

11-19-2013

Minutes, All-Faculty Executive Council Meeting, Tuesday, November 19, 2013

All-Faculty Executive Council

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Executive Council of All the Faculty of Rollins College

Regular Monthly Meeting

November 19, 2013, 2:30 p.m.

ATTENDING: Provost Carol Bresnahan, Julian Chambliss (A&S), President Lewis Duncan, Hoyt Edge (A&S), A&S Faculty President Carol Lauer, A&S Vice President Thomas Ouellette, Crummer Faculty President Clay Singleton, Claire Strom (A&S), Yusheng Yao (A&S)

All-College Tenure and Promotion Standards Committee

Follow-up

Rather than amending the faculty bylaws at this time, it was recommended that an ad hoc committee be established to serve as a three-year pilot, charged with rectifying inconsistencies in tenure and promotion criteria, and standardizing expectations across the institution. Initial committee membership would be the three immediate-past chairs of the tenure-and-promotion evaluation committees of each faculty or committee members who had recently completed service. Any identified areas of concern and/or suggested changes to criteria will be presented as recommendations to the Executive Council.

All-College Curriculum Committee

Request: A&S President and CPS President

In order to address concerns regarding possible duplication of curricular offerings in academic programs, consideration of establishing a committee with College-wide representation to conduct reviews of program offerings was requested. The provost will draft proposed language establishing an ad hoc committee to serve as a pilot.

Faculty Bylaws

Dr. Duncan advised that it is anticipated that proposed revisions to the College Bylaws will be considered by the board of trustees at its February 2014 meeting. It is recommended that action to correct inconsistencies within individual faculties' bylaws and/or across faculties' bylaws be postponed until after it is determined if any changes to the College Bylaws affect faculties' bylaws. It was agreed that the Crummer faculty should proceed with revisions needed to align its bylaws with AACSB requirements.

Retirement Provider Changes

Dr. Duncan introduced a conversation about the recent announcement of changes in the College's retirement plans necessitated by changes in the College's fiduciary responsibilities. Dr. Singleton, who is a member of the committee that reviewed and selected the retirement plan's accounting provider (TransAmerica), explained that, previously, accounting and investment services had been bundled, resulting in higher fees to plan participants. The committee will next review investment options in preparation for plan transitions in April. In addition to information sessions conducted by TransAmerica, employees will receive individual counseling sessions prior to transfer of their accounts.

Update: Physical Education Instructors

The provost provided a review of faculty status of physical education instructors at other ACS institutions (attached). The Executive Council recommended that instructors with appropriate credentials be offered faculty status but not tenure, as are artists-in-residence in other departments. It was agreed that Dr. Keith Buckley and Dr. Rich Morris could be awarded faculty status, and that they would be asked to propose a policy to address similar circumstances in the future.

In a separate conversation, Dr. Duncan inquired how successful coaches who had dedicated their careers to Rollins should be treated. They currently receive one-year appointments. It was agreed that it would be appropriate to extend longer-term contracts to longer-serving coaches.

Future Items

David Richard, dean of the Hamilton Holt School, will be invited to a future meeting to update the Executive Council about Holt School strategic initiatives.

Lorrie Kyle

Executive Assistant to the President

Dear Lewis and Lorrie,

I have heard back from 7 ACS institutions about whether they tenure or give faculty rank to coaches; if we include Rollins, we are at exactly half of the 16. A summary of the results is attached. The questions I asked are below.

In short, based on these responses, we would be an outlier if we tenured coaches. None of the reporting institutions tenures coaches, though several used to do so. They have stopped doing so, apparently, because of the problem of firing a coach whose tenure allows him/her to continue as a faculty member. A status that indicates permanency but not tenure/faculty rank would place us in a category closest to Washington/Lee's, where coaches are not tenured but where they do have faculty status.

Please distribute this to the Exec Cncl if you think it is best to do so. By the way, the 'Tenured Before' category is tenuous and is provided only to give context; no responder indicated how long ago tenure might have been removed if it, indeed, used to exist.

Carol

College	Req'd Phys Ed?	Coaches Ten'd Now?	Tenured Before?
Wash/Lee ¹	Yes	No	Yes
Hendrix ²	Yes	No	Yes
Rhodes ³	Yes	No	??
Furman ⁴	??	No	??
Centerary ⁵	No	No	No
Millsaps ⁶	No	No	Yes
Centre ⁷	No	No	Yes

¹Coaches have faculty status but not tenure, assuming they meet educational requirements of at least 18 graduate cr hours.

² Phys Ed separated from the academic program.

³ No academic credit for PE.

⁴ No faculty rank/status for coaches; Dept of Health Sciences has PhD faculty, but they don't teach Phys Ed.

⁵ Eliminated health/exercise as part of restructuring.

⁶ No Phys Ed; no faculty rank for coaches.

⁷ Course in Phys Ed was discontinued, with some content included in orientation.