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Arts & Sciences Faculty

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Minutes
Arts and Sciences Faculty Meeting
Tuesday, September 18, 2007

Attendance: Vidhu Aggarwal, Jennifer Ailles, Barry Allen, Mark Anderson, Ben Balak, Gabriel Barreneche, Pedro Bernal, Erich Blossey, Bill Boles, Rick Bommelje, Dexter Boniface, Wendy Brandon, Sharon Carnahan, Ann Carpan, Roger Casey, Jennifer Cavanaugh, Julian Chambliss, David Charles, Martha Cheng, Gloria Cook, Tom Cook, Denise Cummings, Mario D'Amato, Creston Davis, Don Davison, Nancy Decker, Kimberly Dennis, Lewis Duncan, James Eck, Hoyt Edge, Margot Fadool, Marc Fetscherin, Rick Foglesong, Elise Friedland, Greg Gardner, Laurel Goj, Elton Graugnard, Yudit Greenberg, Eileen Gregory, Don Griffin, Mike Gunter, Dana Hargrove, Fiona Harper, Paul Harris, Scott Hewit, Alicia Homrich, John Houston, Gordie Howell, Richard James, Jill Jones, Laurie Joyner, Steve Klemann, Madeline Kovarik, Philip Kozel, Harry Kypraios, Susan Lackman, Tom Lairson, Patricia Lancaster, Carol Lauer, Ed LeRoy, Barry Levis, Susan Libby, Lee Lines, Mike Lippman, Shannon Mariotti, Dorothy Mays, Edna McClellan, Cecilia McInnis-Bowers, Margaret McLaren, Matilde Mesavage, Jonathan Miller, Al Moe, Bob Moore, Thom Moore, Ryan Musgrave, Steve Neilson, Rachel Newcomb, Marvin Newman, Kathryn Norsworthy, Socky O'Sullivan, Rhonda Ovist, Ceren Ozselcuk, Derrick Paladino, Twila Papay, Pedro Pequeno-Rossie, Alberto Prieto-Calixto, Jennifer Queen, Bob Reinauer, David Richard, Charlie Rock, Ed Royce, Scott Rubarth, Emily Russell, Judy Schmalstig, Eric Schutz, Bob Sherry, Rachel Simmons, John Sinclair, Joe Siry, Jim Small, Eric Smaw, Bob Smither, Bruce Stephenson, Darren Stoub, Kathryn Sutherland, Bill Svitavsky, Ken Taylor, Mary Throumoulos, Patricia Tome, Rick Vitray, Anca Viocu, Rachel Ward, Debra Wellman, Gary Williams, Yusheng Yao, Wenxian Zhang, Eric Zivot,

Guests: Sharon Agee, Sharon Carrier

- I. Call to Order: Don Davison called the meeting to order at 12:35 PM.
- II. Approval of Minutes: The minutes of May 2, 2007 faculty meeting were approved as distributed.
- III. Executive Committee Actions and Report
 1. Davison asked the new faculty to rise so that they could be welcomed and he also introduced Laurie Joyner, the new dean of the faculty.
 2. Davison announced that the Fall Faculty Party will be on October 20, on the Cornell Fine Arts Museum patio
 3. The Executive Committee has appointed Marvin Newman to serve as parliamentarian.

4. Marvin Newman recognized Tom Cook's leadership of President of the Faculty for the past two years. He presented the following resolution: Those of us who are privileged to teach at Rollins College are part of a wonderful and vibrant community, one that we will belong to for the rest of our lives. Deans and professors and students and faculty presidents come and go, but the heart of Rollins endures. Tom Cook—in large part—was our steward of this treasure. His dedication to us and to this community has ensured that it will continue to thrive and to grow. Tom was a president who moved us forward by doing more than was necessary. And he kept on doing it for the two years in which he served us in that capacity. There are few, if any, jobs in which ability alone is sufficient. Needed also are those virtues which Tom shared with us: his loyalty to our mission, his sincerity always, his enthusiasm, and his wisdom. He made every member of this community feel included in the deliberations and decisions of the faculty. He ran meetings by engaging each of us to listen, to question, to examine what we hear and what we say--and he constantly strived to build consensus and to prepare us for the actions that would make our community stronger and better. Perhaps the most valuable gift that Tom gave us, beyond these virtues, and his excellence as our leader is the remarkably good example he has set for all of us here today--and for all who will follow in leadership roles at this great college. Tom, on behalf of the faculty, I thank you for your exemplary service to us.

Mr. President, I move that these reflections be incorporated into the official minutes of this body with the notation that they bear the unanimous endorsement of the faculty of the college of arts and sciences. Scott Rubarth second the motion which the faculty passed unanimously. Cook graciously accepted the accolades of the faculty.

5. Davison announced the creation of the Bylaw Task Force. The Executive Committee is required to review the bylaws yearly. It has asked Marvin Newman to head the task force. The task force does not act as a constitutional convention but rather as a housekeeping operation. Davison asked any one interested in serving on the task force to contact Dr. Newman.
6. Davison announced that the executive committee had approved some minor changes in the Honor Code to clarify some passages. (see attachment 1).

IV. Old Business

1. Because the faculty had not filed an at-large election seat on Professional Standards Committee, Davison announced Alberto Prieto-Calixto's willingness to run for the vacancy. There were no nominations from the floor, and Davison asked that there be unanimous consent to Prieto-Calixto's election. The motion carried.

V. There was no New Business

VI. Committee Reports

1. Academic Affairs—Sharon Carnahan, chair of AAC, reported on the progress of curricular reform. The creation of a task force has been more complicated than AAC had expected because of the many voices and constituencies that need to be considered. She plans to present a full report at the next faculty meeting.
2. Finance and Service – Rick Vitray, chair of Finances and services, said that the Committee has met once and established a list of agenda items: faculty compensation, determine a sense of faculty for priorities for academic budget, generate a report comparing salaries and benefits to peer institutions, establish an effective method for informing faculty of the process and reasoning behind budget decisions, obtain faculty input and make a recommendation regarding the travel budget, financial implications of RCC, determine feasibility and desirability of a grant writing workshop and officer. He reported that faculty compensation is not keeping up with cost of living and out of line with institutions similar to Rollins. He has been involved in discussions with the Budget and Planning Committee about salary issues. They are looking at next year's budget but also planning ahead for the next three years. He wants to get information from the faculty so that he can better represent the faculty on that committee and to keep the faculty better informed.. If faculty wants to bring issues to the committee, he asked them to contact members of the Finance and Services. Lauer observed that there was significant salary discrepancies between male and female faculty, and she asked the committee to look into that. Vitray said that part of those differences were due to years of service. At the assistant level the problem is particularly acute because of the impact of business faculty salaries. Lauer countered that the discrepancy existed because traditionally male gendered disciplines received higher starting salaries than female. She also expressed concern that the college's contribution to help defray dependent tuition at colleges other than ASC has remained at \$2000 for thirty years. Brandon said that in an earlier study by

Doug Child that 15% of the salary discrepancies could not be explained by the usual explanations. Casey said that he had done a careful examination of these discrepancies and had corrected all anomalies that could not be explained. Ovist said that while these differences may be all explained still quite a few women remained concerned about the issue. Contracts have not always been negotiated equally. She said that a study currently underway showed that cases of promotion without tenure, primarily among male faculty, gives them a salary advantage. Casey argued that discrepancies do not exist any longer because everyone has been hired with the same contract since 2001. O'Sullivan stated that salary increases last were not 3%, but a significant differential existed from 2.% to 5%. Faculty were not fully aware of what they were adopting when Finance and Services presented the salary distribution policy to the faculty two years ago. The Committee should revise the policy and make certain that the faculty really does accept it. He also questioned financial priorities. We are fighting over the pittance that we are being given rather than what the college should be providing considering our resources. We should make a case for 7-10% increases. Lairson observed that salaries historical have been linked to prosperity of the institution. In the last few years Rollins has seen a significant improvement but salaries have not kept pace.. Arts and Sciences are heart of college and the budget should reflect that. Siry commended the committee for undertaking these issues. We have had these discussion before and we now have a model. We should be told why it is not working. Norsworthy sated that questions of differences in salaries should be gotten out on to the table. Vitray said he would try to get as much information as possible. Davison reviewed issues facing Finance and Services: reexamine gender disparity in salaries, the rate of salary increases of over the last several years in the face of the growing prosperity of the institution, and how do we expand the pie. He asked for a motion that Finance and Services reported back these issues in October meeting. O'Sullivan moved and Ovist seconded the motion which passed by voice vote Jennifer Cavanaugh observed that staff salaries were also quite low. Kypraios asked how many faculty know how salaries are calculated. A few hands were raised, and he observed that this ignorance may be one of the problems. He asked that it be written out so that everyone could understand. Griffin said that all data came to faculty and that a flat increase always give younger faculty higher percentage rate. Rock suggested that the report should be made to the February meeting because of the amount of data that needs to be shifted through such as public relations, amenities, academic support, building and grounds. He saw growth in several of these categories which increases costs significantly. Faculty salary equity has been strong ethic in A&S, but Crummer has historically had significantly higher increases, and not the same percentage increases that the

administration has claimed. Rock also wondered that among those at the lowest level were they still receiving a living wage. He further argued that higher administrators received 10-12% increases. Duncan countered that salary increases for senior administrators, unless appointed to a new position, were the same as the faculty. He said that there will be 360-degree reviews for senior faculty every five year when market forces will be taken into consideration in salary determination.

VII. Adjournment: The meeting adjourned at 1:25 PM.

Respectfully submitted,

Barry Levis
Secretary

Attachment 1

HONOR AMENDMENTS:

A. Clarifications and Inconsistencies:

Page 3. Under Failure to Report: “report it within five class days”

Page 3. Under Reporting a Violation: ”within ten days of the discovery”

Page 10: Under Appeal procedures: “within ten class days of the decision”

Change all of those to “within ten days”

B. Proposed change to who can participate in an informal Resolution meeting. (Additions in red)

1. If the Executive Committee of the Academic Honor Council¹ determines, after a preliminary investigation, that a report of academic dishonesty is supported by reasonable cause, it will inform the accused student in writing of the charges, and shall offer him/her an opportunity for an informal meeting with the executive committee, or *designees*², to review the case. The staff advisor must be present at this meeting. The Executive Committee shall also provide the accused student with a copy of this Code and a statement of procedural rights approved by the Academic Honor Council...

Footnotes:

1. The Chair, Vice-chair, and Secretary, plus a staff advisor, selected by the Dean of the faculty, comprise the Executive Committee of the council.

2. Designees are to be selected by the Executive Committee of the council. Designees, which must be members of the Honor Council, are to be given at least three days to review evidence prior to the informal meeting. Designees must not exceed two, as at least one of the members of the Executive Committee must be present at all informal meetings and the number of members that comprise the Executive Committee is not being altered. An Honor Council member cannot replace the staff representative.