

10-30-2014

Minutes, Arts & Sciences Faculty Meeting, Thursday, October 30, 2014

Arts & Sciences Faculty
Rollins College

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ROLLINS
A&S FACULTY MEETING
October 30, 2014
Agenda

Bush Auditorium from 12:30 to 1:45PM

- I. Call to Order**
- II. Approval of Minutes from 9/18/14**
- III. Announcements**
Don Davison
- IV. Reports**
 - a. Academic Affairs (Jill Jones)
 - b. Finance and Services (Don Davison) (see Attachment 1 and Attachment 2)
 - c. Professional Standards (Fiona Harper) (see Attachment 3)
 - d. Student Life (Derrick Paladino) (see Attachment 4)
 - e. Executive Committee (Carol Lauer)
Office Hours Policy (see Attachment 5)
- V. Climate Survey Report (Emily Russell) (see Attachment 6)**
- VI. Questions from the floor**
- VII. New Business**
 - a. Approval of slate for Über-Curriculum Committee (see Attachment 7)
Slate: Jill Jones; Claire Strom; Gloria Cook
 - b. Change in definition of “good standing” (AAC) (see Attachment 8 and Attachment 9)
- VIII. Adjournment**

This will be a brief meeting followed by an open forum with President McAllaster



A&S FACULTY MEETING

October 30, 2014

Minutes

Approved

PRESENT

Barry Allen; Anna Alon; Ilan Alon; Mark Anderson; Amy Armenia; Missy Barnes; Gabriel Barreneche; Pedro Bernal; Gay Beiry-Hamilton; Bill Boles; Dexter Boniface; Michele Boulanger; Wendy Brandon; Sharon Carnahan; Jennifer Cavanaugh; Julian Chambliss; David Charles; Ed Cohen; Gloria Cook; Daniel Crozier; Mario D'Amato; Donald Davison; Joan Davison; Kimberly Dennis; Rosana Diaz-Zambrana; Stacey Dunn; Hannah Ewing; Adam Farcus; Marc Fetscherin; Patrick Fleming; Bobby Fokidis; Todd French; Christopher Fuse; Erin Gallagher; Yudit Greenberg; Kevin Griffin; Mike Gunter; Laurel Habgood; Dana Hargrove; Fiona Harper; Paul Harris; Jonathan Harwell; Alicia Homrich; Nathan Hosburgh; John Houston; Jill Jones; Erik Kenyon; Ashley Kistler; Emmanuel Kodzi; Philip Kozel; Allen Kupetz; Harry Kypraios; Carol Lauer; Richard Lewin; Susan Libby; Lee Lines; Andrew Luchner; Christa Marr; Jana Mathews; Margaret McLaren; Matilde Mesavage; Robert Miller; Jen-Scott Mobley; Susan Montgomery; Robert Moore; Anne Murdaugh; Ryan Musgrave; Daniel Myers; Rachel Newcomb; Matthew Nichter; Maurice O'Sullivan; Emma Oxford; Derrick Paladino; Ellane Park; Jay Pieczynski; Jennifer Queen; Paul Reich; David Richard; Kasandra Riley; Scott Rubarth; Maria Ruiz; Emily Russell; MacKenzie Ryan; Samuel Sanabria; Marc Sardy; Steven Schoen; Jennifer Seitzer; Rachel Simmons; Bob Smither; Steven St. John; Bruce Stephenson; Claire Strom; Katie Sutherland; Eren Tatari; Ken Taylor; Zeynep Teymuroglu; Lisa Tillmann; Patricia Tome; Rose Trentinella; Martina Vidovic; Rick Vitray; Susan Walsh; Yusheng Yao; Jay Yellen; Wenxian Zhang; Don Rogers; Mamta Accapadi; Elise Ablin

CALL TO ORDER

President Carol Lauer called the meeting to order at 12:37PM

APPROVAL OF MINUTES FROM 09/18/14

The faculty unanimously approved the meeting minutes from the A&S faculty meeting on September 18, 2014

ANNOUNCEMENTS

Transamerica

Don Davison

Davison notified the faculty about an open forum sponsored by The Finance and Service Committee "to respond to questions or concerns about the Transamerica retirement conversion." The open forum is scheduled for Tuesday, November 11th at 12:30PM in the SunTrust Auditorium.

Davison invited faculty to contact him about an upcoming event co-sponsored by the Rollins Political Science Department and the Baylor University Department of Politics & Religion.

Davison also brought to the faculty's attention his report ([submitted electronically; see Attachment 2, below](#)) on the most recent Planning and Budget Committee Meeting held on October 16, 2014.

REPORTS

[To allow more time for President McAllaster's open forum, most of the Standing Committee reports were submitted electronically. The documents are attached to these minutes. ([See Attachments 1; 3; 4 & 5, below](#)).]

Academic Affairs

Jill Jones

Regarding PEA courses under the new rFLA general education curriculum, Jones asked Claire Strom to explain that students matriculating under the *old* gen ed curriculum *may* take PEA courses for credit during the S'15 semester (only).

Strom also invited faculty involvement and input regarding the redesign of Maymester in the wake of the new general education curriculum. While she characterized the S '15 Maymester as "a mishmash," Strom said she looks forward to "a holistic reimagining" of Maymester, going forward.

Strom also asked faculty to look for a new, simplified form for renewal of rFLA (neighborhood) courses.

Executive Committee

Carol Lauer (see addendum 1)

Lauer announced that the Executive Committee unanimously approved a Professional Standards Committee recommendation regarding faculty office hours (see Attachment 7, below). Lauer called the guidelines "a clarification of existing policy, not a new policy." Lauer said that the policy will "finally resides in a set place: the faculty handbook." Provost Carol Bresnahan requested "a small friendly change:" that the new policy heretofore be referred to as a "procedure" to "conform to specific language regarding policies" from the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). Lauer accepted the change.

Lauer reported on two "faculty gatherings" held since the last A&S faculty meeting, one for assistant (non-tenured) professors and one for associate (tenured) professors. Both were open forums, facilitated by Lauer and Thomas Ouellette and attended by select members of the Rollins Board of Trustees and President McAllaster. Topics discussed include: qualities sought by the faculty for the new Rollins president; communication amongst faculty and at faculty meetings; Rollins' identity and the institution's commitment to the liberal arts ethos. Lauer announced that the third and final gathering, for full professors, is scheduled for Friday, November 14 at 4:00PM in the Winter Park Plaza and Lauer reported that Ouellette will report to the faculty more fully on the three gatherings at the November A&S meeting.

Lauer announced the creation of a Blackboard® discussion thread to provide information and context about, and to facilitate discussion of, proposals to be considered at upcoming A&S faculty meetings. She also announced a change to the voting procedure at A&S faculty meetings, slated to be rolled out at the November meeting: faculty will be provided with "clickers," with an eye toward making voting less chaotic and entirely anonymous. Lauer said that these two initiatives grew out of suggestions offered at the two faculty gatherings held in October.

Climate Survey Report

Emily Russell

Co-chairs of the Diversity Advisory Council Russell and Oriana Jimenez from Human Resources presented a PowerPoint offering an overview of the results of the recent on-campus Climate Survey (see Attachment 6, below).

From the floor, Sharon Carnahan asked Russell and Jimenez were confident in the analysis, given that it will be used to set policy and in communication with the campus. Russell replied that for

this first year, Rollins “partnered with colleagues at Rhodes College who have a decade of experience administering a similar kind of survey to a similar student population.” Russell said that “the three individuals who worked on the project all have academic backgrounds in this type of analysis.”

There seemed to be significant faculty interest in the data, as briefly outlined in the presentation by Russell and Jimenez. They said that there would be many opportunities for the Rollins community to engage in dialogue about the survey results, going forward. Russell and Jimenez received enthusiastic applause as they concluded their remarks.

NEW BUSINESS

Approval of slate for Über-Curriculum Committee (see Attachment 7)

Carol Lauer

The faculty voted unanimously to endorse this slate of candidates to the so-called Über-Curriculum Committee: Jill Jones; Claire Strom; Gloria Cook. This new ad hoc committee, proposed by the Executive Council in the F’ 13 semester, will advise the Executive Council on all-college curricular issues. Charged with implementing consistent policy and eliminating unnecessary duplication between schools at Rollins, the Über-Curriculum Committee is made up of the three previous chairs of the A&S Academic Affairs Committees (AAC) plus the current AAC chairs from CPS, Holt and Crummer.

Change in definition of “good standing” (AAC)

Jill Jones

Jones introduced the proposed policy change and introduced Joan Davison (back from sabbatical!) who walked the faculty through a brief history of academic probation policies at Rollins: the procedures before 2006; the policy change recommended by (then-Dean of Faculty) Roger Casey and approved by the A&S faculty in 2006; and the proposed new policy endorsed by the current AAC. Davison explained that while the current policy is particularly problematic for Rollins athletes (see Attachment 8 and Attachment 9, below), the proposed policy change would benefit all students.

From the floor, Associate Dean of A&S Jennifer Cavanaugh asked for clarification regarding “the practice [under the new policy] when a student is under academic warning for two consecutive semesters.” While Davison conceded that the proposed policy does not specifically address this question, she pointed out that the current policy is no more explicit regarding this particular matter. Davison advised that guidelines regarding multiple semesters “would remain unchanged.” The faculty voted unanimously to approve the new policy.

Adjournment

Carol Lauer

Lauer adjourned the meeting at 1:06PM.

President McAllaster addressed the faculty in an open forum until 1:55PM.

ATTACHMENT 1

Finance and Service Report
October 8, 2014

Submitted by Don Davison, Chair

The Finance and Service Committee met October 7, 2014.

The Committee acted on the following items from old business:

The Committee scheduled Pat Skochnecht will join us at our November 4 meeting to discuss student dissatisfaction with the campus food plan. The student representatives were encouraged to meet with Pat separately in order to make the most efficient use of our time on November 4.

The Committee unanimously endorsed a resolution calling for a comprehensive salary study that follows the same parameters, methodology, and uses comparable data as used in the study conducted by Toni Holbrooke. That study was complete about 6-7 years ago. Using the same data sources, variables, and method allows comparison and an assessment of whether progress was made over time.

The membership of F&S began work on the following new initiatives:

Per the directive of the faculty at the last A&S meeting, the committee began discussion of a resolution requesting faculty representation on the Finance and Education committees of the Board of Trustees. A draft resolution will be distributed and discussed via email among the members of F&S.

We discussed the desirability of holding an open forum to answer questions about the Transamerica conversion. It was felt that attendees will be more comfortable if only the Rollins members of the Transamerica committee give the presentation. The members also concluded that it would be beneficial to hold an open forum on the retirement plan once each year, probably in the early spring.

Jeff Eisenbarth and Bill Short will conduct a budget update presentation for faculty and staff in the fall semester but after the October meeting of the Board of Trustees.

ATTACHMENT 2

Updates from the Planning and Budget Committee Meeting October 16, 2014

Below are selected highlights from the last Planning and Budget Committee Meeting. Please remember that the P&BC is an advisory body. In other words, it is a forum to share information and ideas; final decisions are not made at the P&BC.

- President McAllaster announced that the Education Committee of the Board of Trustees approved a change to the course release policy for untenured faculty at their February 25, 2011 meetings.

“The recommendation to modify the program to reduce the number of course releases awarded following successful midcourse review from two to one, beginning in 2012-2013, was also approved.” (Education Committee minutes, Winter Meeting, February 25, 2011).

President McAllaster said current faculty would be grandfathered in to the existing 2-course release policy.

Carol Lauer (President, A&S Faculty) and Don Davison (Chair, Finance and Service Committee, A&S) objected to this change being announced without warning or consultation. D. Davison complained that reducing the number of releases diminishes the goal of the program which is to give untenured faculty a sufficient block of time to conduct research.

President McAllaster said he would bring our objections to the Board and discuss with them whether the change can be reconsidered.

- The Graduate Assistant Tuition Remission program will be evaluated by a subcommittee of the P&BC.
- The committee approved recommendation to the president’s cabinet for a new position to administer PCI (Payment Card Industry) compliance coordination.
- Human Resources announced several enhancements to the College’s retirement benefit, effective January 1, 2015.
(Planning & Budget Committee Agenda and Attachments, October 16, 2014)

1) Plan Eligibility and Vesting:

“Faculty and staff would become eligible for the College contribution the first day of the month following their hire date. The age limitation will be eliminated. A 3 year “cliff” vesting period will be implemented in that employees would become vested in College contributions only after completion of their third year of service. Forfeitures will be applied back to the Plan and used to offset Plan expenditures.”

2) Auto Enrollment:

“Upon becoming eligible to participate in the Plan, employees would automatically be enrolled with a 3% contribution of their base salary. The employee will have 30 days from their hire date to make an active election to reduce or waive employee contributions and the College match will be reduced according to the above matching schedule. Employees who elect to reduce or waive employee contributions will have their elections automatically increased 1% each September 1 (per Proposal 3) unless they actively make the election to waive the escalation.”

3) Auto Escalation:

“Include an auto escalation provision in the Plan where each September 1st employee contributions are automatically increased by 1%, up to a 6% employee contribution. Employees will have the option of opting out of the auto-escalation.”

4) Loans and Hardship Withdrawals:

“Permit loans and hardship withdrawals from College and employee contributions. Employees will be able to request a loan of up to 50% of vested savings (not to exceed the IRS imposed limit of \$50,000). Only one loan will be permitted per employee at any time. Loans will be amortized up to 10 years, if for the purchase of a primary residence, and up to 5 years for other loans. Employees will pay the loan back to their accounts utilizing a prime plus 1% interest rate. Hardship withdrawals will be considered after employees have exhausted loan options, and upon documentation of their individual issue to the Plan administrator, Transamerica.”

5) Age 59 ½ In-Service Withdrawal:

“Permit age 59 ½ withdrawals from employee contributions in the plan that are either matched or unmatched by College contributions. Rollins contributions will continue to be unavailable until retirement or termination from the plan.”

ATTACHMENT 3

Report to the Faculty of A & S from Professional Standards Committee

October 30, 2014

Chair: Dr. Fiona Harper

Since the last A & S meeting, PSC has met three times. Highlights of these meetings are described below.

1. Finalized language for the Office Hours policy and received approval from both A & S EC and CPS EC. This language will be added to the Faculty Handbook, Faculty of the College of Arts & Science, Section IV Policies & Procedures, C. Faculty Policies & Procedures, *new section entitled Office Hours Policy, to follow Course Guidelines*

All full-time faculty are required to post and keep reasonable and regular office hours (a minimum of 3 hours per week is suggested, in addition to appointments).

Office hours should be (1) held on campus, preferably in faculty offices for confidential discussions; (2) clearly stated in the syllabus and posted outside the faculty member's office, where possible; (3) during business hours appropriate for the particular school/college. Faculty teaching in the Holt school are asked to offer office hours in the hour before Holt classes, where possible.

2. Approved the 2014-2015 slate of the Cornell Distinguish Faculty Selection Committee, comprised of Ed Cohen (Chair), Laurel Habgood, Gloria Cook, Rachel Newcomb, and Jim McLaughlin.

3. Reviewed FYRST and early Ashforth/Critchfield/Development grants applications.

For AY 2014 – 2015, PSC has **\$75,000** to recommend for awarding in grant monies. This is a **reduction from the \$82,000** received in recent years. According to Dean Smither, the reduction is due to the lack of Cornell Development funds. Both A & S and CPS Deans increased their contributions to reach \$75,000.

For this first round of grant applications, PSC received ten grant applications, totaling \$43,222. After much discussion and consideration, **PSC recommended \$19,620** be awarded. Applications that were unsuccessful are **encouraged to reapply in the January 2015**.

Reasons that grant applications were not successful included a lack of IRB approval for studies involving human research (PSC requires IRB approval or a statement from the Chair of IRB indicating that IRB approval is not needed), use of old grant application forms which have different content requirements, lack of clear itemized budget, and lack of clear experimental design and explanations.

4. Discussion about potential inclusion of advising in PTE reviews. On behalf of an *ad hoc* committee from 2013/2014, Dr. Claire Strom submitted language and possible mechanisms for the optional inclusion of academic advising in the PTE process. Following discussion, it was determined that PSC may not be the appropriate committee to address the issue. FEC will be

consulted by Dr. Strom, and the Associate Dean of A & S subsequently indicated that the Dean's office may be taking the lead on this issue.

Upcoming meeting agendas:

November 4, 2014: Dr. Chris Fuse will be meeting again with PSC with the final language changes to the Summer Student-Faculty Collaborative Scholarship applications. These changes have been approved by the Provost and do not need require full faculty approval

November 18, 2014: Following the request by Dr. Dexter Boniface at September 18, 2014 A & S Faculty meeting, PSC has requested Dr. Ashley Kistler, Chair of the Internationalization Committee, meet with PSC to discuss whether this committee should be codified in the By-Laws as there is a lack of transparency as to the composition of the committee, how the committee is formed and what are the duties and charged of the committee.

ATTACHMENT 4

**Report to the Faculty of A & S from the Student Life Committee
October 30, 2014**

The SLC met again on 10/28/14. Below are some highlights of our meetings and work

1. The Scholarship for High-Impact Practices (SHIP) application form has been updated and approved by the Executive Committee.

The SLC has already awarded one scholarship at full funding. Faculty and students are reminded that SHIP applications are no longer accepted on a continuous timeline, but rather need to be completed in full by specific due dates in order to be considered for funding. Proposals must be submitted to pstrater@rollins.edu no later 5:00pm on the following dates: September 15, November 12, February 11 and April 8.

2. Micki Meyer appeared before the SLC committee to discuss the community Alignment changes and the evolution of the past few years. In addition, the focus on engagement was discussed and how these changes will help maximize the student experience.
3. Jazmine Rodriguez (assistant director of Residential Life) and Aubrey Frazier (Assistant Director of Fraternity and Sorority Life) appeared before the SLC committee to discuss potential updates to the Community Commitment Review (CCR) Process
4. **Upcoming SLC Meeting Schedule – all meetings are open**
11/18/14 (12:30-1:45 - Warden Dining room)
1/20/15 (12:30-1:45 - Warden Dining room)
2/17/15 (12:30-1:45 - Warden Dining room)
3/17/15 (12:30-1:45 - Faculty Club Meeting room)
4/14/15 (12:30-1:45 - Warden Dining room)

ATTACHMENT 5

OFFICE HOURS POLICY

The language developed and approved by PSC, for consideration by A & S EC and A & S Faculty follows. CPS EC has already approved and will present to their full faculty in early November, 2014.

All full-time faculty are required to post and keep reasonable and regular office hours (a minimum of 3 hours per week is suggested, in addition to appointments). Office hours should be (1) held on campus, preferably in faculty offices for confidential discussions; (2) clearly stated in the syllabus and posted outside the faculty member’s office, where possible; (3) during business hours appropriate for the particular school/college. Faculty teaching in the Holt school are asked to offer office hours in the hour before Holt classes, where possible.

College	Office Hours Policy	Location of Policy
Centre College	B. GENERAL ACADEMIC POLICIES 1. Office Hours It is especially important in a small school like Centre that members of the Faculty be readily available to students for counseling and assistance outside the classroom during the working hours of the five academic days of the week. Faculty members are expected to be available for appointments with students and to post and keep reasonable and regular office hours. Although there is no specific requirement, it is recommended that full-time members of the Faculty maintain a schedule of at least five occasions each week when they will regularly be available to students for consultation. When it is not possible to keep their scheduled office hours, instructors should post a note to that effect on their office door.	Faculty Handbook - Section V, subsection B, part 1. Office Hours.
Colorado College	NONE	
Davidson College	NONE	
Elon University	NONE	

Furman University	Under section 121.1 "Conference Hours for Faculty Members" : "Faculty should make clear to their classes that they are available to discuss students' work in the course and indicate a procedure for students to arrange to see them. Office hours and class schedule should be posted in locations readily accessible to students."	
Gettysburg College	"When adverse weather conditions lead to a delayed opening and/or cancellation of classes and office hours at Gettysburg College, information will be provided through a variety of sources."	Faculty Handbook - Inclement Weather Notification
Lee University	<p>Office Hours</p> <p>Each teacher is expected to arrange a schedule of 8 office hours per week during which he/she is available for student consultation. The schedule should include hours each day during times which are generally convenient for students. If some special circumstances make it impossible to have office hours on each day from Monday through Friday, an explanation of the circumstances should be made to the department chair.</p> <p>Office hours must be posted on the office door and included in each course syllabus.</p>	Faculty Handbook and Constitution - Section 5-25 Responsibilities of the faculty
South-western University	All teaching faculty, including part-time faculty, participate in the student course evaluation system. All part-time faculty members must be regularly evaluated. They must have their students complete student evaluation forms in every class, consistent with University course evaluation procedures and with the advice and cooperation of their department chair. Committee work and academic advising are negotiated with the Provost or the Dean of the School of Fine Arts. Weekly presence on campus and office hours should be proportional to the fraction of full-time load that the position carries. Other specific responsibilities are determined by the department chair or Dean and the part-time faculty member, subject to the Provost's approval.	

Stetson University	Faculty members should maintain regular office hours or provide other means to promote student-faculty consultation. These office hours must be included in course syllabi and publicly posted each academic term. Alternative arrangements, including phone, email, social networking, etc., may be substituted for office hours.	
Trinity University	<p>Pp. 286-287 CHAPTER 6. INSTRUCTIONAL POLICIES, RESPONSIBILITIES, AND GUIDELINES</p> <p>XVII. FACULTY PRESENCE</p> <p>A. Office Hours</p> <p>It is the responsibility of each member of the faculty to be available for consultation with students on a regular and, insofar as possible, predictable bases (for full-time faculty members, a minimum of 10 hours each week is reasonable). Policies regarding consultations with students must be included in the syllabus for each course. Faculty members must provide students with a telephone number or numbers through which they may be contacted when they are not in their offices; normally this would be the departmental office telephone.</p>	Faculty and Contract Staff Handbook 2014-2015
University of the South (Sewanee)	Under section II titled Brief Overview: “Expectations and responsibilities for professors at all ranks” : “Conscientious instruction of students enrolled in all assigned courses—includes meeting regularly with classes as per schedule, preparing suitably for each class session, assigning and grading written or other student work, maintaining and posting regular office hours (typically a minimum of three hours each week) for student conferences, and submitting midterm and final grades within the time period prescribed by the Registrar”	Section II Faculty Handbook
Villanova University	NONE	

Campus Climate Survey Results 2014

A project co-sponsored by the Office of the Provost, the Vice President for Student Affairs, and the Diversity Advisory Council

- Pretty much every time I walk around campus I feel like I get stares. I feel shabby around other students. Sometimes I feel like scum but I defiantly retain my identity.
- A man walked up to me at the airport the other day and said, "Rollins, that is where all the snotty rich kids go, right?"
- Sometimes it's just hard to pretend like you're one of the rich people when you're not.

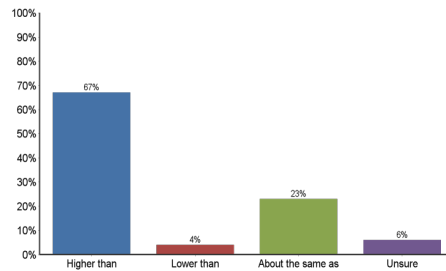
44%

of students completed the survey

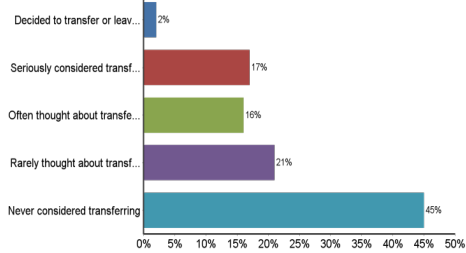
73%

of students feel comfortable with the social and academic climate

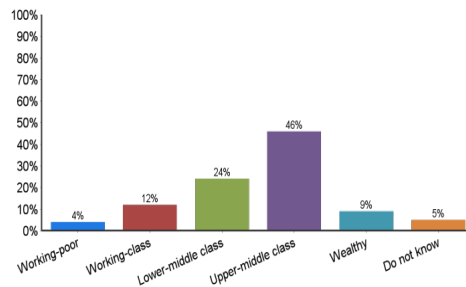
I believe that the socio-economic status of the majority of Rollins students is _____ my socio-economic status.



In thinking about your affiliation with Rollins, have you:



What is your family's socioeconomic position?



- Even though I am from the upper-middle class, it is still very hard to fit in at Rollins because of the fact that so many students are insanely wealthy.
- Even though I would consider myself middle upper class, I often feel out of place because all these kids do is talk about money. It disgusts me.
- Sometimes I think that people here, even workers, assume that I am a rich snob.

60%

of Lesbian, Gay, or Bisexual students report experiencing harassment due to their sexual orientation

1/4

of students report personally experiencing an incident of harassment or insensitive treatment in the last year

I started feeling like I belonged once I joined a sorority. It gave me the opportunity to meet people, men and women, I never would have if I hadn't joined. I felt more secure knowing more people on campus, and I felt like I could use that organization to contribute positively to campus. Having 80 girls as a support system gave me the confidence to get involved in other areas of the school and push myself to strive for my highest goals.

I feel generally unaccepted by many of the students here at Rollins for 2 reasons that coincide with each other. I did not join a fraternity because I felt as though I was looked down upon because of my lower socio-economic status, and at this school it is clear that the majority of social interaction comes as a result of fraternity and sorority events/parties/gatherings. Almost feel like an outcast because I'm not in a fraternity, which is a sentiment that is rooted in Rollins students even as first years.

78.8%

Student-Student incivility

76% feel the classroom is welcoming to underrepresented groups

66% think the GenEd program should include at least 1 class on diversity/inclusion/social justice

87% think professors are skilled facilitators on diversity-related topics

37% say their major includes material by or about individuals from underrepresented groups only "occasionally"

I feel as though women in general are disrespected on the Rollins campus—whether it is calling them derogatory names on Rollins Confessions or catcalling them on the corner of Fairbanks and Park Avenue

What do students want?

- Opportunities to connect as a community
- Recruitment of ethnically and racially diverse students and faculty (including international)—44% want more faculty from underrepresented groups
- More interaction between Holt and day students
- A Gen Ed diversity requirement
- Recruitment and retention w/r/t socioeconomic status
- Awareness and improved climate on gender issues and sexual assault

What Now?

- Inform the Diversity Council of any diversity-related work/initiatives going on in your department.
- A student-directed marking campaign will begin in November to communicate these results. #WeHeardYou
- Discuss these issues with your colleagues to see what you can address as a department.
- Start a conversation about these issues with your students.

ATTACHMENT 7

Revised 9---29---14 DRAFT

All-College Curriculum Committee [from minutes of the Nov. meeting]

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.

Ad-Hoc All-College Curriculum Advisory Committee

At the recommendation of the College's Executive Council, President Duncan approves the creation of an Ad-Hoc All-College Curriculum Advisory Committee. Strategically, the committee will explore possible gaps in the Rollins curriculum; tactically, it will review possible duplication of efforts in education at Rollins. Membership on this six-person ad-hoc committee will include the chairs of the Curriculum Committee of the College of Professional Studies, the Academic Affairs Committee of Arts and Sciences, and the Crummer School or - as a second choice - their designees selected by the Executive Council. One member, who may be staff, will come from the Holt School; the Dean of the Holt School will select this member. Two additional faculty members will be chosen by the Executive Committee of Arts and Sciences. Those who serve must be former members of the relevant committee, except for the Holt School member. The term is for three years, after which time the committee, and its ad-hoc nature, will be reviewed. The ad-hoc committee makes recommendations to the Executive Council of Rollins College. It must make a progress report, in writing, at the end of each semester. It will be staffed so as to begin operation in fall of 2014.

Over the three years starting in 2014-15, the Executive Council will review whether the ad-hoc curriculum committee should be continued permanently. This "über-committee" does not approve, but recommends, and should think holistically.

ATTACHMENT 8

AAC passed a motion to Endorse and Approve a change to the academic warning status to keep students on academic warning as students "in good standing," and to change the lower boundary of the academic warning status from 1.25 to 1.5. (Putting those with lower than 1.5 on academic probation.)

The motion passed unanimously, but this issue was considered of enough import to take to the A & S faculty (and should be brought to CPS as well) as a whole.

Joan Davison will hopefully be attending to report some of the problems that have been created for student athletes as a result of our current system.

(Student athletes will still be required to have a cumulative GPA of 2.0 and will still be on academic warning. The desired effect is that they will be allowed to continue playing sports and a single weak semester will not be noted permanently on their transcripts.)

ATTACHMENT 9

NCAA Division 2 Legislation regarding Academic Good Standing:

"14.01.2 Academic Status. To be eligible to represent an institution in intercollegiate athletics competition, a student-athlete shall be enrolled in at least a minimum full-time program of studies, be in good academic standing and maintain progress toward a baccalaureate or equivalent degree. (Revised: 5/12/09)

14.01.2.1 Good Academic Standing. To be eligible to represent an institution in intercollegiate athletics competition, a student-athlete shall be in good academic standing as determined by the academic authorities who determine the meaning of such phrases for all students of the institution, subject to controlling legislation of the conference(s) or similar association of which the institution is a member. (Revised: 5/12/09)"

14.4.3.2 Fulfillment of Minimum Grade-Point-Average Requirements. A student-athlete shall meet the "satisfactory completion" provision of this requirement by maintaining a grade-point average that places the individual in good academic standing, as established by the institution for all students who are at an equivalent stage of progress toward a degree. To fulfill the "satisfactory completion" provision of this requirement, a student athlete must achieve the following cumulative minimum grade-point average (based on a maximum of 4.000) at the beginning of the fall term or at the beginning of any other regular term of that academic year, based on the student-athlete earning: (Adopted: 1/14/89 effective 8/1/89, Revised: 1/12/04 effective 8/1/04, 1/9/06)

- (a) 24-semester or 36-quarter hours: 1.800;
- (b) 48-semester or 72-quarter hours: 1.900;
- (c) 72-semester or 108-quarter hours: 2.000; and
- (d) 96-semester or 144-quarter hours: 2.000."

Joan Davison's notes

14.4.3.2 sets an NCAA minimum that all student athletes must meet irrespective of the institution's standard, in other words even if an institution had lower standards for eligibility, the athletes must meet this NCAA minimum standard to be eligible, BUT because Rollins has a higher standard for academic good standing, then per 14.01.2, Rollins student athletes must meet the higher standard.

While all but one Sunshine State school currently use the higher 2.0 cumulative standard, many Division 2 schools use the lowest possible standard. Yet by August 2016, the 2.0 cumulative GPA standard will become the new minimum standard, erasing the current minima allowed in 14.4.3.2. What is exceptional about the Rollins' standard, however, is that its student-athletes must have both a cumulative and term GPA above 2.0 to be in good standing.