

9-14-2006

## Minutes, Arts & Sciences Executive Committee Meeting, Thursday, September 14, 2006

Arts & Sciences Executive Committee

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Executive Committee Minutes: approved  
9/14/06

Members in attendance: Wendy Brandon, Sharon Carnahan, Roger Casey, Tom Cook, Lewis Duncan, Hoyt Edge, Larry Eng-Wilmot, Cat McConnell, Lisa Tillmann

**I. Minutes:**

A. amendment

Wendy: last week raised question about hiring into Holt school.

Lisa: explained that so-called "Holt faculty" are Arts and Sciences faculty; all such faculty have been hired into existing departments. Wendy's question added to last week's minutes; 9/5 minutes otherwise approved.

B. detail of minutes

Lisa: solicited feedback.

Tom: helpful to reconstruct major arguments.

Sharon: need to highlight major *decisions*.

**II. Approval of faculty V.P.:** Lisa's status sent to faculty for approval.

**III. Cancellation of faculty meeting:**

Tom: received positive and negative feedback.

Larry: 4C had expected 15 minutes to brief faculty.

**IV. Fall faculty party:**

Tom: received approval from George Herbst to contribute money from international potluck for Katrina/Rollins relief.

Sharon: requested faculty bring cards explaining where food is from and map to indicate countries represented.

Wendy: suggested faculty wear costumes.

Lewis: requested minutes reflect that potluck was faculty decision.

**V. Full-time instructor positions:**

Tom: issue delegated to PSC.

Hoyt: depts. are hiring, need to know if it's *not* possible.

Wendy: categories are now faculty, lecturers, adjuncts.

Hoyt: question is whether Rollins wants to allow contracts to extend beyond six years (still on yearly basis).

Sharon: What about AAUP?

Roger: No AAUP issue because they're not faculty.

Lewis: extended contracts have been resisted by faculty; practice viewed as lack of commitment to hire tenure-track faculty.

Roger: suggested at dept. chairs meeting not to allow such instructors to be terminally degreed and to set a cap on number/percentage of instructors.

Lewis: What if tenure-track slot opens? What of having inside tracks?

Hoyt: instructors go through normal hiring practices, usually national searches; we don't have consistent record of favoring inside candidates.

Wendy: PSC raised issue of creating an underclass of teachers.

Hoyt: for some candidates, this is exactly the position they want.

Lewis: a lot of schools make use of terminally degraded persons, post docs, for example. Also, what about higher teaching loads for visitors and lecturers?

Hoyt: this is why we reduce the salary; it reflects that we don't expect them to advise, serve on committees, or publish.

Roger: in a right to work state like FL, anyone on a one-year contract could leave us or we could fire them at any time

## **VI. Hiring into programs v. departments**

Tom: ambiguities in by-laws suggest we take this before the faculty. Classics faculty believes they would have more control over search if hire could be into the program than into an existing dept. Classics not interested in becoming a department.

Roger: question is: how do we find the best person? If we're locked into having a search into one department, we close out other options.

Sharon: I have no objection to searching/hiring into program; do object to tenuring into program.

Lisa: candidate's degree could be in Classics, though.

Larry: like idea of hiring into program but worry about professional aspects: mentoring, tenure, promotion.

Roger: there are drawbacks to hiring into program but tenuring into department. A candidate was hired as a visiting asst. professor into a program, later emerged as top candidate in departmental tenure-track search. Departmental demands dictated that the candidate couldn't teach in program originally hired into.

Tom: I don't think this happened w/ Scott and Elise.

Roger: their departments have been flexible, and Scott and Elise consistently taught overloads.

Wendy: we've lost people who had joint appointments between departments and programs.

Roger: because of evaluation process, a candidate's allegiance will be to department.

Lisa: couldn't an evaluation committee immediately be created for someone hired into program?

Larry: we have precedent w/ endowed chairs.

Tom: choices are: instruct Classics to hire into dept.; charge Classics w/ becoming department; indicate we think by-laws permit hiring into program; propose by-laws changes.

Roger: just because current Classics faculty do not want to be a dept. doesn't mean Classics shouldn't be a dept.

Lisa: why don't they want to be a dept.?

Tom: they see themselves as disciplinary.

Lisa: that's an individual, not a programmatic, reason.

Lewis: as soon as becomes dept., it's easier for other depts. to lose investment.

Roger: most similar: 1) International Relations; has been seen as too closely affiliated w/ Politics; 2) International Business; business side tends to make decisions but major itself involves languages, etc.

Lisa: perhaps candidate should be consulted on her/his preferences on program v. dept.

Roger: we need to resolve this enough to let Classics move forward w/ search.

Lisa: would tenure criteria have to be created and approved?

Roger: that's been a co-requisite, not a prerequisite.

Wendy: move that the EC recommends Classics go forward w/ search, understanding that question of hiring into a program remains unresolved, while EC moves forward w/ by-laws interpretation/changes for October faculty meeting; seconded and approved.

Tom: will make proposed interpretations/changes and present at next EC meeting

Roger: need to figure out: where in divisional structure does this program lie?

## **VII. two members of FEC have to recuse themselves from case**

Tom: moves that Rick Vitray be allowed to serve in lieu of Rick Fogelson and Al Moe.

Roger: candidate should sign agreement.

Lisa: with the implied pressure on an untenured candidate, what candidate wouldn't sign?

## **VIII. how to interpret "majority" of CEC when there is an even number of committee members:**

majority of those voting v. majority of those present at meeting

Hoyt: some CECs have 4 people. Is 2 votes for, 1 abstention, and 1 against a majority?

Tom: is language that "majority must approve" or "if majority disapproves"?

Roger: hiring decisions are stated in negative, tenure in positive.

Lewis: if CEC does not approve candidate, what happens?

Roger: process stops.

Lisa: how is 2 yes, 1 abstention, and 1 no not a majority?

Wendy: not majority of committee.

Lisa: isn't an abstention factored out, or is that the question?

Sharon: why would someone abstain? Is abstention permitted?

Lewis: I interpret abstention as resignation from committee; EC agreed.

Hoyt: And a 2/2 vote?

Sharon: 2/2 is not a majority.

Roger: understand that this ends the process for the candidate; a 2/2 vote means nobody else at this college gets to look at the candidate's case.

Lewis: at minimum, we could change to system where majority has to disapprove; hiring/tenure language should be consistent.

Sharon: would require change to by-laws.

Lisa: at some point, EC may want to visit the issue of the process ending w/ CEC; can't we envision cases where "the problem" may lie more with the dept. than the candidate?

## **IX. Marine biology major**

Sharon: primary AAC concern: too many courses; if student takes all required and recommended courses, it would constitute over 70% of total course credits.

Tom: those proposing this claim it will draw some students to Rollins; was tabled last year by EC.

Wendy: there have been concerns about hidden requirements.

Cat: there are prereqs for some of these required courses.

Roger: students have expressed concern over pressure to take recommended classes.

Lewis: What do students not get currently that they would get from marine biology?

Cat: offers alternative to pre-med.

Tom: will invite representative from 1-1:30 next week.

**actions:**

1. revised 9/5 minutes approved
2. Lisa's V.P. status sent to faculty
3. fall faculty party will be internationally-themed potluck/fundraiser; suggested that faculty wear costumes
4. issue of instructor contracts extending beyond six years delegated to PSC
5. EC recommended that Classics proceed w/ broad search; EC will move forward w/ interpretations/changes to by-laws that would allow faculty to be hired into programs.
6. Rick Vitray approved as FEC alternate for recusal case; candidate will be asked to sign agreement.
7. Sense of EC was to interpret tenure/promotion vote abstention as tantamount to resignation from the CEC and "majority of CEC" to mean "majority of those voting".
8. Representative from Marine Biology invited from 1-1:30 on 9/21.