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# Minutes, Arts & Sciences Professional Standards Committee Meeting, Tuesday, November 29, 2011

Arts & Sciences Professional Standards Committee

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PSC Minutes: 11/29/2011

Present: Joan Davison, Julie Carrington, Julia Foster, David Charles, Dorothy Mays, Emily Russell, Barry Levis, Robert Vander Poppen, Mike Buck and Nick Vason.

- 1) Review of Critchfield grants will take place on Monday Feb 13 at 6:45pm in the Olin Library's Bib Lab. We decided that the ranking scales distributed in advance are helpful, so everyone should get their assessments turned in to Joan well ahead of the meeting (a deadline to be determined.) If possible, we will ask that the grant forms be merged into one large PDF file when submitted to Karla. We will publicize the amount of money available so applicants can have more realistic expectations about the likelihood of getting full funding.
- 2) Bylaw changes to accommodate maternity and adoption leave policies: When we adjusted the A&S Bylaws to accommodate faculty's tenure clock in light of the renovation of the Bush building, we noticed that there was no exception in the bylaws to accommodate maternity and parental leave. Because such a policy is currently published in the Human Resources website, we need to recognize it in the bylaws. We discussed if this policy should be extended to issues outside of childbirth or adoption (such as a sick child or ill parents.) This has been debated with HR in the past, and the decision at that time was it complicated the issue in terms of equity and costs. We decided not to re-open the issue and left the wording to accommodate only the arrival of a new child.

There was discussion of the implications in the term "seven consecutive years." The inclusion of the word "consecutive" leaves the door open to departments who might want to allow a candidate a year off here and there to avoid going through the tenure process. You can "beat the system" indefinitely by doing this. Joan suggested removing the term 'consecutive' to preclude this from happening.

Joan will present the proposed phrase to EC next week. If there are no problems, we will bring it before the faculty in the January meeting. The proposed language will read: "No tenure-track appointment may last beyond seven years without the faculty member being tenured, with the exception of faculty members on family leave who accept an extension in accordance with Rollins College policy."

- 3) Preparation for Committee of the Whole Discussion on A&S Bylaw Revisions at December 7 A&S Faculty Meeting: EC tasked PSC with leading the A&S revisions. We will have most of the 12/7 meeting to discuss issues with the faculty.

The bylaws must pass by 2/3s, which is a tough standard if anything veers into controversial territory. Barry recommends straw polls for gathering feedback on specific areas, such as should the CPS member have voting privileges. This will let us know if there is strong opposition in areas.

Discussion: Should we adopt the suggestion by last summer's ad-hoc committee to have minimal bylaw revisions? We discussed the implications of including voting CPS members on AAC, PSC, F&S, and Student Life.

Joan observed that having a voting CPS member on A&S committees could result in having them be a chair (which can happen if there is a scarcity of tenured members eligible to be chair.) Joan would like to see only members from A&S be eligible to serve as chair. She noted that another compelling reason for such a requirement is that A&S committee chairs serve on the Executive Committee and Executive Council.

Sometimes the committees will be making recommendations on things relevant ONLY to A&S (tenure & promotion decisions going before A&S FEC.) Why then would the PSC person get a vote or be chair? Emily says that the ad-hoc committee wanted to extend voting privileges to CPS members with the understanding they can recuse themselves when appropriate. Emily reports that the concern was the creation of numerous mirror committees which is likely to result in duplicative work and competing rules, policies, etc. Trying to keep the mirror committees to a minimum adds to transparency.

Several members feel that having as much transparency between the two colleges is a good thing, which is facilitated by having full voting members sitting on one another's committees. Any process which sets up parallel systems that don't communicate with each other is harmful. Being in the same room and part of the same conversation will lead to greater communication over time. CPS will already be minority members on the committee, and removing the vote is a harmful message to send.

A potential problem with our proposed structure: Sometimes a committee passes a resolution or policy that must be passed by the Faculty. How to do this with two colleges? Do they both vote separately? Can the Provost make a ruling? What if one passes and the other doesn't? The ad-hoc committee backed off of insisting that all decisions must be "all college."

For example, the Absence Policy. The A&S faculty passed this policy, but what if CPS vetoes it? There are no CPS or A&S students..... the policies need to apply to all undergraduate students regardless of the majors. We believe the All College Executive Council would have authority if there is a split vote.

Emily will be leading the discussion at the Dec. 7<sup>th</sup> meeting. We need to make it clear at the meeting that these bylaws are for A&S only.... not CPS.