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Minutes, Arts and Sciences Executive Committee Meeting, Thursday, March 6, 2008

Arts & Sciences Executive Committee

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Minutes
Executive Committee of the Arts and Sciences Faculty
March 6, 2008

Members Present: Richard Vitray, Paul Harris, Wendy Brandon, Don Davison, Barry Levis, Lewis Duncan, Laurie Joyner, Roger Casey, Stephanie Schuldt

- I. Call the Order – Davison called the meeting to order at 12:40 PM.
- II. Approval of Executive Committee Minutes from February 21, 2008 – The minutes were approved with minor corrections.
- III. Old Business
 1. Bylaw interpretation regarding library sabbaticals – Davison brought back the issue of a request for a bylaw interpretation from the library faculty. (See addendum 1). Jonathan Miller had provided data and historical information about the length of sabbaticals that have always been six months. Joyner reported that most of the institutions she looked at do not provide librarians with sabbaticals. Vitray suggested that their situation was quite different since most do not have tenure. Brandon said that our librarians have the same expectations as do other faculty. Casey said that the library faculty has different contracts, which are for twelve months rather than nine months. He thought that the library faculty should have one semester and not six months. Levis said that traditionally they always had six month, and he did not feel that they had the time to complete expectations for research during their regular work schedule. Casey said that traditional did not make it right. Vitray asked about the length of regular faculty contracts. Casey said they were for nine months. Brandon thought that in fact faculty work on their scholarship over summer so that they are also working for twelve months. Levis said that many teaching faculty were able complete work during the regular semester. Casey said that when the question was raised he thought immediately that a sabbatical was only a semester because a faculty member on sabbatical could not teach during the semester but could teach in the summer. Historically librarians have not been active in the summer but that has changed recently. More is now expected of them. Also Miller had changed the time off for Spring break, removing that privilege. Levis asked Casey when does medical benefits end for a retiring faculty member. Casey said that it was May 31. Levis then observed that clearly teaching faculty have half of their nine-month contract off for a sabbatical and therefore the librarians with twelve-month contracts should have a six-month sabbatical. Harris thought that the language of the Bylaws would have to be changed from

half year to semester since half year equals six months. The Executive Committee voted that in the Bylaw statement regarding sabbaticals half year means semester. The vote was five in favor, one opposed, and one abstention

2. Professional Standards Committee— Brandon reported on the PSC's discussion of the divisional location for Culture Media Studies. She asked Casey his view of placement of their department because of his placement there. Casey thought there should be an interdisciplinary division and CMS placed there. Brandon thought that the creation of such a division should be an administrative decision. Brandon said that PSC thought CMS belonged in Humanities because of the number of faculty in the major. Davison said that this issue had arisen because of bylaw corrections, and CMS had been placed in the Humanities Division. But because of Lisa Tillman's objection PSC had been asked to study the issue. Brandon reported that PSC would not want to alter divisional structures and saw this as a bureaucratic decision. Vitray observed that the current curricular review might lead to further changes because of interdisciplinary approaches to the general education requirements, CMS might be part of that restructuring. Casey had been approached about creating such an interdisciplinary division but then he decided that the ramifications were so large that it was dropped. The Executive Committee did not think this was the time to create an interdisciplinary division and that CMS should reside at this time in the Humanities Division.

IV. New Business

1. Summary of Board of Trustee decisions the regarding budget – Duncan reported that the Board of Trustees had approved the budget for next year including the 4% traditional salary pool and the \$470, 000 pool for merit. The Trustees were concerned about comparisons with our peer institutions and whether we are losing faculty because of low pay or if the college is unable to recruit new faculty because of we do not meet market salaries. Merit was to be an integral part of the distribution system and not just on top of adjustments. A tuition increase of 5:75% was passed but the Trustees were very unhappy about it. The Trustees did not approve a change in the spending level on the endowment. It did not make sense to change it this year if it will have to be changed again next year because of federal mandates. Davison wondered if the traditional pool would be linked to merit. Duncan the staff pool has always been distributed along merit lines. The faculty has traditionally had a percentage increase. The mix for the faculty this year will be between across the board and merit. Joyner thought this arrangement made sense since the faculty task force and already discussed presenting

to the faculty a resolution to divide the \$470,000 pool between merit and adjustments for past unrewarded merit.

2. AAC—Holt School -- Davison raised the issue of Holt curriculum changes. Thom Moore reported that AAC had asked for an interpretation to settle the question of who had authority over the Holt School curriculum. Because of the recent faculty resolution on INT courses, the matter needed to be settled as to how that resolution had an impact on the Holt school. Levis said that all major changes, such as the Organizational Behaviour major and the MLS program, had gone through the normal governance procedures for major changes. But minor adjustments had been relegated to the Holt directors. Casey said that the Holt school had no independent standing in the Bylaws. There were only two faculties, A&S and Crummer. The consensus of the Executive Committee was that while acknowledging that there were some practical problems, the AAC indeed does oversee the Holt curriculum. Davison suggest that Dean Carrier have a conversation with AAC about the implications of this oversight. Casey expressed concerns about those who did not have a stake in Holt programs having involvement in Holt considerations. Brandon and Moore both felt that faculty as a whole have a stake in the educational process of the entire institution. Davison felt that AAC should review with Carrier questions about the programs most similar to A&S first and then discuss programs that are not similar. Casey argued AAC was the best place for this conversation because it would consider the entire undergraduate educational process of the institution when presented to the entire faculty.
3. Griffin/Boles resolution – Duncan expressed concern about the resolution. If the faculty has oversight of student life do they also have responsibility for it? He questioned what that line in the resolution meant. (See addendum 2) Harris wondered whether the Executive Committee needed to agree to put the item on the agenda. Davison said that they could introduce the motion from the floor but they would prefer that it be on the agenda so that they can have time to discuss it. Davison said that it was more about the process in that reports have not been made in the recent past. Casey reported that much of the problem he faced was dealing with incidents that actually did not happen. Vitray liked the idea of having a once-a-semester report to the faculty is a very good idea. The Executive Committee agreed to put the resolution on the agenda.
4. Merit Task Force – Davison reported that the Task Force has met and endorsed using half of the \$470,000 pool for historical unrewarded merit and equity adjustments. They wanted faculty endorsement.

- V. Faculty Trustee Position – Casey asked about the status of Davison investigation about faculty participation on Boards of Trustees that had been requested by Charles Rock.
- VI. Adjournment -- The meeting was adjourned at 2:05 PM.

Respectfully submitted,

Barry Levis,
Secretary