

4-26-2018

# Minutes, College of Liberal Arts Executive Committee Meeting, Thursday, April 26, 2018

College of Liberal Arts Executive Committe

Follow this and additional works at: [https://scholarship.rollins.edu/as\\_ec](https://scholarship.rollins.edu/as_ec)

---

## Recommended Citation

College of Liberal Arts Executive Committe, "Minutes, College of Liberal Arts Executive Committee Meeting, Thursday, April 26, 2018" (2018). *Executive Committee Minutes*. 184.  
[https://scholarship.rollins.edu/as\\_ec/184](https://scholarship.rollins.edu/as_ec/184)

This Minutes is brought to you for free and open access by the College of Liberal Arts Minutes and Reports at Rollins Scholarship Online. It has been accepted for inclusion in Executive Committee Minutes by an authorized administrator of Rollins Scholarship Online. For more information, please contact [rwalton@rollins.edu](mailto:rwalton@rollins.edu).



**EXECUTIVE COMMITTEE MEETING**

**April 26, 2018**

**Agenda**

**12:30 in CSS 167**

**Lunch will be served**

- I. Approval of Minutes from 4/12/18 EC Meeting
  
- II. Business
  - a. Intersarsity and CRU
  - b. Holt Strategic Plan (**Attachment #1**)
  - c. Position Requests
  - d. Bylaws Article on Tenure and Promotion
  - e. May 2 Faculty Meeting
  - f. Board of Trustees Committee Meetings
  - g. Fall Faculty Retreat Planning
  
- III. Reports
  - a. Curriculum Committee
  - b. Faculty Affairs Committee



**EXECUTIVE COMMITTEE MEETING**  
**April 26, 2018**  
**Minutes**

**PRESENT**

---

Ashley Kistler, Robert Vander Poppen, Richard Lewin, Christopher Fuse, Marc Fetscherin, Joshua Almond, James McLaughlin, Susan Rundell Singer, Grant Cornwell, Jennifer Cavanaugh, Jana Mathews, Emily Russell.  
Guests: Kathryn Norsworthy, Dawn Roe, Wenxian Zhang, Amy Armenia, Patricia Brown.  
Excused: Laurel Habgood

**CALL TO ORDER**

---

Ashley Kistler called the meeting to order at 12:34 PM.

**APPROVAL OF MINUTES FROM 4/12/18**

---

EC will approve the minutes from the 4/12/18 meeting in the fall.

**BUSINESS**

**Intersarsity and CRU**

Grant Cornwell

---

Cornwell explained that Rollins had taken a position that excluded the Intersarsity Christian Fellowship and Campus Crusade for Christ from being recognized as campus organizations. Campus Crusade for Christ has come forward asking for a reversal of that position. Cornwell said that their national organization charter does not run afoul of any Rollins policies and asks how we navigate diversity of faith traditions in a democracy. Cornwell believes we are trapped in a contradiction regardless of the direction we take and is inclined to air on the side of including them. He believes it is better to stay in conversation with these groups and recognize them as members of our community than to not recognize them. Cornwell will meet with the Diversity Council and a small group of faculty and asked EC for their comments.

McLaughlin: We should be able to see things from different points of view. If a group is not breaking the law, not causing a disruption on campus for their actions, I would be inclined to support them. He asked whether there are actions on the part of these groups on other campuses that should worry us or cause concern regarding their presence on our campus.

Cornwell: I have consulted legal counsel. Most colleges have created space to recognize conservative Christian groups on campus. Other smaller colleges have taken the view that Rollins has chosen. I have it on good faith that LGBTQ students are welcome to study the bible with these groups, but the old issue came to a head last time when a LGBTQ member of the InterVarsity Christian Fellowship wanted to be president of the organization and it was found to be against the tenets of that organization.

Mathews: What is their policy towards leadership and governance? What restrictions do they have for people to hold leadership positions? Cornwell replied that the national charter is very careful and falls on the side of respecting nondiscrimination.

Zhang: If we allow this, does this mean that we need to recognize any other faith-based group? Cornwell: Yes, that is our current practice. We also have a Dean of Religious Life who is very experienced in interfaith work.

Norsworthy: Let me start by saying I appreciate the idea of supporting faith-based groups. Historically, this has been an area that has been degraded by people in different disciplines. I support including and making space for people who fall into the conservative and evangelical side of the house. All perspectives need to be represented and people need to feel they can express them. We support freedom of speech, but we also have an antidiscrimination policy. This is the area that concerns me. Campus Crusade for Christ or InterVarsity Christian Fellowship may not formalize their beliefs in policy, but in practice it was executed on campus by excluding Grace who was a lesbian and not allowed to serve. If they are willing to sign an antidiscrimination policy then I am in favor of recognizing them on campus. By allowing groups on campus who won't sign an antidiscrimination policy, we are doing harm to people. We have research in the area of betrayal trauma and this is a betrayal to the LGBTQ community. I ask that we be consistent with our policy to welcome people from every perspective and to recognize that we aren't shutting down a perspective by saying they must sign the policy.

Cornwell: It is unfair to burden our current students with the actions and decisions of the past or imagining those of the future. The current students asking to be recognized had nothing to do with what happened on campus in the past. We do make exceptions (for example, men cannot join the women's lacrosse team, fraternities/sororities, etc.). It's a very dangerous place for absolutist thinking. I'm looking for a way to be flexible and compassionate if possible.

Norsworthy: This is one of the current civil rights movements that our country is engaged in. Historically, religion was also used to discriminate against people of color. Where do you decide to stand in the middle of a civil rights movement? Do you capitulate by compromising the values and policy we have established or do we provide leadership? Where are we as a college in providing leadership in this LGBTQ civil rights movement? It's not the same as a fraternity or sorority.

Cornwell: I am considering what is the leadership position of the college. What does leadership look like that is radically inclusive of faith positions. Does not have any affinity for the theology or beliefs, but I look at the nation and ask what does it look like when we invite all to the table?

Armenia: Strongly support the solution Kathryn presented. The least we can do is make sure they acknowledge our antidiscrimination policies. Mclaughlin agreed.

Mathews: This conversation is productive and useful. I would like for more people to witness this situation. Perhaps we can have a public dialogue like this on campus.

Kistler: What does the timeline for this look like? Is there time to have public dialogue? Cornwell replied that he hopes to be able to decide this semester, but if not, we will wait.

Kistler: Do we know that these groups will not sign an antidiscrimination policy?

Cornwell: We don't know yet.

Russell: What is the difference between a group that is formally recognized and receives Fox Funds and one that uses campus facilities for their organization? Kistler will follow up on that.

## **Holt Strategic Plan**

### **Attachment #1**

Patricia Brown

---

Holt's strategic planning effort began in Fall 2016. We created three subcommittees to discuss the undergraduate, graduate, and RCLL programs in Holt. The undergraduate discussion centered around first-time students vs. the transfer student population. Holt's first-time student retention rate was very low compared to transfer students. As a result, we began to look at Holt as a transfer program for undergraduate students using the terminology "Rollins Complete" and explored how we would create degree maps for students. Emily is chairing the committee on re-envisioning general education requirements for Holt.

The subcommittee to review graduate education in Holt looked at the capacity for graduate programs and where we see them going. This led to further discussion about how graduate programs are structured. It became clear that there is no common voice for our graduate programs. One recommendation is to create a graduate program advisory board or council to bring people together to discuss common interests. We also do not have a good handle on marketing our graduate programs.

RCLL has been dealing with test prep programs, certificate programs, and STARs. Certificates are not in line with the mission of Rollins. Because test prep programs are

only marginally in line with the mission and take a lot of staff and effort to run, they will be shut down at the end of May. The STARS program will remain and will move under the direction of the Holt Dean's Office.

Should Holt be a free-standing entity like Crummer, become fully integrated, or be something completely different? It's been recommended that a separate dean be established for Holt and Holt graduate programs. Graduate programs would align with the Holt dean and the undergraduate programs would align with the CLA deans.

None of this is set in stone. Further discussion on every point is coming. To move forward we must develop a prospectus for SACS and curriculum changes will need to go through CC in the fall.

Kistler: Does CC need to weigh in on moving to Rollins Complete? Almond said if we are changing the structure then CC needs to review. Singer agrees.

Singer: Asked if EC has any concerns. She said the key drivers are financial. We are seeing a sharp decline in enrollments in Holt. The other piece is reputational. We only have a 35%-degree completion rate over a long period of time. Currently that data is merged with all of Rollins in IPEDS, so there is a sense of urgency unless we can split Holt off.

Almond: What is the timeframe for making changes? Singer replied that changes would affect classes beginning in 2019.

Russell: The admissions criteria of 30 credit hours doesn't seem to be curricular. It would be helpful to know if we need to move the admissions criteria through the governance chain.

Kistler: Does this change the overall nature of programs in Holt?

Russell: For the past decade about 75% of Holt students have been transfers.

Singer: We can bring the 30-credit hour admission policy to the faculty in the fall. We cannot take two years to develop the general education program because we are out of compliance with SACS. We must have a leader in place and everything submitted to SACS by January.

Kistler: Asks Emily, Josh, and Pat to have a conversation so we can hit the ground running in the fall. What is the procedure for electing people to the advisory committee?

Kistler made a motion to reorder the agenda to discuss the May 2<sup>nd</sup> Faculty meeting next. Almond seconded the motion. Motion passed unanimously.

## **May 2 Faculty Meeting**

Ashley Kistler

---

The agenda for the May 2 Faculty Meeting will include approval of minutes from the last meeting, approve candidates for graduation, recognitions, advising appreciation, awards, and retirements.

## **Board of Trustee (BOT) Committee Meetings**

Ashley Kistler

---

Habgood will sit in on the BOT Student Life Committee meeting, Armenia will attend the Enrollment and Marketing meeting, Almond will join the Education Committee meeting, Mathews will attend the Finance Committee meeting, and Fuse and Kistler will attend the Education Committee meeting.

## **Position Requests**

James McLaughlin

---

McLaughlin stated that last fall we submitted position requests for 2019-20 and ranked them as high, medium, and low priorities. We ranked requests from biology, chemistry, computer science, philosophy and religion, and political science as high, but those are not the positions that were approved. When EC recommends positions for approval, it seems there should be an explanation or rationale about the final decision made by the Provost.

Cavanaugh: Philosophy and Religion withdrew their request.

Singer: We did not take any department's position and give it to someone else. We don't have the resources to grow the faculty and address salaries in the same year. Health Professions is funded by a gift from Alan Ginsburg and is completely separate from the overall faculty pool. Commitments were made to people when they were hired and we reached a point where we had to follow through on promised conversions and appointments or shut down the program. Computer Science pulled out of Holt because they could not staff the courses.

McLaughlin: How many tenure-track positions were approved?

Singer: The only tenure-track position approved for the next year is Computer Science as they are losing two faculty in their department. Economics had permission to hire two replacement positions but their searches failed. History has been sitting on an approval for three years and haven't hired so we pulled back that position.

## **Other**

Jennifer Cavanaugh

---

Cavanaugh asked if a promotion and tenure decision is negative, who officially notifies the candidate?

Singer: The letter comes from the President for non-granted promotions.

Cavanaugh: Perhaps the Bylaws can say, 'In the case of a negative decision, the candidate shall be informed by the president.'

Kistler: We can propose a bylaw change at the first faculty meeting in the fall.

Cavanaugh will draft the language and bring it back to EC in the fall.

### **Fall Faculty Retreat Planning**

Ashley Kistler

---

Due to time constraints, EC will discuss this topic via e-mail.

### **ADJOURNMENT**

Ashley Kistler

---

The meeting adjourned at 1:44 PM.



