

10-24-2013

Minutes, All-Faculty Executive Council Meeting, Thursday, October 24, 2013

All-Faculty Executive Council

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Executive Council of All the Faculty of Rollins College

Regular Monthly Meeting

October 24, 2013, 8:30 a.m.

ATTENDING: Provost Carol Bresnahan, Julian Chambliss (A&S), President Lewis Duncan, Hoyt Edge (A&S), A&S Faculty President Carol Lauer, CPS Faculty President James McLaughlin, A&S Vice President Thomas Ouellette, Claire Strom (A&S), Yusheng Yao (A&S)

Status of Physical Education Instructors

Request: A&S Executive Committee

A lecturer in the Department of Physical Education is considered a member of the faculty, but two staff members with terminal degrees who also teach physical education courses are not. Effecting curricular change in the department is hampered by the current structure.

It was suggested that various categories of appointment could be established, e.g., tenure track without coaching responsibilities, tenure track with coaching responsibilities, appointment equivalent to artist-in-residence, and coach. Anticipating that other institutions have encountered similar questions, the provost will survey ACS and other institutions for comparative practices. Pennie Parker, director of athletics, will be invited to the next meeting of the Executive Council to provide input.

All College Faculty Evaluation Committee

Request: A&S President

In order to ensure consistency of promotion and tenure criteria across the institution, consideration of establishing a committee with College-wide representation to conduct regular reviews of criteria was requested.

Establishment of such a committee was endorsed. It was decided that membership of the ad hoc committee would comprise immediate past chairs of the A&S Faculty Evaluation Committee and the CPS Promotion & Tenure Committee, and the immediate past member of the Crummer Peer Review Committee. The committee would report to the Executive Council.

Policy on Hiring Faculty Post-Midcourse/Tenure Failure

Request: A&S President

In future, should there be a stated policy regarding another department's hiring faculty after failure of midcourse review or tenure process?

It was agreed that the key element is the requirement of a national search for tenure-track positions and the interpretation that that requirement has been met by the initial search. It was agreed that a new search would be required for new appointment to any tenure-track position. A complementary issue is the conversion of visiting positions to tenure track. Requiring a national search for visiting positions would obviate the need to conduct a new search. The

provost was asked to inform the Executive Council when development of such circumstances appears likely.

Faculty Appeal re Promotion Increase

Request: President

Some faculty have requested that a formula be developed to extend compensation increases related to 2013-14 promotions to faculty receiving promotions in the past, especially perhaps those in recent years.

It was agreed that issues of compression should not be addressed piecemeal. It was recommended that the faculty receive more in-depth information about the complexity of compression issues and that methods of managing compression at other institutions be explored. The Executive Council expressed support for declining the request for application of an adjustment formula to a small group of faculty.

Other Items

Dr. Duncan requested input regarding some faculty's apparent refusal to advise on all available majors. It was the sense of the faculty present that faculty generally advise from the standpoint of the advisee's best interests, without favoring or boycotting any particular major(s). It was also the sense of the group that the specific incident related more to collegiality than to advising.

Dr. Duncan asked faculty to provide additional assistance to the admission staff during this transition year. The faculty indicated their support and requested more specific direction.

Dr. Duncan expressed appreciation for faculty who had planned conferences and events at The Alford Inn and asked the Council to continue encouraging faculty to do so.

It was agreed that minutes of the meetings would be distributed in draft and final forms to Executive Council members, and in final form to Rollins Scholarship Online, official repository of faculty minutes.

Lorrie Kyle

Executive Assistant to the President