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Minutes, Arts and Sciences Executive Committee Meeting, Thursday, January 19, 2012

Arts and Sciences Executive Committee

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Minutes
Executive Committee Meeting
January 19, 2012

In attendance: Alexandria Mozzicato, Joan Davison, Jenny Queen, Dexter Boniface, Gloria Cook, Joe Siry, Laurel Goj, Bob Smither, and Carol Bresnahan.

I. Call to Order. The meeting was called to order at 12:35pm.

II. Approve the Minutes from the last Executive Committee meeting. The minutes are approved.

III. Committee Reports

1. **AAC.** Gloria Cook reports that AAC will meet for the first time on Tuesday, Jan 24, 2012. In the meantime, Gloria asks the EC for input on whether or not AAC can entertain a minor in Health and Physical Education. The courses in this minor, Gloria explains, will be taught by staff of the Athletic Dept. (specifically, Dr. Keith Buckley, the men's soccer coach, and Dr. Richard Morris). Jill Jones states that some of the staff individuals involved are teaching full loads at Rollins. Joan Davison notes that there were coaches that were full-time faculty at Rollins in the past; however, the administration changed this many years ago during a time of financial duress. Gloria asks what the definition of "staff" is. Does this include individuals in the athletic department? Bob Smither states that the Dean's office will not support this minor until this problem (the precise status of these individuals as staff or faculty) can be solved. Jill asks what the role of the EC is in this matter. Joe notes that students do take physical education classes as part of their graduation requirements. Joan states that these teachers do not have votes on A&S even though other teaching staff, some of which are short-term, do. Jill asks if Rollins has the staff to offer this minor. Joan asks where this minor would be housed—Education? Gloria clarifies that Physical Education currently resides in Arts & Sciences. Jenny Queen notes that this minor would logically be housed in A&S. Jill asks what EC should do with this. Bob states that the ball is in the court of those proposing the minor. Gloria states that she anticipates a proposal will be forthcoming. Furthermore, Gloria reports, AAC will be evaluating the RP pilot and will be making recommendations regarding general education requirements at Rollins. She states that this is an urgent issue because a new program needs to be developed as soon as possible. She states that we may not be able to implement the RP because of financial constraints. Gloria's sense is that we need to hold a series of colloquia and hear the voices of faculty. This process will have to start immediately if we want to make changes beginning with RCC next year. Jenny asks if this could be an agenda item for our first faculty meeting next week. Dexter Boniface asks why this is such an urgent issue since the RP program is still in its pilot stage. Joe states it will take time to plan new RP concepts. Gloria states that the ultimate question is not "RP or no RP," but what

to do with RP now and how to move forward. She emphasizes that we need to think about LEAP outcomes and development over time, so we do not end up with seniors taking 100-level classes.

- 2. PSC.** Joan Davison reminds the committee that the bylaw change incorporating childbirth and adoption leave into the tenure clock has been distributed to the A&S faculty and should be brought to a vote at the 1/26/12 A&S faculty meeting. Joan reports that PSC met on 1/17/12 and discussed the process and substance of changes to the A&S bylaws. PSC agreed to try to bring bylaw changes to the February meeting of the A&S faculty (though subsequently it was noticed that this might be impossible given the two week calendar on bylaw changes and the timing of upcoming PSC and EC meetings.) PSC agreed that the proposed amendments should provide for a CPS faculty member on each of the four A&S standing committees, but the CPS member should only vote on issues that pertain to the undergraduate student body as a whole, and not on issues that pertain solely to A&S (such as changes to A&S majors or minors on AAC or tenure and promotion details on PSC). The current revisions of the bylaws were forwarded to EC for examination and response, but the content still is under discussion and is not the final PSC proposed version; the soonest that these could come before the faculty is March. Joan reports that several questions developed about how policy differences will be handled. For example, Crummer and CPS voted on the Academic Dishonesty Policy, but the attendance policy simply was given to CPS. Some members of PSC perceived this as a potential inconsistency; some members also wondered under what circumstances the Executive Council would be convened. Ultimately, Joan reports, PSC decided A&S should not worry about such issues as long as we maintain the current areas of policy-making autonomy. Joan continues that this led, in turn, to a discussion of the change in the Communication major in Holt and a discussion of whether A&S (through AAC) decides on Holt programs. Similarly, questions were raised about where decisions regarding potential new graduate programs in Holt might be decided. Some members of PSC believed the Executive Council should be convened to discuss Holt's position in the structure of Rollins. Some members wondered about the appropriateness of costs of Holt programs being assumed by A&S departments if A&S does not continue to control the Holt curriculum. Carol Bresnahan states that Deb Wellman intends to step down from her responsibilities as interim Dean of Holt after this academic year. Carol has therefore moved to hold an internal search for a new Dean of Holt. Jenny states that Holt does not have their own bylaws. Joan states that under the current bylaws the A&S faculty have jurisdiction over all graduate programs except for Crummer; in other words, Holt is in A&S. Joe points out that Communications has a program in Holt. Jill notes that there was a time when Holt and A&S were more clearly separate. Joan asks what happens if Holt is going elsewhere (out of A&S); for example, what happens with budgets. Joan notes that there is also an issue in the bylaws as to who votes at A&S faculty meetings. For example, some full-time teachers are not included in the existing language. PSC's inclination is to leave this issue alone unless EC believes something should be done about it. One problem with simply

including these faculty, she notes, is it could create contradictions where some staff can vote but not others. Bob asks if instructors are included but not lecturers. Joan confirms that this is the case, and that this is one of the key reasons this issue has come up. Bob notes that lecturers can be long term in contrast to visiting professors. Dexter Boniface recommends that PSC consider this issue separately and at a later time since it is not directly related to the changes in college structure which have motivated recent bylaw changes.

3. **SLC.** Jenny Queen notes that adding a CPS member to the SLC committee would bring the committee number to fourteen. This is undesirable since it is an even number and could complicate voting. She proposes that the Dean of Students could be added as a voting member or a second PSC faculty member could be added. Joan states that the reason not to have the Dean as a voting member is that the committee is charged with advising the Dean. She suggests that we could add an additional student; a Holt student, for example. Jill suggests that the committee could be left alone with fourteen members. Jenny next reports that Community Commitments Reviews have been ongoing. In December, SLC faculty sat in with Residential Life and OSIL to review the five organizations on housing probation. ROC was the only residential organization to lose their housing. They have until Friday to appeal. Allie asks what will happen now to determine who gets to use the housing if ROC does not appeal. Jenny said that it was her understanding that there is a process being worked out by Residential Life & SLC. More information should be available following SLC's Feb 14th meeting. Kappa Kappa Gamma, Jenny continued, made progress and came off housing probation, but is still on organizational probation. This is because they are on probation with their national office, so OSIL wanted to send them a consistent message. All other groups made it off probation. This week SLC is reviewing those organizations in good standing. At their next meeting (01/24), Steve Neilson will be coming to talk about the new Student Employment Office and SLC will be discussing committee membership given the new college structure. Jill asks if Jenny could provide an update about Strategic Planning (for minutes of the discussion, see New Business below).
4. **ASG.** Allie Mozzicato reports that student government is in the process of revising their constitution. They need a strong judicial board to accomplish this. One of the key tasks for the judicial board is running elections. There is also a committee that has been formed to determine about what to put in the "Tars plaza," a central part of the campus. They are meeting next week. She is the only student on the committee. They would like to find a way to build tradition on campus. They also discussed possible celebrity speakers to bring to campus. They are also discussing the fact that news buses will be coming through campus during the election campaign.
5. **F&S.** Joe Siry reports that the Finance and Service Committee met yesterday. The committee discussed the anticipated six percent increase in costs for medical care insurance and the deductible increase by \$250 per subscriber to our College

provided coverage through ICUBA. The committee raised concerns about the impact of an increase in health premiums that might exceed the increase of pay for those members of our staff who earn a salary in the lowest quintile of salaries at the college. The committee is not in favor of health insurance premiums that increase to such an extent that these (or any) workers do not get a raise in pay for the services they perform. Dexter Boniface comments that there may be little that Rollins can do about the rising cost of healthcare; he notes that in his first year at Rollins he took an effective pay cut since healthcare premiums jumped considerably. The committee, Joe continues, also discussed a large increase for health insurance for students. Many faculty requested that the committee look carefully into the new retirement rules (restrictions placed in the College by federal legislation) and the committee did that as well. F&S plans to proceed with an anonymous survey of faculty in the A&S College with respect to merit pay (Joe and Laurel Goj circulated a draft of the survey). All of this, Joe notes, assumes that there will be pools for salary increases in the coming years. The committee would like to know the statistics on the most recent awards for merit. The committee's deliberations, Joe reports, are focused on presenting new – more inclusive – policies to the EC as they proceed with our anonymous survey. The first step in this process is the discussion of salary and benefits scheduled for February 14 in the Galloway Room during the common hour. Laurel Goj asks if there is an alternative to merit pay or is it now a necessity that the faculty develop some type of merit system. In other words, if the faculty opposes a merit system, is there an alternative? Carol states that the Board's strong preference is that salary raises will be based on merit. Joan asks what has happened to the merit protocol passed by the faculty. She notes that an important component of the merit protocol was that merit would not take the place of cost of living increases. Jill adds that this was a system that was developed by the faculty and administered by Laurie Joyner when she was Dean of A&S. Bob states that he asked the President if the cost of living raise is gone; the President responded that the language is gone; in other words, any across-the-board raise would have to be couched in terms of merit even if it functioned roughly analogous to a cost-of-living increase. Joan states that one strength of the current merit system is that each faculty can make their case for a salary raise.

IV. Old Business

1. Dean's search. Carol reports that a concern has been raised by the search committee itself that the A&S Dean search is being rushed, and that the search might be delayed until the fall 2012. Carol states that she is optimistic (though not certain) that Bob Smither would be willing to serve an additional year; if not, a search will have to run quickly.

V. New Business

1. Strategic Planning Taskforce. Carol Bresnahan clarifies that faculty or staff representatives will be chosen to co-chair four strategic planning committees each

with an administrative co-chair. Jenny Queen states that she attended the taskforce meeting along with Carol and others. She notes that this is very different from how strategic planning committees were composed the last time Rollins underwent strategic planning (some ten or fifteen years ago). Bob provides EC with a document titled "Institutional Planning 2012-2015" which provides further details about the Strategic Planning initiative. Jenny Queen, speaking in her capacity as Chair of the Student Life Committee, states that the fact that the Dean of Student Affairs is not co-chairing the committee on student success gives the appearance that Rollins administrators do not value the Dean of Student Affairs office. Jill Jones expresses a concern that an initiative led exclusively by the President and the Vice-President of Planning may not enjoy wide legitimacy among the faculty. Carol states that this is an initiative that is still at the draft stage. Jenny states that she expressed a concern to President Duncan that the individuals selected so far were not representative at the divisional level. The President, she notes, replied that he was seeking a diversity of thought, not necessarily division. Joan states that she is disturbed by the phrase "reallocation of resources" which is contained in the document. Bob Smither, as co-chair of the Enhanced Academic Excellence committee, is seeking input from the EC. He sees his role as a facilitator. He is seeking a small committee of five individuals and nominations for co-chair. Joan suggests James Zimmerman. Jill states that she will circulate a follow-up email about committee nominations with the expectation that EC members will then email Bob (and other co-chairs) their recommendations.

2. Mission Statement edit. Carol Bresnahan recalls that the EC in the last set of minutes deferred to Carol to handle issues of amending Rollins College's mission statement which currently omits reference to the College of Professional Studies. She subsequently met with the Crummer and CPS faculty; the Crummer faculty approved the change (including CPS in the mission statement) unanimously; CPS will approve the change at their next meeting. Carol would like to bring this change to the A&S faculty. She notes that the revised bylaws anticipated there would be this change in the mission.

VI. The meeting is adjourned at approximately 2:15pm.