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Minutes, Arts and Sciences Executive Committee Meeting, Thursday, March 1, 2012

Arts and Sciences Executive Committee

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Minutes
Executive Committee Meeting
March 1, 2012

In attendance: Alexandria Mozzicato, Joan Davison, Gloria Cook, Joe Siry, Jenny Queen, Jill Jones, Jennifer Cavanaugh, Dexter Boniface and Carol Bresnahan.

1. Approval of Minutes from February 16, 2012. The minutes are approved.
2. Committee Reports
 - PSC. Joan Davison reports that PSC has not met recently since they cancelled their meeting to attend the all-faculty meeting. They have completed work on various grants but have two more sets to work on, as well as the bylaws. Joan notes that although the work on the revised bylaws has been delayed because of schedule conflicts, she does not believe it is an urgent matter to revise the A&S bylaws just so CPS representatives can serve on committees for only one month at the end of the year. Jill Jones asks if there is a provision in the bylaws regarding hiring of administrative positions, such as the Dean of the College. Jenny Queen states that she believes that such language exists in the new all-college bylaws.
 - SLC. Jenny Queen is meeting with the administration to discuss the draft student travel policy. Jill asks why student travel budgets are greater than those for faculty. Jenny explains that the higher ceiling is not for conferences but for longer duration student travel. Joan notes PSC and especially the students on PSC remain opposed to the student travel policy associated with student-faculty collaborative research.
 - AAC. Gloria Cook reports that AAC is currently working on the general education program (tentatively themed the "Global Neighborhood") and hopes to present it to the faculty in March. Gloria Cook met with the Education Board of the Board of Trustees and updated them on the revision of the general education curriculum. She states that the Board was very interested in the new plan. The Board of Trustees asked some very thoughtful questions such as how the new plan would impact faculty load and promote faculty development, and whether or not there was broad faculty interest in the proposal. Gloria states that the A&S faculty need to pass a new curriculum program. She notes that the process has dragged on for some twelve years and the faculty need to act. Jill Jones states that one of the strengths of the current gen. ed. program is that it gives students choice. She states that a revised program should retain choice and flexibility but add in the developmental component of the newer RP pilot. Gloria Cook states

that, hopefully, the new program will do this by allowing students to switch among, say, five different “neighborhoods.” Jenny asks which competencies will be preserved under the new system. Gloria states that W, F and Q will be retained. Gloria states that some faculty are resistant to abandoning the current “alphabet soup” approach. For example, some worry that their classes will not fill and this will dampen recruitment of new majors. Jenny Queen notes that AAC used to have a robust system for doing assessment in the general education system. Carol Bresnahan reports that a few of the concerns of the Board regarding the proposed new system include cost, how to deal with transfer students and the low retention rate for the pilot. Gloria notes that in terms of cost, the team-teaching aspect of the pilot program will be dropped and that this should save money. Jennifer Cavanaugh asks if CPS will need to approve this program as well. Joan Davison notes that this is one of the unresolved problems with the bylaws regarding “authority” of A&S decisions.

- F&S. Joe Siry reports that the Dean of A&S has asked F&S for its recommendation regarding future salary allocations. Carol Bresnahan confirms that the Board allocated a 2% merit-based salary increase contingent on enrollment targets. Joe Siry recalls some of the points of agreement from the F&S survey such as the need for transparency. Joe notes that one concern is that some people currently do not qualify for merit raises such as Artists in Residence. Joan Davison notes that there should be a separate system for such faculty. Carol Bresnahan agrees. She notes that currently the system is ad hoc. Joe Siry notes that there is a persistent concern regarding gender inequality with respect to non-base-salary. Joan affirms that there is a continuing problem with the compensation for Director’s positions. For example, men tend to occupy the high-paying Director positions in Holt. Joan states that the compensation for positions such as the Honors Program Director, Asian Studies Director and Women Studies Director (to name a few) can vary dramatically. Furthermore, the compensation associated with these positions is rarely known to the faculty at large. Jennifer Cavanaugh asks when the merit evaluation will take place. She notes that, historically, salary raises occur at the start of the year in September. Joan Davison notes that if the salary pool is contingent on enrollment then the raises will not happen, presumably, until December, rather than September.
- SGA. Allie Mozzicato notes that the big issue that SGA is looking at is Fox Day. Student government has been informed that going to the beach is no longer an option; Rollins buses will not take students to the beach. Carol Bresnahan states that this policy has come from the beach communities not from the Rollins administration. Allie suggests that Wet n Wild could be an alternative, or staying on campus. However, it is not clear which idea has the most support. Joan notes that it used to be more centered on campus with

volleyball and dodge-ball and other activities. She recommends that Allie discuss this with former President Thad Seymour. Jenny notes that it is strange that our campus tradition takes place off-campus. Allie notes that it is difficult to plan campus activities that require long-term planning, such as a concert, because of the surprise nature of Fox Day.

3. New business

- a. Dean of the College/VP of Planning. Jill notes that, in light of Laurie Joyner's announced departure, some new issues have come up. For example, should the position of Dean of the College be discontinued? Furthermore, should the recently-launched strategic planning initiative be continued? Carol Bresnahan states that the President believes that the Dean of the College position should not go away. However, he is very open to the idea of moving certain responsibilities currently assigned to the Dean of the College to the academic side of the college administrative structure. Jenny Queen states that there are really two jobs here, the Dean of the College and the VP of Planning. She asks what the prospect is that one of these positions might be eliminated. Carol states that Laurie's departure was just announced and they are only beginning the initial conversation about how to organize such responsibilities. Jenny Queen recalls that the faculty report which supposedly justified the creation of this new position actually recommended enhancing and elevating the Student Affairs position, not placing another administrator above it. Joan recalls that the EC and the faculty rejected the report which was found to be deficient. Joan states that there does not appear to be a logical replacement at this time for this position. She notes that very few of the administrators who report to the Dean of the College have doctorates and none have expertise in *both* planning and student affairs. Joan states that she cannot think of anyone to take over this job at Rollins. Carol Bresnahan notes that we need an interim replacement and a national search after that. Jenny Queen notes that we need someone in this position ASAP if Rollins intends to take strategic planning recommendations to the Board next year. Joan Davison asks how these strategic planning committees can move forward without a VP for Planning. Joan again wonders who the interim would be when no single individual appears to have the necessary qualifications. Joe Siry states that he believes the focus on student-centeredness should not be lost even if other changes are made. Jenny Queen states that the student success office did a good job of documenting Rollins' strengths and weaknesses; however it did not necessarily resolve deficiencies. Jill Jones asks how we should move forward. Joan states that, unfortunately, a recommendation from EC about this position might be counterproductive.

- b. Dean of A&S (internal) search. Jenny Queen states that the committee will privately interview all interested applicants. They are only going to “bring to campus” 3-4 individuals as finalists.
- c. A&S Governance Ballots. PSC is electing two at-large committee members. SLC needs to elect three at-large committee members. F&S is electing two. AAC is looking for two members to replace Gloria Cook and Mark Anderson; they need an at-large member and someone to serve as chair next year.

*Old Business (Unfinished Business) – **the following items were not discussed***

- a. *Shall the Dean of the College/VP of Planning be asked to report to the A&S once a year or once a semester? Is PSC writing into the Bylaws anything about the hiring?*
- b. *Charter for Emeritus Faculty Association*