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Minutes, College of Arts & Sciences Faculty Meeting, March 25, 1987

Arts & Sciences Faculty
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***** Memorandum *****

To: Faculty of the College

From: Barry Allen
Secretary of the Faculty

Date: March 12, 1987

Re: BY-LAW CHANGE: CONTRACT LENGTHS

The Steering Committee is proposing a change to page 11-49 of the blue Bylaws, in section 2, article C: Faculty Reappointments and Tenure, item 1, as follows:

The original wording is:

Initial appointments of tenure-track faculty shall be for a two-year period. Thereafter, a one-year contract or tenure may be awarded, according to the conditions set forth below and in the College Bylaws.

The proposed new wording is:

Initial appointments of tenure-track faculty shall normally be for a two-year period. The normal pattern for a full pre-tenure probationary period for a faculty member without credit for prior experience is three consecutive appointments of two years, three years and two years. However, Departments may recommend contracts of one year, two years, three years or tenure, according to the conditions set forth below and in the College Bylaws.

From: Barry Allen
Secretary of the Faculty

To: Faculty of the College

Date: March 18, 1987

Re: Agenda for March 25, 1987 Faculty Meeting
[Crummer Auditorium, 3:30 p.m.]

Agenda

- I. Call to Order
- II. Approval of Minutes of January 29, 1987
- III. Bylaw change for Continuing Education Committee (previously distributed)
- IV. Bylaw change for Contract Lengths (previously distributed)
- V. Approval of Continuation of Business Studies Receivership (see attachment I)
- VI. Approval of replacements for vacant committee positions
 - A. Hallie Lu Hallam - Continuing Education Committee, Expressive Arts representative, (Spring Term, 1987 only)
 - B. Carol Lauer - Special Programs Committee, Social Science representative, (Spring Term 1987 only)
 - C. Greg Gardner - Intercollegiate Athletics Committee, at large representative, (Spring Term 1987 only)
- VII. Approval of Salary Policy from Faculty Compensation and Professional Development Committee (see attachment II)
- VIII. Approval of Irish Studies Minor (see attachments III & IV)
- IX. Approval of Adviser (SIC) Evaluation Form and Guidelines for use (see attachments V & VI)
- X. Resolution recognizing the achievements of Rollins Basketball teams (see attachment VII)
- XI. Reports from Committees (as necessary)
- XII. Reports from Administrators (as necessary)
- XIII. Adjournment

There will be a reception in honor of the men's & women's basketball teams immediately after adjournment.

The Steering Committee recommends that:

receivership status for the Business Studies Department
continue until such time as the Steering Committee
determines that the department can successfully conduct
its own affairs.

The FCPDC makes the following recommendations about salary distribution for the Undergraduate College Faculty for the year 1987-88. Recall that CAB has set the increase in the salary pool at 4.5%.

1. Salaries be increased by 2.5%, which corresponds to the increase in the CPI from Sept., 1985 to Sept., 1986.

2. The remaining 2% of the pool be divided by the number of faculty to obtain a fixed dollar amount, A, that will be distributed to each faculty member. This amount can be thought of as a year of service increment as described by our most recent salary policy.

This method of distribution implies that next year's salary for continuing faculty will be calculated by

$$\text{salary}_{1987} = \text{salary}_{1986} (1.025) + A \quad \text{and}$$

that the parameters used to calculate minimum salaries be inflated by 1.025. For example, the amount for promotion to Professor will become $\$2791(1.025) = \2861 .

Irish Studies Minor Resolution

Resolution from the Curriculum Committee:

Be it resolved that Rollins College establish an Irish Studies Minor that will consist of six Irish Studies courses, four of which normally will be taken as part of the Rollins' Fall Term in Dublin; at least one course must be in history or social science and at least one course must be in literature or the arts.

ROLLINS COLLEGE

Department of Philosophy & Religion
Campus Box 2659
Winter Park, FL 32789-4499
305/646-2139

MEMORANDUM

TO: Jim Small, Chair of the Faculty

February 19, 1987

FROM: *JE* Hoyt Edge, Chair of Special Programs Committee

The Special Programs Committee was in a bit of a quandary about how we should treat the proposed Irish Studies minor. We do not feel that it is our place as a committee to comment on the academic merits of the proposal per se, so we focused our attention on its relationship to the Irish Studies Program.

After a good deal of discussion, the Committee has recommended that we continue the Irish Studies Program for another three years, with the specific aim of evaluating whether the program reaches the goal of having half of the students (at least 10) coming from Rollins. This year only four of the 20 students were from Rollins. The Special Programs Committee does not believe that it is worth the time and effort to sponsor a program unless at least half of the students are from Rollins. At the end of three years, therefore, the committee will evaluate the program, and if it has not reached the above goal, we would recommend discontinuing the program.

While we have reservations that an Irish Studies minor would be responsible for increasing in any significant way the number of students studying in Ireland, we are open to the possibility that it might do so, and in that sense, the introduction of such a minor would be welcomed by the committee. I might mention also that if the program is dropped in three years, because of the interest in it displayed by other colleges and universities, it may very well be that we would turn the administration of the program over to one of them, thus allowing Rollins students to participate in the program.

Finally, there is no doubt that the courses which are offered in Ireland meet our standards of soundness, and the proposed minor would need to take advantage of the variety of courses offered in Dublin.

Finally, it may be worth mentioning that the Special Programs Committee is not terribly optimistic about our reaching the goal in three years. We believe the lack of participation in the program is due more to the demographics of our students than to the lack of promotion.

Faculty Adviser _____
 Student's Major _____ Class: () Fresh () Soph () Jr () Sr
 Were you assigned this adviser when you entered Rollins?
 How many times did you see your adviser this year? _____
 Did you make appointments with your adviser? _____
 Did you keep the appointments? _____
 Were you reasonably prepared for your conferences? _____

INSTRUCTIONS: This questionnaire is intended to aid the adviser in improving his/her advising skills. Please answer the questions as frankly, honestly, and thoughtfully as possible. When completed, return the form.

1. PART ONE. The following phrases are intended to describe meetings with your adviser. Check the appropriate response after each statement.

My ADVISER:	Does Not Describe Adviser	Somewhat Describes Adviser	Describes Adviser Well	Does not Apply (NA)
1. Knows me by my name.	_____	_____	_____	_____
2. Is reasonably available to talk with me.	_____	_____	_____	_____
3. Is knowledgeable about college rules and policies	_____	_____	_____	_____
4. Suggests other people or offices where I could go for help or information.	_____	_____	_____	_____
5. Provides me with accurate information about general education courses.	_____	_____	_____	_____
6. Helped me make an informed choice in selecting a major.	_____	_____	_____	_____
7. Uses knowledge of courses and their content to help me plan my academic schedule.	_____	_____	_____	_____
8. Discusses what I need to do academically to accomplish my career goals.	_____	_____	_____	_____
9. Encourages me to take responsibility for my academic program.	_____	_____	_____	_____
10. Helps me develop my intellectual potential by encouraging me to take a challenging course of study.	_____	_____	_____	_____

PART II.

1. What one or two things did your adviser do that you found particularly helpful?
2. What did your adviser do that was not helpful to you? *
3. Is your adviser a good adviser? Why or why not?
4. Are you a good advisee? Why or why not?

The Steering Committee recommends that this question be reworded to read:
 What did you find unhelpful?

ATTACHMENT VI

The Curriculum Committee recommends the following guidelines for use of the adviser evaluation form:

1. The form will be used once each year in the spring term, immediately following registration.
2. Use of the form will start in the second year of each faculty member's appointment.
3. The registrar's office will distribute and collect the forms and send them immediately to the faculty.
4. Faculty members will store the forms.
5. The purpose of these forms is to improve advising by providing information to advisers. If they wish, faculty members may submit the forms for evaluation purposes.

ATTACHMENT VII

WHEREAS the Rollins men's basketball team achieved new heights this season: logging victories in the frozen north over two Division I adversaries; eking out a spinetingling upset of Tampa, then the nation's consensus powerhouse; and, best of all, notching the first victory over UCF in Jack Lane's memory; and

WHEREAS the Rollins women's basketball team achieved new heights this season: rallying around new leadership; defeating the dreaded Tampa again and again and, yes, again; and, best of all, earning a lofty second-place finish in their conference; and

WHEREAS both teams reached the magical mark of TWENTY victories;

THEREFORE, be it resolved that the faculty expresses to the men's and women's basketball teams our appreciation, congratulations, and high fives all around.

Meeting of the Faculty of the College
Minutes -- March 25, 1987

Attendance: Barry Allen, Alexander Boguslawski, Edward Borsoi, Barbara Carson, Edward Cohen, Doug Child, Thomas Cook, Joan Davison, Nancy Decker, Hoyt Edge, Charles Edmondson, David Erdmann, Rick Foglesong, Lynda Glennon, Laura Greyson, Wayne Hales, John Heath, William Hepburn, Roy Kerr, Gordon Howell, Harry Kypraios, Thomas Lairson, Patricia Lancaster, Jack Lane, Carol Lauer, Robert Lemon, Barry Levis, Richard Lima, Fidel Lopez-Criado, Donald Mansfield, John McCall, Ruth Mesavage, Robert Miller, S.J. Nassif, Steve Neilson, Alan Nordstrom, Maurice O'Sullivan, Karl Peters, Steve Phelan, Patrick Polley, Dave Richard, Maria Ruiz, John Ross, Robert Smither, Marilyn Stewart, Larry Van Sickle, Joseph Siry, James Small, Joan Straumanis, Bob Thompson, Bari Watkins, Arnold Wettstein, and Gary Williams.

The meeting was called to order at 3:40 p.m.

The minutes were approved as distributed.

Dean Erdmann gave a brief report on the "best admission year ever." There have been 2,475 applicants this year, as opposed to 1,975 last year. At this time SAT scores are 18 points higher over last year for "accepts". Combined SAT scores are 1083 - 40 points higher than last year and 67 points higher than 2 years ago! Minority applications are up from 100 ('85), 124 ('86), to 146 in 1987. Minority accepts are 87, 84, 85 respectively. Hoyt Edge mentioned that almost 20% of those accepted to the honors program are minority students.

Jack Lane presented the proposed by law change for SCE governance. The motion to adopt the change carried unanimously.

Pat Polley presented the proposed by law change for contract lengths. The faculty approved the change unanimously.

Jim Small presented the Steering Committee's proposed course of action for Business Studies. It was moved and seconded that the proposal be adopted. Bill Hepburn moved to amend the motion so that all Business Studies faculty be members of the proposed task force. The amendment failed. Hoyt Edge moved to amend the proposal to add "proposed" so that the proposal would read "proposed new curriculum" and that "The task force include adequate representation from the Business Studies Department." The amendment passed.

John McCall moved to amend part "c" to insure that the Steering Committee meet with Business Studies to help determine whether the department can govern itself. The amendment failed. The motion to accept the proposal carried unanimously. (see attached)

The faculty next considered the nominees for committee vacancies as presented by the Steering Committee. The nominees were all accepted unanimously.

Pat Polly presented the proposal for the salary increment for next year. The motion to adopt the proposal carried.

Socky O'Sullivan presented the proposed Irish Studies minor. Ed Cohen proposed an amendment to the proposal to direct curriculum to both study the role of minors and their appropriateness to a liberal arts curriculum and to consider abolishing minors in the College. The amendment passed. The faculty then approved the amended motion.

Professor O'Sullivan then proposed the adoption of the adviser evaluation form with Steering's recommendations and guidelines. The Provost recommended that the form indicate that it be returned to the registrar. This was accepted by Professor O'Sullivan. The motion carried.

Professor Kerr presented a resolution commending the men's and women's basketball teams for the excellent performance in both athletic and academic performance. The resolution was passed unanimously.

Dean Miller reported that the College has received \$150,000 from NEH. He and the faculty thanked Barry Levis & Pam Wuichet for their efforts.

The meeting was adjourned at 5:03 p.m.

Straussman

From Fidel Lopez-Criado

Date April 9, 1987

To Barry Allen, Secretary of the Faculty

Copies To Dean Erdmann, faculty attending Meet. of Fac. of the College 3/25/87

Subject Minutes of the Faculty of the College Meeting of 3/25/87

In the minutes you reported:

Dean Erdman gave a brief report on the "best admission year ever." There have been 2,475 applicants this year, as opposed to 1,975 last year. At this time SAT scores are 18 points higher over last year for "accepts". Combined SAT scores are 1083 -- 40 points higher than last year and 67 points higher than 2 years ago! Minority applications are up from 100 ('85), 124 ('86), to 146 in 1987. Minority accepts are 87, 84, 85 respectively. Hoyt Edge mentioned that almost 20% of those accepted to the honors program are minority students. (Minutes. The underlining is my own).

Though I honestly wish the picture of our minority recruitments were as rosy as the above numbers would have us believe, the reality of our minorities is simply not so. Please note the following data:

MINORITY APPLICANTS	<u>1983</u>	<u>1984</u>	<u>1985</u>	<u>1986</u>	<u>1987</u>
Hispanics.....-	62	51	42	65	62
Blacks.....	29	60	39	40	46
Native Americans.....	2	2	6	4	2
Asians.....-	24	18	13	15	36

MINORITY ACCEPTS	<u>1983</u>	<u>1984</u>	<u>1985</u>	<u>1986</u>	<u>1987</u>
Hispanics.....	25	25	30	43	38
Blacks	20	47	31	26	24
Native American.....	2	2	6	3	0
Asians.....	19	11	10	12	23

MINORITY ENROLLED	<u>1983</u>	<u>1984</u>	<u>1985</u>	<u>1986</u>	<u>1987</u>
Hispanic American.....	10	11	20	15	?
Black American.....	11	26	18	10	?
Native American.....	2	0	4	2	?
Asian American	3	3	6	4	?

TOTAL FRESHMEN CLASS	<u>1983</u>	<u>1984</u>	<u>1985</u>	<u>1986</u>	<u>1987</u>
Applicants.....	1732	1828	1745	1975	2475
Accepted.....	1091	1138	1185	1176	1130
Enrolled.....	426	394	436	423	?

I leave you to do your own computations, but if we look at the REAL NUMBER OF MINORITY STUDENTS ENROLLED and we compare it as a percentage of the REAL NUMBER OF THE FRESHMEN CLASS, we will see two very distressing facts: 1) the number of Hispanic/Black/Asian/Native Americans has decreased quite substantially; 2) no matter how we increase the number of total applicants, the percentage of minority students remains at a constant 6 to 8 percent ACCEPTS.

I believe that the statement from Dean Erdman as to 1987 being the "best admission year ever" is not at all applicable to minority recruitment. I invite Dean Erdman to elucidate all of us further.