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Minutes, Arts & Sciences Faculty Meeting, Wednesday, May 7, 2003

Arts & Sciences Faculty

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**Minutes of the Meeting
Faculty of Arts and Sciences
Wednesday, 7 May 2003**

Members present: B. Allen, B. Balak, P Bernal, G. Biery-Hamilton, A. Boguslawski, R. Bornstein, W. Brandon, S. Carnahan, B. Carson, R. Carson, R. Casey, D. Child, G. Child, D. Cohen, E. Cohen, G. Cook, T. Cook, J. Davison, P. Deaver, N. Decker, L. DeTure, J. Eck, H. Edge, L. Eng-Wilmot, E. Friedland, B. Galperin, G. Gardner, L. Glennon, J. Gray, Y. Greenberg, D. Griffin, M. Gunter, C. Hardy, P. Harris, J. Henton, J. Hewit, J. Houston, G. Howell, M. Hunt, R. James, P. Jarnigan, S. Klemann, D. Kurtz, H. Kypraios, T. Lairson, P. Lancaster, C. Lauer, L. Laws, R. Lemon, E. LeRoy, B. Levis, S. Libby, R. Lima, L. Lines, J. Malek, E. McClellan, M. McLaren, M. Mesavage, S. Miller, R. Moore, T. Moore, J. Morrison, L. Musgrave, J. Nassif, S. Neilson, A. Nordstrom, K. Norsworthy, M. O'Keef, T. Ouellette, T. Papay, S. Phelan, J. Puhalla, C. Rock, C. Rodgers, D. Rogers, A. Rosenthal, S. Rubarth, M. Sardy, J. Schmalstig, J. Schultz, G. Sinclair, J. Sinclair, R. Singer, J. Small, R. Smither, M. Smyth, P. Stephenson, W. Svitavsky, L. Tillmann-Healy, R. Vitray, A. Voicu, G. Williams, S. Woodward, J. Yellen, W. Zhang

Guest: S. Carrier

I. Call to Order

For the last time as president of the Arts and Sciences faculty, Barry Levis called the meeting to order at 12:50, after a luncheon honoring retirees Robert Lemon, Joe Nassif, and Linda DeTure.

II. Announcements

- A. Arts and Sciences commencement will be at 10:00, Sunday, May 11, with the faculty gathering at 9:30. The traditional mint julep party, hosted by the president, will be held in the Galloway Room at 12:30.
- B. Holt School commencement will be Saturday, May 10, at 10:00.
- C. Expressing the gratitude of the faculty for his faithful, patient, and good-humored stewardship during the past two years, Barbara Carson presented Barry Levis with a Daumier poster signed by his colleagues.

III. Approval of the minutes of the meeting 24 April 2003 of the faculty

The minutes were approved as distributed.

IV. Ratification of FEC

To fill vacancies on the FEC, the Executive committee offered for faculty confirmation a slate composed of Maurice O'Sullivan and John Houston for full three-year positions and Robert Sherry as a one-year alternate. In response to a request from a faculty member, voting was by written ballot, and the slate was confirmed.

V. Election to fill Vacancy on AAC

Greg Gardner, Twila Papay, and Pedro Pequeno-Rossie were nominated to fill the position on AAC vacated by Lezlie Laws, who has accepted a position on the presidential search committee. Pedro Pequeno was elected.

VI. New Business

A. Student Judicial Task Force (Report of the Task Force addendum 1)

Pedro Bernal moved the following resolution: *Resolution on Faculty Participation in Student Judicial Hearings: Given that the vast majority (~ 90%) of judicial cases are being considered in administrative hearings, we recommend that four faculty members be appointed to participate, in a rotating basis, in administrative hearings that will be conducted at set times to facilitate faculty participation. Although it is recognized that cases requiring immediate attention will arise and that the system will have to be flexible so as not to unduly interfere with the work of administrative judicial officers, the presumption shall be that faculty members will be present when administrative decisions are made. The Student Life Committee will be responsible for submitting the names of four faculty members to the Executive Committee for approval. This proposed arrangement should be reviewed in two years. Faculty members should be appointed for a period of two years.*

Charlie Rock moved that a record (*sans* names) be kept of infractions and of the disposition of cases. This was accepted as a friendly amendment. Dean Neilson said such records are kept and are available on the website. The resolution passed.

B. Faculty Member Resolution (Don Griffin)

Don Griffin moved the following resolution:

That any serious incident [concerning inappropriate student behavior in the residence halls] be reported to the faculty by a representative of the office of the Dean of Student Affairs, initially be email, but also at either a regular faculty meeting or a special forum, where a conversation may occur.

Don stated that what is being asked for is transparency concerning responses to serious cases of inappropriate behavior. Since faculty are ultimately

responsible for student life and since student life affects academic life, the resolution asks that the faculty be better informed--that they be educated, in effect--so that they can be useful participants in a community conversation about improving student life on campus.

The conversation on the resolution went something like this (the comments attributed to speakers are, of course, paraphrases):

Phil Deaver: Is there some structure providing for such reporting already in existence that has gone asleep?

Don: In my years at Rollins as a student as well as a professor and an administrator, I haven't seen such a system. It's time.

Sharon Carnahan: Our students know of inappropriate behavior. When the faculty doesn't know about incidents such as this and are thus silent, our students assume that we approve. Silence seems to be approval.

Wendy Brandon: While I support this resolution, I want to remind us that conversation and legislation won't solve the problem. We need to examine our own behaviors, our books, the way we treat each other, etc.

Joan Davison: I believe it is time to create an independent office concerned with affirmative action and diversity, to look at cases of sexual, racial harassment.

Kathryn Norsworthy: I'm concerned about protecting student confidentiality, but I agree with the previous speakers. We as faculty need to take on our own work with issues of diversity, if we are going to have these conversations. And, like Joan, I think that having Human Resources act in place of a diversity officer is a conflict of interest.

Tom Lairson (speaking as one of the authors of the resolution): I'm not satisfied with what is currently being done concerning standards in residential life and in the classroom. As faculty we must shoulder our responsibility in this; we must hold our students to higher standards. To address these issues of standards, we must begin talking seriously and openly. We cannot get better until student life gets better.

Paul Stephenson: Clearly this is not a panacea, but it is an important first step.

Tom Ouellette: Who will determine which cases are serious enough to be reported to the faculty?

Don: Faculty members on the administrative judicial board would help decide this.

Charlie Rock: Previous speakers are correct in seeing that the problem is systemic. One structural problem can be traced to the fact that the last few years has seen a 5% increase in numbers of faculty, but 20% increase in students. Consequently, more non-permanent instructors have been hired, and they cannot respond as well to student-life problems. Part of our conversations about improving student life should focus on incentives for faculty to get more involved in life outside the classroom.

Rhonda Singer: What additional information will we get from the proposed reports?

Don: For one thing, in a faculty meeting or in another forum, the faculty will be able to ask questions—something not possible in e-mails or website reports. Since there will be a faculty member at judicial hearings, this will also likely contribute to fuller conversations. My assumption is that the report to the faculty would come after a decision has been made.

Steve Klemann: A reporting system like this can help educate us, but I wonders if our current system can really address the problems we face.

Steve Neilson: I welcome this conversation as well as the participation of faculty on the judiciary. I'm not sure, however, this is the mechanism to accomplish the goal we all have in mind. I'm concerned about confidentiality and about how to determine which cases are serious enough to report to the faculty; I agree that the report to the faculty would have to come after adjudication.

Alex Boguslaski: I think we are very easy on our students because we need their money. I would like to know if students in my class have record of plagiarism.

Wendy Brandon: The purpose of this proposal is admirable: Transparency. However, questions of harassment are complicated. Is it possible that this proposal will drive students underground? Will this result in a tribunal?

Don: Remember—the focus of this resolution isn't on harassment or on diversity issues, but on a much wider array of inappropriate student behavior.

Eileen Gregory: At this time of year, tired as we all are at the end of the term, I am leary of voting.

Ed Cohen: I agree with Eileen about year-end weariness, but since we've just passed a resolution on faculty participation on judiciary, I'd like to call the question.

The call for the question passed.

The resolution carried.

VII. Reports

A. Underwater Endowment (George Herbst)

George explained a new phenomenon called "underwater endowments," which occur when market value of an endowment has declined below the original gift value. We have 235 endowments; 28 are underwater. Now what do we do? George will speak with Trustees about this, presenting his plan to stop spending from underwater endowments and to replace funds spent in last few years. We will, however, continue to fund the purposes of the endowment--not from the endowment, but from unrestricted revenues (primarily tuition revenue). The effect has been \$782,000 which needs to be restored; it will not drive our budget into deficit; it will not mean cuts or layoffs; it *will* mean that the budget will be tighter.

B. The State of the College (Jim Malek, Jim Eck)

The Provost's office has prepared a Fact Book, which was distributed. The College will meet 2003-4 enrollment goals, without decline in quality. Average SATs are likely to be up 15 points. In the coming year, \$500,000 more than last year will be spent on financial aid; half will be need-based, half, merit.

Reports on the results of the strategic planning process will be presented at the Trustees meeting. The next step will be writing key performance indicators; conversations with the faculty will continue in the fall.

We have a lot of work to do in the SACS reaccreditation process, but it should go smoothly because we already have the appropriate processes and personnel in place to assure its success.

This has been a successful recruitment season for faculty, since departments have hired their first choices in almost all cases.

Excellent achievements on part of faculty assure that students are in good hands.

For future reports, Joan Davison requested SAT information (of those who actually enrolled) and high school GPA broken down by gender. Wendy Brandon asked for faculty salaries to be broken down by gender.

Eileen Gregory expressed thanks for the work that went into the Fact Book, and the applause of the faculty echoed her sentiments.

VIII. Adjournment

Barry expressed his pleasure in serving the faculty and asked Yudit Greenberg, next year's president, to conclude the meeting. Yudit thanked Barry on behalf of the faculty and, after the appropriate motions, Yudit adjourned the final meeting of the 2002-2003 academic year.

Barbara Harrell Carson
Vice President/Secretary

Addendum 1

Task Force Report

Members of the Judicial Taskforce: Pedro Bernal, Lee Lines, Alisa Rosenthal, and Judy Provost

1. Charge:

Our **task** was to **examine** the state of the Judicial System and come up with recommendations **on** how best to enshrine faculty representation in that system.

2. Process:

The Task Group took the following steps:

1. We met to discuss information to be gathered and the processes to be employed.
2. We requested, received and reviewed data from Ken Posner for the past two years of Judicial Board actions.
3. We interviewed as a group Ken Posner, Christine Carr, and Steve Neilson.
4. We interviewed the director of Campus Safety; Brad McKown

3. The State of the System:

This system is detailed and comprehensive and has been developed over many years, based on the Student Affairs professionals' expertise and examination of other colleges' judicial systems.

We have concluded that sanctions are consistently administered. There are occasional "adjustments" of sanctions for compelling circumstances, such as postponing removing a student from a residence hall until the end of the term if the sanction was given close to the end of the term.

Dean Neilson reports no undue pressure to reverse decisions and says he has "never" reversed a judicial sanction.

The biggest issue in ensuring the success of this system is reporting, so that problems get addressed through the Judicial System. Some dissatisfaction with the quality of referrals from Campus Safety was expressed.

In our meetings, a number of faculty members were interested in the rationale for the existence of a separate Greek Board. As it turns out, the Greek Board has considered two cases in the last five years. The nature of the system we have now is one in which the vast majority of the cases are being considered in administrative hearings (97% and 84% in the last two years).

Campus Safety does not see a problem in having a different reporting line than the Judicial Board and describes a collaborative approach. The Task Group questions whether there may be some difficulty in consistent application of the system and communications because of these differing reporting lines.

4. Recommendations:

The current model, now being implemented, may be the best way to enshrine representation of the faculty in the Judicial System. Four faculty members, on a rotating basis, are attending the Community Board Hearings. Faculty representation in the administrative hearings is a much more difficult task because these hearings are the day-to-day work of the judicial staff and not actually a Board. The current model in which a faculty member, Thomas Moore, is being kept informed on the proceedings may be the only way for faculty to participate, given that any other involvement may require too much time.

In conclusion, the Judicial System is not perfect but the campus social problems that led to the creation of this task group would be there even if the system were perfect.

In other words, the problems with the social climate on campus are not directly attributable to the judicial system. Thus, we recommend that the faculty not focus on a redesign of the current judicial process as a means of addressing the broader campus social issues. Instead, we are of the view that campus structures, procedures, and expenditures of resources should more accurately reflect the priorities of the campus community. This requires a process in which those priorities are clearly identified and articulated. Once these priorities are clarified, we will be in a better position to identify the changes necessary to address the problems of social life on campus.

Professional Standards CommitteeAt Large

Nancy Decker, 01-03 (Chair)

Carolyn Carpan, 01-03

Dan Crozier 02-04

Judy Provost 02-04

Divisional

Humanities: Bill Bowles 02-04

Social Sciences: Ed Royce 01-03

Sciences: Thom Moore 02-04

Expressive Arts: Susan Lackman 02-04

2 Student Representatives

Dean of the Faculty Roger Casey (non-voting)

Student Life Committee

Lee Lines 01-03 (Chair)

Debra Wellman 01-03

Alan Nordstrom 01-03

Rhonda Singer 02-04

Yusheng Yao 02-04

Jay Yellen 02-04

Karla Knight (staff representative)

Cara Meixner (staff representative)

5 Student Representatives

Faculty Appeals Committee

Marie Schafe 00-03

Marvin Newman 01-04

Charles Brandon (Crummer) 01-04

Faculty Evaluation Committee

Bruce Stephenson 01-04

Lynda Glennon 01-04

Ed LeRoy 00-03

Yudit Greenberg 01-04

Alternate: Eileen Gregory 02-03

Division Heads:

Expressive Arts: John Sinclair

Humanities: Margaret McLaren

Social Sciences: Joan Davison

Science: Don Griffin

President
Barry Levis 01-03
Vice President and Secretary
Barbara Carson 01-03

Arts and Sciences Executive Committee

Barry Levis, President
Barbara Carson, Vice President/Secretary
Doug Child, Chair - Finance and Service Committee
Lee Lines, Chair - Student Life Committee
Ed Cohen Chair - Academic Affairs Committee
Nancy Decker, Chair - Professional Standards Committee
Jourdan Haynes, SGA President
Provost James Malek (non-voting)
President Rita Bornstein (non-voting)
Dean of the Faculty Roger Casey (non-voting)

2003

Academic Affairs Committee

At Large

Susan Miller 02-04
Julie Carrington 01-03 (Secretary)
John Houston 01-03
John Sinclair 01-03
Dean of the Faculty Roger Casey (non-voting)
4 Student Representatives

Divisional

Humanities: Ed Cohen 01-03 (Chair)
Social Sciences: Alisa Rosenthal 02-04
Expressive Arts: Rachel Simmons 01-03
Science: Paul Stephenson 02-04

Finance and Service Committee

Doug Child 01-03 (Chair)
Larry Eng-Wilmot 02-04
Alicia Homrich 02-04
Bob Moore 02-04
Rick Bommelje 01-03 (Secretary)
Eric Schutz 01-03
Tina Dow 02-05 (staff representative)
Toni Holbrook 01-04 (staff representative)
3 Student Representatives

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Science: Don Griffin

Please include the following in the minutes of today's meeting:

I have had no direct discussion with the Dean or the Academic Affairs Committee concerning the replacement of the Business Administration minor. As the faculty member of the department which will be most affected, I would like to note this lack of consideration.

**Bill West
Associate Professor of Business Administration
and Department Coordinator**