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Minutes, Arts and Sciences Executive Committee Meeting, Thursday, November 10, 2011

Arts and Sciences Executive Committee

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**Approved Minutes
Executive Committee Meeting
November 10, 2011**

In attendance: Alexandria Mozzicato, Barry Levis, Jill Jones, Jenny Queen, Dexter Boniface, Gloria Cook, Joe Siry, Bob Smither, Carol Bresnahan, and guest Ron Korvas.

I Call to Order

II Approve the Minutes from the Oct. 20 Executive Committee meeting. The minutes are approved.

III Committee Reports

- Professional Standards Committee (PSC). Barry Levis reports that PSC is looking at sabbatical grants. They have awarded the FYRST grants and will be looking at others. They have two concerns. First, if they gave out all of the money that has been requested, it would consume 2/3 of the budget (the total grants budget is around \$83,000). They also have questions about *what* should be funded. Some requests are more “mechanical” than intellectual. In addition, PSC also needs to go back and look at the bylaws and statements on the tenure clock. The maternity/paternity leave policy needs to be incorporated into the bylaws. Carol Bresnahan states that the bylaws need to be in conformity with what we actually do.

- Academic Affairs Committee (AAC). Gloria Cook reports that AAC has discussed peer mentor grading. It is a controversial issue. AAC’s recommendation is as follows: *AAC Recommendations for Peer Mentor Grading. Peer mentors play an important role in the life of the first year students. AAC recognizes the importance of the work of the Exploration staff as well as the RCC faculty and faculty director in their contribution to the success of the first year experience through their work with the peer mentors. Because it is important for faculty teaching RCC classes to understand all aspects of what their peer mentors do, the Academic Affairs Committee recommends that at the end of the semester, the Explorations staff submits to both the RCC instructor and the RCC Faculty Director an assessment of each peer mentor. These assessments should provide a summary of what activities the peer mentors were required to do, how well these activities performed, and recommended grades for this work. The RCC instructors then submit grades to the faculty director for the peer mentors in their RCC classes. In the event that there is a discrepancy between a grade recommended by the Explorations staff and a grade submitted by the RCC instructor, the RCC Faculty Director will meet with both the Explorations staff and the RCC instructor in order to come to a consensus for the grade.* Jenny Queen asks if Explorations has been part

of this discussion. Gloria replies that, yes, Meghan Harte, has been part of the discussion. Meghan believes that Peer Mentors should receive compensation for their work. Gloria is going to send this recommendation to Mario D'Amato, director of RCC. Allie Mozzicato states that this policy seems to be similar to current practice, so as a current peer mentor she thinks it is fine.

- Student Life Committee (SLC). Jenny Queen reports that the campus center renovation is going forward. The architects have begun to sketch plans and put together cost estimates in anticipation of a summer 2012 renovation. An evaluation committee is looking at residential organizations on campus. There are currently five residential organizations on probation. A process is being established to determine what happens if spaces become available. Mapworks is also on the SLC agenda. One freshman stated that her RA read a student's report on Mapworks. However, peer mentors and RAs are not supposed to have access. Clearly, Jenny notes, there are training issues to work through. Barry Levis reports that PSC has also discussed this issue. Some faculty are concerned about the faculty relationship with peer mentors. For example, some are concerned that the information contained in the reports should be kept confidential. Jenny states that current and past practice, in which peer mentors have close relationships with freshman students and discuss all kinds of academic and non-academic issues, is not all that different from the system currently with the addition of Mapworks, but Mapworks is more centralized and automated. She states that she does not know if the Mapworks reports are always being used appropriately but this is a new initiative and they are still working on it. She notes that apparently the Dean of Students office does not have access to the Mapworks reports. Jill Jones notes that as an RCC professor, she does not know who to call about concerns with Mapworks. Jenny notes that the purpose of Mapworks is, supposedly, to identify students who are not in immediate crisis but have factors that could lead them to leave Rollins and discuss them at Red Team Meetings. Jill asks whether RCC professors should have access to Mapworks. Jenny responds that, yes, faculty, Hall Directors and certain student affairs staff are supposed to have access. Allie states that in the first round of surveys, the questions the peer mentors administered to the students were quite vague and "red flags" were given in many cases when they were not warranted, such as missing one PE class. Now, she adds, there is going to be a shorter second round of surveys. Jenny notes that the first round of surveys did produce some warning signs, but she does not know the facts and methodology behind it. Jenny states that Mapworks is not being used with any of the private information from specific offices at Rollins (CAPS, Health Services, or Disability Services). She states that CSR does not have a seat at the table during Red Team Meetings and no information from CSR is inputted into the system. Jenny states that she does not know why this is. She notes that the Dean of Student Affairs is also not at the table. Joe Siry states that his natural inclination in dealing with trouble students is to contact Student Affairs, so it would be logical for that office to have access. Allie states that

the peer mentors complete weekly reports. Jenny notes that these weekly reports do go into the Mapworks system via input from Explorations staff. Although there are concerns that there is a lot of student surveillance taking place, Jenny notes that part of the Rollins experience is that the college gives extra attention to students, so Rollins has long been something of a “big brother” experience in terms of the institution monitoring student health and progress, now we are simply using available technology.

- Finance & Services. Joe Siry reports that on February 14, 2012, there will be a colloquy in the Galloway during the common hour to discuss merit pay. The committee believes there are several ways to proceed. One is to do an anonymous survey of faculty to see what the faculty thinks about the merit pay system. Joe states that we do not even know what the raise pool will be next year. There is still the possibility that there will not be a raise next year. Joe notes that about 1% of the faculty opt out of the merit system; specifically, by not completing the FSAR. One concern is that the A&S Faculty might not get any raise if we do not have a system in place. Joe states that he would like to have more data on the merit system, for example, basic facts on how many people received merit pay and what types of allocations were made. Bob Smither states that the President does not care what particular system we have and that the faculty should implement the system that they want. Joe states that there may be redundancies in the current pay system; for example, promotion to tenure status (presumably those who are promoted are also deemed meritorious). Turning to issues of retention, Joe states that Dean Laurie Joyner did report some data on students who leave and what it costs the college. Rollins loses more students than our A&S peers. Jenny Queen notes, however, that some of these schools may use a different formula for making these calculations. Joe states that many students leave for idiosyncratic reasons like wanting to be close to someone they are dating. Carol Bresnahan states that these idiosyncratic reasons characterize students everywhere (not just Rollins), and that we should be doing better at retention. Her previous institution, the College of New Jersey, had a much higher retention rate than Rollins. Furthermore, Carol states that graduation and retention rates are an important consideration for savvy parents and even students who hope to graduate in a timely manner.
- Student Government. Allie Mozzicato reports that student Government is trying to identify someone who can address the rising cost of student healthcare. Student Government is also discussing the possibility of a faculty and staff honor code, though the discussion is only preliminary. In addition, she continues, some students would like to have a cooking class offered at Rollins. A women’s committee has been established on SGA to address women’s issues on campus. For example, the committee would like to see that women have access to tampons in the female restrooms on campus. Finally, Pita Pit’s lease is ending soon. It is unclear what will happen to the

space where it is located. Student government would like to have more information about the Bush renovation, library renovation, and campus center renovation and how the renovations fit together.

IV Old Business

- Dean of A & S Search. Carol Bresnahan and Jill Jones have developed a draft list of potential committee members. The EC endorses the committee slate. Carol and Jill will contact those on the slate for their consent (in anticipation of presenting the slate at next week's A&S faculty meeting).
- Liberal Arts in the 21st century. Bob Smither announces an idea to combine the faculty day of scholarship with an afternoon discussion on the future of the liberal arts. Gloria Cook asks if the Curriculum Review Committee can be involved. Bob says, yes, absolutely.
- A & S Bylaws committee. Jill Jones asks if PSC is leading the initiative to revise the A&S Bylaws now that the all-college Bylaws have changed. Jenny Queen responds that it is her understanding that the process will go to each of the four governance committees first. The committees will discuss the changes that pertain to their areas and then forward their recommendations to PSC.

New Business:

- Ron Korvas, Vice President of Institutional Advancement states that his office is beginning to put together a planning taskforce for a new fundraising campaign. He wants the faculty to be aware of the coming campaign and would welcome faculty input about the campaign. Ron notes that there are 36,000 Rollins alumni. Currently, they are developing a theme, financial targets, and a timeline for this new campaign, recognizing the challenging financial times. From July to October they developed a campaign white paper representing the planning phase. In terms of their fundraising priorities, he states that first and foremost we need money to support academic excellence and particularly financial aid for our students. This is the number one priority. Second, money is needed to support faculty innovation, including such things as expanding endowed chairs, faculty development funds, student-faculty collaborative research, internationalization and other initiatives that the faculty consider to be priorities.
- Jill Jones notes that President Lewis Duncan will be speaking at the next A&S meeting and reports the concern of some A&S faculty about the upcoming Divisional meetings that the President has scheduled. Carol Bresnahan states that the President's intention is simply to be able to address the faculty in smaller settings where they can have a serious give and take.
- The meeting is adjourned.