

1-29-2008

## Minutes, Arts & Sciences Professional Standards Committee Meeting, Tuesday, January 29, 2008

Arts & Sciences Professional Standards Committee

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Professional Standards Committee  
Approved Minutes from January 29, 2008  
12:30 p.m. CSS 249

Next meeting: February 13, 2008.

The meeting was convened at 12:30 p.m. in CSS 249 by Wendy Brandon. Other faculty members present were: Mario D'Amato, Fiona Harper, Alicia Homrich, Alberto Prieto-Calixto, Susan Libby, and Anca Voicu. Associate Dean Deb Wellman was also present.

1. Agenda is attached.

2. Old Business

- I. Minutes from December 6, 2007 were approved as amended.
  - II. CIE update. Paul Harris conducted training for department heads that was very good. One faculty member wrote a message with some concerns about the CIE (see W. Brandon's document.) The concerns include: 1) clarity in the current narrative, commentary by itself is not clear, 2) access to both sets of information (quantitative & narrative) is cumbersome, and 3) the education of how to use the CIE by the FEC, etc. has not occurred. The system should be upgraded to reports that could be used easily and education and oversight of the use of the CIE should be implemented. The Executive Committee recommended that the institution take over the administration of the CIE and implement suggested changes and application. M. D'Amato opposed compiling data about the data or any analysis because individual faculty members up for evaluation may want to interpret the data as s/he sees fit. F. Harper suggested that algorithms could be developed for analysis but the faculty member could choose to use those interpretations or not.
  - III. Family leave update. Fiona made a presentation at a colloquium on Family Leave. It was attended by 20 people. The PSC will codify what is or is not being done at Rollins with regard to policy. The recommendation will also include information on how this policy conforms to our personal values. Other suggestions are that pregnancy should not be considered a disability; the tenure clock should be stopped in the event of a serious illness; individuals may combine their family leave with other leaves, but it shouldn't be a requirement; questions still need to be answered about how long the clock would stop, how many times, whether it is automatic or not, etc. In addition, we have determined that AAUP guidelines are not being violated by considering these issues. Once a policy is decided, it is forwarded to the Executive Committee, Finance and Service and Budget Committee. It can only then be presented to the faculty.
3. New business
- Alberto Prieto initiated a discussion about changing the teaching load of lecturers from 3/3 to 4/4 (see notes). One concern was whether this plan could be department specific, for example, in foreign languages and English only, or must it be campus wide. How might this approach influence the problem of defacto

tenure? The bylaws specify limits for visiting assistant professors but not for lecturers. D. Welman stated that without College guidelines, AAUP standards rule and lecturers are considered within the defacto tenure rule. M. D'Amato's research found that lecturer positions may possibly fall outside the bylaws and AAUP limits of six to seven years of continuous employment. M. D'Amato stated that he would support the 4/4 plan assuming it were in place college wide. F. Harper mentioned the concern that the proposed increase in salary was getting close to the range of starting professors who have service and scholarship responsibilities. W. Brandon recommended that Dean Joyner consider this compelling argument for 4/4 and present PSC with a suggested policy.

4. The meeting was adjourned at 1:45 p.m. Meeting dates for the spring term will be determined by email.

Respectfully submitted by Julie Carrington.