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Minutes, Arts & Sciences Faculty Meeting, Thursday, Jan. 29, 2009

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Approved Minutes

Arts and Sciences Faculty Meeting Thursday, January 29, 2009

Members Present:

Vidhu Aggarwal, Barry Allen, Joshua Almond, Pedro Bernal, Gay Biery-Hamilton, Alexander Boguslawski, Rick Bommelje, Dexter Boniface, Wendy Brandon, Julie Carrington, Roger Casey, Jennifer Cavanaugh, David Charles, Ed Cohen, Gloria Cook, Tom Cook, Daniel Crozier, Denise Cummings, Mario D'Amato, Alice Davidson, Creston Davis, Don Davison, Nancy Decker, Kimberly Dennis, Lewis Duncan, Larry Eng-Wilmot, Marc Fetscherin, Christopher Fuse, Laurel Goj, Elton Graugnard, Yudit Greenberg, Don Griffin, Mike Gunter, Dana Hargrove, Fiona Harper, Paul Harris, Karen Hater, Alicia Homrich, John Houston, Gordie Howell, Laurie Joyner, Ashley Kistler, Steve Klemann, Philip Kozel, Harry Kypraios, Carol Lauer, Barry Levis, Susan Libby, Cecilia McInnis-Bowers, Margaret McLaren, Jonathan Miller, Al Moe, Bob Moore, Thom Moore, Ryan Musgrave, Marvin Newman, Kathryn Norsworthy, Thomas Ouellette, Derrick Paladino, Kenneth Pestka, Jennifer Queen, Bob Reinauer, Dawn Roe, Don Rogers, Sigmund Rothschild, Scott Rubarth, Eric Schutz, Rachel Simmons, John Sinclair, Chris Skelley, Jim Small, Eric Smaw, Paul Stephenson, Darren Stoub, Kathryn Sutherland, Mary Throumoulos, Patricia Tome, Larry Van Sickle, Robert Vander Poppen, Rick Vitray, Anca Voicu, Tonia Warnecke, Yusheng Yao, Wenxian Zhang, Eric Zivot

Guests: Candy Simkin, Sharon Agee

- I. Call to Order—Davison called the meeting to order at 12:55 PM
- II. Approval of Minutes—The minutes of the December 10, 2008 faculty meeting were approved as distributed.
- III. Old Business
None
- IV. New Business
None
- V. Special Reports

A. Library Issues—Miller reported that because of the increase of subscription rates of periodicals, he felt that a reduction in number of periodicals had to take place and that in future more journals would have to be accessed online. He reported that library representatives would make appointments to discuss subscriptions with departments later this semester.

B. Community Engagement—Joyner reported that Rollins had been honored by for community engagement with the Carnegie Classification that recognizes colleges for outstanding performance. She thanked Micki Meyers for her efforts.

C. State of the College Budget and Economic Conditions—President Duncan—Duncan reported that a large number of colleges are suffering from serious economic problems but that is not the case with Rollins. If the current economic downturn lasts no more than several years than Rollins will come out of it in a stronger position. If it lasts for a decade than Rollins will suffer like many other institutions. Rollins has rainy day funds, but the question is how fast should the college use them up. We are still hiring, but at the same time we are in a soft hiring freeze for current position replacements. The college has adopted a carry forward program that will now allow departments to keep the funds they do not spend in the current fiscal year in order to encourage thrift. The endowment has declined by 100 million dollars. In the past, Rollins spent the endowment at a lower rate in the corridor spending program and now spending is at the top of the corridor, but that has allowed the college to maintain the dollar amount from the reduced endowment. He is going to trustees with a budget that will go into effect in September because they will be awaiting information about current market conditions and admissions outcome. Trustees are also concerned about tuition increases, but he will be recommending a 5% tuition increase. The budget will include 2½% salary pool and a 1% merit pool. We are viewing this period as a time of opportunity, and the college will be purchasing some real estate because of the low price. These funds will not be coming out of the operating budget. Some of the endowment is invested in real estate, and it makes more sense to have the investments locally that can be used by the institution. Kypraios asked about the article in *The New York Times* on the stimulus package and wondered if the college could take advantage of the President's economic program. Duncan thought that support for faculty research will be available and also assistance for need based financial aid. He also stated that the college is lobbying hard to maintain FRAG grant. It made good business sense for the state; it is a highly leveraged investment and so makes financial sense. But common sense does not always work in politics. Zivot wondered is the Cornell Fine Arts Museum

could take advantage of the sale of art sale from Brandeis. Duncan said that CFAM may not be in a position to take advantage, but on the other hand we are not in a position to be forced to sell materials. Norsworthy asked about the merit program, especially if there is not enough in the budget to fund the merit pool. Duncan said that there had been various considerations and that Budget and Planning Committee would make the final determination. Warneke asked about a faculty member who is regarded as meritorious in a lean year, but there is no funding for a merit raise. Would a person who had received merit when there was funding have an advantage because the next increase would have been built on the base salary? The second person who had missed a merit increase would then be behind in base pay. Carnahan commented that in the early 90s the faculty had voted that the staff salary increases would be precede faculty increases. Duncan said that the college was looking at ways to ameliorate the increases in health care costs for lower paid employees. He said that the most important effort is to protect the jobs of employees. There may be a decrease in workforce but that would only result from attrition and not forced retirements. Casey added that there had been efforts to provide merit increases for those individuals in the pool whom Carnahan had expressed concern about.

D. Committee Reports

1. Professional Standards—Libby reported that the Service Learning Grants now have come under the purview of PSC, and the committee had developed a standardized method to decide on these grants. The Parental Leave Policy has also been developed after a long process. She wanted to thank Fiona Harper for her efforts as well as Laurie Joyner. PSC is also considering an access policy for those who need to review the Course Instructor Evaluations. Harris has been working on a tool to help faculty understand the results of the evaluations. The committee is also developing a program for the evaluation of administrators which will begin this semester. The committee will report the results to the faculty late this semester. The committee is also developing a diversity resolution on hiring and retention of marginalized groups. They will be working with AAC on this issue. Another issue facing the committee will be hiring practices that will recruit faculty who will be able to teach in the various programs outside the hiring department. Finally they may discuss the faculty workload if the new graduation hours proposal is adopted.
2. Student Life—Harris reported on the survey about faculty perceptions of the co-curriculum that the committee had conducted

which will be distributing to the faculty in February. Up to this time, there has been little interface between the committee and the Student Affairs office. They have worked to improve that. The committee is also trying to streamline the method of amending the Code of Student Conduct. They are also involved in a supportive capacity with SGA to develop a social honor code. That process is currently a student-driven endeavor.

3. Finance and Services—Gunter highlighted two items his committee had considered: gender identity and expression to the discrimination the statement and a resolution on faculty membership on the Board of Trustees. The committee has examined twenty-two peer and aspirant school; eleven have some form of representation on the Board, but only Sewanee faculty have voting rights. It is fairly consistent that faculty participate on trustee committees. The Executive Committee has asked AAC and Professional Standards to consider the resolution recommended by Finance and Services because of some concerns raised by the Executive Committee. Norsworthy thanked the committee members for their help on the gender expression issue.
4. Academic Affairs—Brandon reported that phase one of the curriculum review had been completed with the creation of the RP program. AAC will be creating a committee for phase two of curriculum renewal which will consider the reduction of the number of credits required for graduation. She will schedule another faculty forum on that issue. The academic appeals subcommittee is looking at inconsistency on grade appeals. AAC is also investigating the reinstatement of the classic programs.
5. Davison thanked those working on the various committees and reminded faculty that elections for committees and faculty officers are upcoming in March. He will be eagerly recruiting faculty to run for these important positions.

VI. Adjournment—The meeting was adjourned at 1:45 PM.

Respectfully submitted,

Barry Levis

Secretary