

1-26-2012

Minutes, Arts & Sciences Faculty Meeting, Thursday, Jan. 26, 2012

Arts & Sciences Faculty
Rollins College

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Recommended Citation

Arts & Sciences Faculty, "Minutes, Arts & Sciences Faculty Meeting, Thursday, Jan. 26, 2012" (2012). *College of Arts and Sciences Faculty Minutes*. Paper 10.
http://scholarship.rollins.edu/as_fac/10

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Minutes
Arts & Sciences Faculty Meeting
Thursday, January 26, 2012
12:30 – 1:50 pm

In attendance: Barry Allen, Joshua Almond, Mark Anderson, Pedro Bernal, Gay Biery-Hamilton, William Boles, Dexter Boniface, David Charles, Martha Cheng, Daniel Chong, Edward Cohen, Gloria Cook, J. Thomas Cook, Daniel Crozier, Denise Cummings, Alice Davidson, Joan Davison, Nancy Decker, Hoyt Edge, D. Larry Eng-Wilmot, Richard Foglesong, Julia Foster, Laurel Goj, Theodore Gournelos, Yudit Greenberg, Eileen Gregory, Kevin Griffin, Dana Hargrove, Elizabeth Hunt, Jill Jones, Sarah Ashley Kistler, Philip Kozel, Carol Lauer, R. Barry Levis, Susan Libby, Jana Mathews, Dorothy Mays, Margaret McLaren, Ruth Mesavage, Jonathan Miller, Susan Montgomery, Robert Moore, Thomas Moore, Anne Murdaugh, Ryan Musgrave, Steve Neilson, Rachel Newcomb, David Noe, Alan Nordstrom, James Norris, Maurice O’Sullivan, Derrick Paladino, Twila Papay, Kenneth Pestka, Jennifer Queen, James Ray, Paul Reich, Dawn Roe, Emily Russell, Samuel Sanabria, Rachel Simmons, John Sinclair, Joseph Siry, James Small, Eric Smaw, Cynthia Snyder, Steven St. John, Paul Stephenson, Claire Strom, Eren Tatari, Zeynep Teymuroglu, Lisa Tillmann, Robert Vander Poppen, Martina Vidovic, Richard Vitray, Anca Voicu, Susan Walsh, Yusheng Yao, Jay Yellen.

I Call to Order. The meeting is called to order at 12:35pm.

II Approve the Minutes from the last meeting. Jenny Queen motions to approve the minutes. The motion is seconded. The motion to approve the minutes is approved. Lisa Tillmann asks about the discussion in the minutes about the end of across-the-board raises. She asks what the decision-making process was that led to this decision. Jill Jones responds that there is a discussion of this in the minutes. Lisa Tillmann motions that there be a forum with the senior administrators at Rollins about the decision-making process behind the merit pay system. The motion is seconded. Discussion: Joe Siry clarifies that David Charles did raise this issue in the last faculty meeting as reflected in the minutes. Laurel Goj notes that there is a forthcoming faculty colloquy about salary and benefits. Rick Foglesong remarks that the Board of Trustees decided in 2011 that Rollins would only award salary raises on the basis of merit. Rick pointed out to President Duncan that this contravened the merit pay protocol approved by the faculty. Hoyt Edge states that many units of the college (20 of 30 by his calculation) give merit raises (to staff) on the basis of across-the-board raises. Matilde Mésavage calls to question. The question is called. The motion passes. Twila Papay requests that the motion specify which protocol we are discussing (i.e., the faculty approved merit pay protocol). Socky O’Sullivan states that he would like to reinforce the point made earlier that the administration is again asking for faculty to participate in new committees and

that we should as a faculty should seriously consider whether or not we want to serve on such committees given past experiences.

III Committee Reports

- A. AAC: Gloria Cook reports that AAC made a minor revision to the Sustainable Development minor, approving political science 323 and 333 as alternates to two environmental core courses. Furthermore, AAC will be holding three open meetings to evaluate the RP pilot program and to develop recommendations for a new general education curriculum to distinguish Rollins as a leader of liberal learning in the 21st century. AAC would like to see what has worked well in the RP program, what has not worked well, and how to move forward. AAC is eager to seek the faculty's input. These meetings will be held on Tuesdays in Room 119 at Keene Music Hall during the common hour (12:30-1:45pm). The first meeting will be this coming Tuesday, Jan 31st. AAC acknowledges that faculty are busy with committee meetings, so also welcomes input via email. AAC has asked IT to videotape the meetings and will provide the faculty a link online to watch them. An email will be sent out with details of these meetings. Jonathan Miller asks if the meeting have been scheduled already. Gloria responds that, yes, they have been scheduled and an email will come out soon. Jill Jones points out that the general education requirements still reside in A&S. Gloria notes that CPS faculty will also be invited to the meetings since the general education requirements impact all undergraduates.
- B. F&S: Joe Siry reports that F&S worked with the Dean of Faculty's office to develop the recent salary protocol. He points out that the colloquium will be held on February 14 to discuss salary and benefits. The committee furthermore continues to ask administrators to clarify recent changes in retirement policy. Laurel Goj and others on the committee have been developing an anonymous merit pay survey which will be distributed soon. They hope to report the results at the colloquium. Matilde seeks clarification about the changes in retirement policy. Joe responds that there is a payout at the time of retirement but you must tell Human Resources a year ahead of time for all to go smoothly. Therefore the committee hopes to develop a retirement guide for faculty so they can avoid any problems when they do reach retirement. Jill Jones notes that the changes in retirement policy have resulted from a new interpretation of federal law. Joe Siry clarifies that Rollins administrators believe, in their interpretation of the law, that there is no way of avoiding an added income tax levy on the lump-sum faculty are eligible for under the 80 percent or 40 percent of salary disbursement.
- C. PSC: Joan Davison reports that during the month of February, PSC will decide upon its recommendations for grant awards. PSC also will proceed with crafting amendments to the A&S bylaws in response to Rollins' structural changes. PSC and EC already discussed these changes based upon

the comments from the Committee of the Whole meeting at the December A&S meeting and the subsequent survey results. PSC has a firm idea of what bylaw changes they will bring forward. Based on the calendar and requirements for bylaws to be sent in advance of approval, PSC plans to send these amendments to EC in time to be brought to the March A&S meeting. Lisa Tillmann asks about the pool of grants and whether or not it is less than in the past. Joan replies that she does not know because she has received conflicting answers. She states that it does appear to be less, but it is not clear why. Lisa asks if PSC could find out how the current grant pools compare to those in the past 10 years? Furthermore, if the pools are less, could PSC find out: 1) who made the decision, 2) for what reasons, 3) where the money is now, 4) whether we can have it back? Joan affirms that PSC would like to know the answer to this question as well.

- D. SLC: Jenny Queen reports that the high-impact advisory board looked into student travel policy. They have drafted a policy that would cap student expenses at \$1500. Eileen Gregory points out that faculty only receive a maximum of \$1200 for domestic trips versus \$1500 for international trips. She asks why the same rules should not apply to students. Margaret McLaren asks about faculty travel budgets more generally. She notes that the travel budget for faculty has not kept up with the rate of inflation. Joan remarks that one issue is that more faculty are requesting these funds. She adds that PSC supports the idea of allocating more funds to this purpose. Returning to her report, Jenny states as a point of information that fraternity and sorority recruitment are going to take place over the next two weeks. She states that changes have taken place to lessen the negative impact that recruitment might have on academic performance. She reports, furthermore, that student life heard from Steve N. about campus center renovation. The renovation will not break ground this summer as it still has neither a budget nor budget approval. A new student employment office has been created and someone was recently hired to direct the office. Finally student life is pleased to announce that they will not be holding any colloquia this semester. They will continue to look into MapWorks, but they do not intend to bring it to the faculty at this point. Twila Papay comments that, during rush, the emphasis should be on promoting the students' academic success. Jenny responds that that is consistent with what OSIL and Greek Life are promoting.
- E. Jill Jones requests that any faculty that have items to add to the agenda should email her. For example, she notes that she is aware that there is a proposal to move Rollins to a 3-2 teaching load. Faculty who wish to propose changes such as this should ask for time on the agenda. She next makes an announcement about the email sent out by the Dean of the College about the Strategic Planning Initiative. Jill states that Laurie Joyner will address the faculty at the next A&S faculty meeting. In the meantime Toni Holbrook can answer any questions today.

IV Old Business

- A. *Shall we approve the following bylaw change related to the incorporation of the policy on parental leave for childbirth or adoption into Article VIII, section 1?* The current bylaw reads: “No tenure track appointment may last beyond seven consecutive years without the faculty being granted tenure.” The suggested amended text reads: “No tenure track appointment may last beyond seven years without the faculty member being granted tenure, with the exception of faculty members on parental leave for childbirth or adoption who accept an extension in accordance with Rollins College policy.”

Joan Davison explains that this proposed bylaw change just puts into place existing policy (passed two or three years ago). She notes that this policy was already approved by the faculty but is not yet reflected in the bylaws. It applies to men as well as women. Carol Lauer asks if the policy is in the handbook. Joan replies that it is on the Human Resources website; however, she does not believe it is in the handbook. She states that the handbook is not always current. A motion is made and seconded to approve the bylaw change. Nancy Decker asks who qualifies for this policy. Joan states that you have to request parental leave to receive it. Furthermore, it is only given to the primary caregiver of the child. In a case where two parents work at Rollins, both cannot take leave. Matilde asks if it is paid leave. Jenny Queen replies that it is paid for six weeks. Carol Lauer asks if PSC could request that the provost please put this in the handbook. Ryan Musgrave comments that the current faculty 'family leave' policy regarding birth/adoption applies to a faculty member who is the primary caregiver, specifies different amounts of 'leave from teaching' depending on when the date falls for the birth or adoption. She adds that a faculty member does get full pay during this time but the amounts of non-teaching time granted by the policy can be different, depending on when the date falls. This policy, she notes, is totally different for birth/adoption cases of staff members: their policy is posted at our HR website. The motion is called to question. The amendment passes.

- B. Search for the Dean of A & S. Rick Vitray asks the Dean of A&S Search committee members to stand. They include Tom Cook, Martha Cheng, Dean Karen Hater, Robert Vander Poppen, Jenny Queen, Rick Vitray and student representative Alexandria Mozzicato. Rick notes that the committee is planning this semester to hold various meetings to clarify the role of the Dean of Arts and Sciences and the qualities we would like to see in the new Dean. The committee encourages the faculty to contact anyone on the committee. Rick points out that there are two possible approaches. First, get the search done this semester. This would have to happen immediately. One reason to do this would be to avoid having an interim dean yet again. Furthermore, it would be advantageous to have an A&S Dean in place prior to the hiring of a CPS Dean to provide input. Second, the committee could delay the search until AY 2012-2013. One reason to do this is to ensure a strong applicant

pool. Also it might be wise to deliberate first and hire second. Joan Davison notes that it is not clear if Bob Smither will continue as interim dean. She notes that it might change how we think about this issue. Jenny responds that we do not know if Bob Smither will continue another year as interim dean and that this does not directly factor in to the committee's charge. Lisa Tillmann notes that Mario D'Amato proposed the idea that we should fill the Dean position internally with the understanding that internal candidates would not be long-term appointments. Robert Vander Poppen states that having a national search would provide greater legitimacy for any internal candidate. Matilde notes that internal candidates in the past, such as Pat Lancaster, have worked well. David Charles supports the idea of recruiting the Dean of A&S internally. He states that the alternative has not worked well because outside candidates treat the positing merely as a stepping stone in their administrative career. Rachel Simmons states that it would be difficult to run a search advertisement now given that we do not know what we want. Rick Vitray responds that in fact we do have a good advert but the problem would be identifying the right candidate (knowing what to look for in a candidate). Socky states that he likes the idea proposed by Lisa Tillmann/Mario D' Amato that we should recruit from within. Jonathan Miller states that trying to complete such a search in such a short amount of time leads to problems and may not be successful especially since a search like this is an incredible amount of work. He asks what the timeline is for the other two deanships. Jenny Queen responds that Holt will search now and CPS next Fall. Barry Levis states that he has long been an advocate of external candidates. However, based on recent experiences, he states that he would now support a change in how we do this. Carol Lauer likewise supports Lisa's notion of training our own faculty as short-term administrators. Claire Strom asks if we can still attract good external candidates given recent administrative changes. Jenny Queen responds that the ad description actually did not change much. That is, the "basics" of the job description did not actually change that much. Ted Gournelos states that he thinks a term-limit for the Dean's position is a good and democratic idea. He also believes that this would help establish accountability and collegiality among the faculty; this is particularly a concern among younger faculty. Joan states that we have to remember that the President has the final say in this matter. She notes that there is no guarantee that the faculty's choice for Dean of A&S will be deemed acceptable by the President. Margaret McLaren notes that the President has the final decision whether we do an external search or an internal search, so this should not be a definitive reason against supporting our new model of "recruiting from within"/internal search. Claire Strom asks if President Duncan will let us do this without an external search. Jill Jones states that she believes the President will support it. Rick Vitray states that he has fears about such a change in approach (i.e., toward short-term internal appointments) and wonders if the Dean will be less effective as an advocate for the faculty as a result of this approach. Eileen Gregory urges the faculty to reflect deeply on this issue before making a decision. Nancy Decker states that we do not know yet how

the other Deans are being selected. She states that we need to think about the relative power of the Dean of A&S vis-à-vis the other Deans of the College. She agrees with Eileen that we need to think hard about this issue before making a decision.

V. New Business

- A. Search for Dean of Holt. Jill Jones reports that a committee slate has been established to search for the Dean of Holt and that the search will be made internally. The members are Bob Moore, Hoyt Edge, Sue Easton, Derek Paladino, Sharon Lusk, Deb Wellman and a student to be identified by the Holt SGA. She moves that we accept the slate by acclamation. The motion is seconded. The slate is approved by acclamation. Ed Cohen states that if there is any Dean search where an external candidate makes good sense it is the Holt school. He states that we have not had strong leadership in that position and an external candidate with experience running a program like Holt could be extremely valuable. Jill states that the administration is leaning toward an internal search but urges faculty to communicate their views to the Provost if they believe an external search would be a better method.
- B. Proposed Mission Statement Revision (As suggested by AHFAC with the Bylaws revision; see appendix below). Jill Jones notes that we do not have enough time to get to this issue today. Jenny Queen questions what the procedure is for changing the mission statement; she states that it is supposed to happen at an all-college meeting. Joan Davison concurs; she notes that the procedure specifies that there must be an all-college meeting. Socky states that mission statements rarely boast about individual programs and we should consider eliminating those somewhat embarrassing sentences from ours. He adds that, at the very least, we should try to tell the truth. He states that it is very hard to imagine how Rollins could claim that a program that is three months old, is not well known, and has never been evaluated is ‘nationally recognized.’ He is not sure that is the best way for the college to build credibility. Thom Moore asks that we define the word “college.”
- C. Strategic Planning Taskforce (Toni Holbrook). Jill Jones notes that we do not have time to discuss this issue today. Laurie Joyner will address the A&S faculty about this issue at the next A&S faculty meeting.

VI. Adjourn. A motion to adjourn is made and passes. The meeting adjourns at 1:45pm.

Appendix: Proposed Mission Statement Revision

The current mission statement reads: “Rollins College educates students for global citizenship and responsible leadership, empowering graduates to pursue meaningful lives and productive careers. We are committed to the liberal arts ethos and guided by its values and ideals. Our guiding principles are excellence, innovation, and community. Rollins is a comprehensive liberal arts college. Rollins is nationally recognized for its distinctive undergraduate Arts & Sciences program. The Crummer Graduate School of Business offers a nationally ranked MBA program. The Hamilton Holt School serves the community through exceptional undergraduate and graduate evening degree and outreach programs. We provide opportunities to explore diverse intellectual, spiritual, and aesthetic traditions. We are dedicated to scholarship, academic achievement, creative accomplishment, cultural enrichment, social responsibility, and environmental stewardship. We value excellence in teaching and rigorous, transformative education in a healthy, responsive, and inclusive environment. The revised statement would change the second sentence in the second paragraph above to the language below, leaving everything else intact. “Rollins is nationally recognized for its distinctive residential undergraduate programs in the Colleges of Arts & Sciences and Professional Studies.”