, reported that his office has put greater efforts into interactional diversity as well as structural diversity over the past year.

“Structural diversity is important for us to increase the number of women and minority students, on and off campus, but faculty, and we need to consider interactional diversity in how individuals experience the campus once they arrive,” Harris said. Interactional diversity involves the campus climate and the extent to which we have a welcoming and supportive campus environment. He said the university is doing for us in understanding that diversity requires a change in our practices to become inclusive, that we can no longer do things the way we have always done them and that we cannot expect women and minorities to become clones of traditional students and faculty.

Provost Biddy Martin reported on the first faculty seminar that was initiated last fall. The seminar, which took place over the academic year. The seminar, which included Rawlings, Martin, 13 leading faculty and five postdoctoral students, explored the social sciences – where they stand at Cornell, where they are going internationally and where Cornell’s should be heading.

“It’s a complex picture and one we feel we need to get a better grasp of for the future,” Martin said.

A report written by the faculty at the Johnson School, and I very much appreciate this opportunity to continue to lead this engaged community.”

Before coming to Cornell as dean, Swirgina was a professor in the practice of accounting at the School of Management at Yale University. Swirgina’s appointment as dean marked his return to the Johnson School, where he served as a professor of accounting from 1973 to 1985.

Before that he was an assistant professor of accounting at the Graduate School of Business at Stanford University from 1968 to 1974. He joined the Yale faculty in June 1996 after spending more than 10 years as a member of the Financial Accounting Standards Board, the key policy-making organization for accounting issues in the United States.

Swirgina earned a bachelor’s degree in economics from Augusta College in 1964, an M.B.A. from the University of Denver in 1965 and a Ph.D. in accounting and complex organizations from the University of Illinois in 1969.

Smich became dean of the Veterinary College in July 1997. He has led the college through reorganization and significant growth, building upon a legacy in veterinary medicine and the biomedical sciences with applications in medicine and professional service, he said.

Prior to the board’s consideration of this issue, an issue of great importance for the administration, the board of trustees, appointed a special committee of trustees to meet on May 24 with a group of faculty opposed to the administration’s recommendation. The ad hoc committee, after meeting with the faculty group, unanimously recommended the approval of the administration’s resolution.