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Minutes, Arts & Sciences Faculty Meeting, Thursday, April 16, 2009

Arts & Sciences Faculty

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Approved Minutes
Arts and Sciences Faculty Meeting
Thursday, April 16, 2009

Members Present:

Joshua Almond, Mark Anderson, Pedro Bernal, Gay Biery-Hamilton, Erich Blossey, Rick Bommelje, Dexter Boniface, Wendy Brandon, Sharon Carnahan, Julie Carrington, Roger Casey, Jennifer Cavanaugh, Julian Chambliss, David Charles, Dan Chong, Ed Cohen, Denise Cummings, Alice Davidson, Joan Davison, Nancy Decker, Jalh Dulanto, Lewis Duncan, Susan Easton, Larry Eng-Wilmont, Marty Farkash, Marc Fetscherin, Rick Foglesong, Laurel Goj, Elton Gragnard, Yudit Greenberg, Eileen Gregory, Don Griffin, Mike Gunter, Dana Hargrove, Fiona Harper, Paul Harris, Alicia Homrich, Megan Harte, John Houston, Richard James, Jill Jones, Sarah Kistler, Steve Klemann, Madeline Kovarik, Harry Kypraios, Susan Lackman, Carol Lauer, Christina Lee, Barry Levis, Richard Lewin, Susan Libby, Dorothy Mays, Margret McLaren, Bob Moore, Thom Moore, Ryan Musgrave, Rachel Newcomb, Marvin Newman, Kathryn Norsworthy, Thomas Ouellette, Rhonda Ovist, Twila Papay, Kenneth Pestka, Alberto Prieto-Calixto, Jennifer Queen, Micki Meyer, Charlie Rock, Sigmund Rothschild, Ed Royce, Scott Rubarth, Emily Russell, Marie Shafe, Rachel Simmons, Jim Small, Eric Smaw, Steven St. John, Paul Stephenson, Darren Stoub, Claire Strom, Kathryn Sutherland, Lisa Tillmann, Patricia Tome, Gio Valiante, Larry Van Sickle, Robert Vander Poppen, Martina Vidovic, Rick Vitray, Tonia Warnecke, Debra Wellman, Yusheng Yao, Jay Yellen, Wenxian Zhang, Eric Zivot

Guest: Sharon Agee

- I. Call to Order—The meeting was called to order at 12:40 PM
- II. Approval of Minutes—The Minutes of the March 26 were approved as corrected.
- III. Announcements—
 - A. McKean Award—Casey presented the McKean award to Jay Yellen (see attachment 1)
 - B. Actions by the Executive Committee—Davison announced three decisions by the Executive Committee. In answer to a formal request for an operational interpretation, The Executive Committee determined that a bylaw becomes operational immediately upon the approval of the faculty. A contractual discrepancy in conflict with the bylaw change would be resolved administratively. The Executive committee also recommended that the Classical Studies major be reinstated. Finally the Professional Standards Committee has bylaw requirement to provide feedback. Executive committee is providing minor funding to cover the cost.

IV Old Business

A. PSC—Bylaw revision to Article VIII (see attachment2—Libby moved the adoption of the bylaw amendment. Shafe asked what impact this change would have on those hired with the rank of Associate Professor. Libby said that it would have no impact on hiring. Shafe then asked about an individual who had the years in service to be promoted to associate but cannot receive tenure because of years of service required at Rollins. Libby stated that promotion and tenure would be linked by this change. Anderson wondered if that precluded the possibility of gaining promotion before tenure. Libby said that it would. Anderson felt that the wording of the amendment did not clearly indicate that. Lauer moved that the words “and not before this” be added for clarification. Because of some confusion Lauer withdrew the motion. Carrington suggested adding the word “only” to the amendment. Libby accepted the wording as a friendly amendment. Tillmann asked how that would prevent hiring at the associate level without tenure. Libby said that the words “at Rollins” were added to allow such hires. Vitray asked if it precluded shortening the tenure timeline. Libby said that it should not have an impact. P. Stephenson wondered if the change would make promotion to associate automatic with the granting of tenure. He asked if that is now clear with the new wording. Russell pointed out that the situation was covered in other parts of the bylaws. Homrich asked if for new hire is there a time limit for granting tenure. Libby said that it was covered in the next section of the bylaws. Homrich then asked how, considering the recent interpretation of the bylaws becoming operational, that would be handled when someone does have a contractual understanding. Wellman thought that the contract would be honored and suggested that she contact Dean Joyner for clarification. Casey pointed out that faculty do not have contracts but letter of agreement and that upon the recommendation of the dean, the provost would then decide if the original conditions would still apply. Homrich moved that the statement “the bylaw would apply only to new hires after the date of passage” be added to the motion. Shafe spoke in favor of the Bylaw amendment because candidates made the decision to come to Rollins on the basis of the letter of appointment. This alteration would then change the rules on a person who had made a good faith decision. Levis asked if putting a time line on the amendment was consistent with Robert’s Rule of Order. Newman said that it was appropriate. Lauer opposed the amendment citing the fact that it has been used unfairly. Hanging up her iPhone, Wellman said that Joyner had indicated that she had no intention of going back on the terms of the letter of appointment or changing agreements. Ovist agreed with Lauer because it could have an impact on persons hired for the next six years. Papay thought that Bylaws do not provide separate criteria for promotion to associate professor; only those linked to tenure. So if an individual was granted promotion but then the next year denied tenure it would put the college in a very difficult position. Rubarth saw it as a question of procedure and suggested that the faculty

should table the amendment until the dean can be present to indicate her position. The motion to table was defeated. Casey said that historically there has not been anyone promoted without the departmental approval. But that recommendation went directly to the dean and the provost but not FEC. The old method of altering salaries was through the promotion. But the current market/merit system now does not make the availability of promotion to associate as significant. Rock asked if there had been anyone recently promoted outside the normal Bylaw procedures. Cohen called for the question. Homrich objected because she had been on the list to be recognized, and she did not recall that Cohen had previously raised his hand. Moreover she thought the presenter of an amendment had the right to make a concluding statement. Davison said that he had acknowledged Cohen as a speaker before her, and ruled that the question takes precedence. The question was called and the amendment failed. Anderson felt that there was still some confusion about the intent of the bylaw change. He recommended adding the words “upon and not before” and remove word “only.” Foglesong suggested adding words “shall be” rather than “are.” Newman supported that suggestion because it clears up the system of promotion because it includes FEC in the process. Also it would create a clean process because all constituencies would be involved. In addition, it would create the same starting point for all future promotions. Ouellette called the question. The amendment was then read to the faculty with the new wording: “*Persons holding the rank of Assistant Professor at Rollins shall be promoted to the rank of Associate Professor upon and not before the award of tenure. (See eligibility for tenure, Section D)*” The motion passed.

V. New Business

A. Ratification of Executive Committee Appointment to FEC—The Executive Committee has nominated Eileen Gregory to fill position vacated by Papay on FEC. The faculty approved the nomination.

VI. Reports

A. Professional Standards—Libby reported that there is now a subcommittee to consider changes in the student evaluation form. Another subcommittee will be looking at faculty compensation for overseas courses. The committee is also working on recommendations to the dean about travel funds. They also plan to clarify some of the guidelines for grant proposals. Finally faculty will receive an email tomorrow about feedback on senior administrators.

- B. Student Life—Harris announced that there will be a colloquium in the fall on the matrix on faculty participation in student groups. The committee is also striving to improve relations with Dean of Students and the Student Affairs Committee. They will propose a bylaw to make the dean ex officio on the committee. The committee also wants to make it easier to amend the code of student conduct. The committee also wants to create a means of evaluating residential organizations because there are a number of groups that would like to have residential housing and therefore there needs to be a method to make evaluations to determine which group should get housing. Rock asked about the possibility of replacing the Greek governance system with a wider one. Harris thought that it would be part of the new evaluation system. Carnahan asked about the status of a social honors code. Harris reported that SGA has been working on it and wanted to have Student Life to keep their hands off of it. Student Life has determined that they needed to take a more active role and that there will be a finished product by the end of next year.
- C. Finance and Services—The Treasurer asked about the possibility of the faculty being more observant of parking regulations. IT has completed an external review and is now looking at hiring a new director of IT. The committee is also discussing the process of establishing representation on Board of Trustees. The faculty has made some progress but there are still long term significant unresolved issues. The committee is asking to have a colloquium on the issue. J. Davison asked if the committee took the Treasurer to task on this statement that parking is a privilege. She also complained about the creeping incursion of visitors into the B lot. Gunter said that the number of violations was smaller than the committee had been led to believe. Tillman said the issue was really about habitual violators. Goj asked where to send feedback to IT position. Gunter said Jonathan Miller.
- D. Academic Affairs—Brandon read a statement about the recent accusations of the violation of academic freedom (see attachment 3). She also reported that the committee had tabled the graduation hours issue until next year. The committee will establish a task force to steer the progress of the curricular changes. Lackman announced that the RPs approved by the task force for the trial are Florida: Laboratory for the Global Future and Revolutions. Vitray asked about the details for each proposal. He wondered if someone could add a course to either of the two programs. Anderson said that he would be posting the course descriptions on Blackboard so that faculty can see what is available and make application.
- E. Further announcements—Norsworthy reported that the Diversity Committee would be providing assistance in diversity hiring. Strom will be new co-chair on the committee. Davison announced that the last meeting of the faculty will be on reading day from 12 to 2. The meeting will include honoring retiring faculty who are retiring and some business.

VII. Adjournment—The meeting was adjourned at 1:50 PM.

Respectfully submitted,

Barry Levis
Secretary

Attachment 1

McKean Grant Award for 2009-2010
Presented April 16, 2009

Through the generosity of Hugh and Jeannette McKean, the McKean Grant was established at Rollins in 1982 to provide a “once-in-a-lifetime” opportunity for a faculty member to accomplish what would otherwise be deemed impossible in a single professional career. Hugh McKean, who served as president of Rollins from 1951 to 1969, was known for his intellectual curiosity, breadth of vision and generous spirit.

Each year proposals are reviewed and evaluated by a jury comprised of Rollins alumni who are scholars at other colleges and universities. This year’s jury selected a proposal dealing with timetabling, specifically the production of a timetable that doesn’t violate soft or hard constraints.

This year’s McKean Grant recipient plans to undertake further research at the University of Nottingham, home to one of the foremost authorities on graph theoretical approach, Edmund Burke. Our recipient also intends to collaborate with researchers at Queen’s University in Belfast. The desired goal is to build a *user-interactive decision-support* system. It is also hoped that such research and collaboration will lead to a future group of Rollins students spending a semester abroad at the University of Nottingham.

A faculty member since 1999, our recipient holds a BS and MS in Mathematics from Polytechnic Institute of New York, and a PhD in Mathematics from Colorado State University. Please join me in congratulating this year’s McKean Grant recipient, Jay Yellen.

Attachment 2

1. Proposed bylaw change by PSC

PSC recommendation for By-Law change regarding promotion to associate professor without tenure.

Article VIII, B

Section 3. Specific Criteria for Reappointment and Promotion

Current wording:

Promotion to Associate Professor. Persons holding the rank of Assistant Professor may be awarded promotion to the rank of Associate Professor after a minimum of six years of full-time teaching in a senior institution at the Assistant Professor level, of which at least four years have been at this institution.

If the Candidate Evaluation Committee and the appropriate Dean believe that the individual's contribution to the College, professional growth, and potential warrant promotion, then upon their recommendations and the concurrence of the Provost, the promotion may be granted by the President. No candidate will be promoted without the approval of a majority of the Candidate Evaluation Committee. Only in exceptional cases will promotion to the rank of Associate Professor be considered for individuals not holding the terminal degree in the appropriate field and not having completed the minimum number of years. These exceptional cases will be determined by joint approval of a majority of the relevant Candidate Evaluation Committee, the Faculty Evaluation Committee, and the appropriate Dean.

The PSC recommends that the practice of promoting faculty to associate professor without tenure be discontinued because there is no formal extra-departmental review process involved in the decision to promote, and that promotion before the award of tenure makes it difficult not to award tenure if such a decision is otherwise warranted. The new policy states that promotion is awarded upon award of tenure; this would not affect tenure review and award for faculty with previous experience, as stipulated in D, Section 1.

Recommended new wording:

Persons holding the rank of Assistant Professor at Rollins are promoted to the rank of Associate Professor upon the award of tenure. (See eligibility for tenure, Section D).

...

D. PROCEDURES FOR EVALUATION OF CANDIDACY FOR TENURE AND PROMOTION

Section 1. Eligibility for Tenure

Normally, a candidate is eligible for the awarding of tenure in his or her seventh year of a tenure-track appointment at Rollins, with the possibility for earlier consideration if the candidate has had prior experience. Individuals with three years full-time experience at the Assistant Professor level or higher at other institutions may be awarded tenure in their sixth year at Rollins. Individuals with four or more years full-time experience at the Assistant Professor level or higher at other institutions may be awarded tenure in their fifth year at Rollins. Individuals who have had full-time experience at the Assistant Professor level or higher at Rollins in a visiting position may use their Rollins' visiting experience as tenure-track, or may utilize up to the full seven-year tenure-track probationary period.

Attachment 3

On behalf of the whole AAC, I have been asked to relate to the faculty a cautionary tale regarding the committee's experience with e-mails this semester. Here's what happened:

The Holt School offered a Topics course on Palestinian Politics this Spring Term. Some Rollins faculty sought to censor the adjunct faculty member who taught the course and the course content and mounted an e-mail campaign as one effort to do that. A number of other faculty learned about this censorship and mounted their own campaign to protect the academic freedom of the adjunct professor. The tone of some of these e-mails—on both sides of the issue—was threatening and disrespectful—even bullying. Yet, other faculty members lent their support with additional e-mails without fact checking first and trusted that others had weighed the evidence for them. That weighing of evidence and fact checking didn't happen, however. At some point various faculty assumed that the AAC was behind a campaign to violate academic freedom at Rollins and to censor this course and professor. AAC members became the focus of injudicious e-mails and accusations that were predicated upon an unfounded assumption.

The AAC wants every one here to know that we were never involved in an effort to violate academic freedom—actually our work is focused on protecting the academic freedom of all of you and this institution. We want to respectfully suggest to you that the best way to relay a concern about the governance process and/or a standing committee is a phone call, or a face-to-

face discussion with the standing committee members and to check the facts, check the sources, in that way. Better yet, we think all of us should consider, often, how important trust is to maintaining the integrity of shared governance at Rollins and to safeguard that trust. All of us who serve on governance committees need your help to create and sustain mutual trust among the members of our community. Remember, we have feelings, too.

