

# COLLEGE OF ARTS & SCIENCES FACULTY MEETING MINUTES

October 1, 1997

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Reports began at 3:35 without a quorum.

## 1. **President's Report**

The Phi Beta Kappa Chapter at Lewis & Clark College has been approved. President Mooney paid special tribute to Evan Williams for his efforts.

The U. G. (Ulysses Grant) Dubach Professorship in Political Science, held by Don Balmer, has been funded. Thanks were given to the donor. Don will be inaugurated in the Spring, to the public acclaim that he so well deserves.

The Trustees agree with the Faculty that the Faculty Handbook should not be approved by the Trustees or the Faculty in full; instead, policies should be extracted and approved in the appropriate forums. Under the Bylaws, the Trustees may reserve policies to themselves, or delegate policies to the Faculty for review by the President or other officers for approval.

From the general employment policies, the Trustees reserved to themselves the ones on AIDS, alcohol and drugs, equal opportunity, intellectual property rights, nepotism and sexual harassment; and designated to the President the policies on smoking and weapons on campus.

From the policies on Faculty employment, the Trustees reserved approval of the Code of Academic Freedom and Responsibility, the policies on Faculty Promotion and Tenure, and on Termination and Employment. They designated to the President final approval of policies on academic leaves, faculty compensation and workload, and non-renewal of tenure track faculty.

Work is still underway on the policies on intellectual property rights and the termination of employment. Jane Atkinson will speak to sexual harassment below.

All the policies are on a deadline for consideration by the Trustees at the November meeting.

- After the President's remarks, a quorum was present, and the meeting was officially called to order.

## **2. Dean's Report**

There were no minutes to approve from the last meeting. They should be available at the next meeting.

The Dean seconded President Mooney's thanks to Evan Williams.

Thanks were given to Stephen Weeks for organizing theatrical endeavors for the alumni.

Handbook issues. Graduate and Law Faculty are finished with their deliberations. The Faculty has expressed concerns regarding termination and sexual harassment. Two forums will be held on sexual harassment and termination to help Dean Atkinson shape a response to the Dean's Council. Dates are to be posted.

Ray Warren came through surgery well. Johannah Sherrer has been on interferon since August and is working part time.

June Jones, Associate Dean, was reintroduced. She does the budgeting for CAS, coordinates summer school and works closely with Jane Atkinson on CAS matters generally. There was a learning disability challenge to College procedures in the early fall; June provided helpful service in this process.

The Alumni Circle event provided a good forum for Alumni and current students to meet.

The Reaccreditation Team site-visit will be in April 1998, and is being directed by Mervyn Brockett. The report should be available early in the winter.

Assessment efforts at the college over the next year include:

- Setting up the review of the general education program.
- Career Planning.
- Residence Life.
- Writing on campus.

\*Stephanie Arnold's report from the retreat is forthcoming.

\*FAT lunch tomorrow.

Board members at the retreat last weekend were interested in College initiatives in public speaking.

Academic Calendar. Faculty used to vote on the calendar; now the Registrar applies faculty-approved principles for the calendar. One of these is that classes don't meet until after Labor Day. Next year, Labor Day is September 7. The divisional deans consulted with department chairs, who overwhelmingly favored beginning classes next year on September 1.

The Dean called for objections. Concern was expressed about losing two Mondays for labs. Public schools start on September 8, so there is a conflict here. Consistent with the registrar's principles, the spring semester is set to start January 11; Final exams will end April 30. Professional meetings in January may conflict with early spring start.

The Dean called for a straw vote to advise Academic Council concerning the beginning of spring semester:

Starting January 11st? 17 in favor.

Starting January 18th? 23 in favor.

The Fall date is considered set. Academic Council will reconsider the spring starting date in light of further faculty input.

### **3. Reports of Standing Committees**

#### **A) Curriculum Committee, Chair William Randall**

The Inventing America report is under consideration. It will be a component of the general education review next year, so there will be no action on I.A. this year.

Summer school new course deadlines will be early, around a month from now.

New Committee Business:

- a) Setting the stage for general education review next year.
- b) Grading policy.
- c) Latin Honors (Cum Laude)
- d) Timing of declaration of the major.
- e) Use of pre-requisites in the registration process.
- f) Student writing report from Stephanie Arnold.

Stephanie Arnold heads up the student-designed majors committee.

**B) Committee on Promotion and Tenure, Chair, Paulette Bierzychudek**

The other members are Jean Ward, Nicole Aas-Rouxparis, Don Balmer, Harvey Schmidt and John Callahan.

Deadlines were announced, and are attached to the minutes.

Jane Atkinson: Information about faculty salaries will be forthcoming. Announcements of outcomes of last year's tenure and promotion reviews still awaits the conclusion of the process.

**4. Old Business**

Jane Atkinson explained that Faculty Council meets to set the agenda for faculty meetings. Along with Dean Atkinson, the members of Faculty Council are Paulette Bierzychudek, Jim Duncan, Jim Grant, Bill Randall, Steve Hunt and Eban Goodstein.

Dean Atkinson also noted that unfinished business "falls to the ground." The Business on floor last year included:

- Declaration of Major: This issue requires more work in the curriculum committee.
- Student Course Evaluation Form (Dick Rohrbaugh is heading up a task force on this issue.)
- Faculty voting rights: The four resolutions from last year are considered dead. Over the summer, the Academic Council created two new position titles: "Lecturer" and "Senior Lecturer". David Savage thought this might be a way to resolve the voting rights issue.

Technically, voting rights and the Savage Amendment should fit under "New Business", not "old Business".

**5. New Business**

A) Voting Rights.

David Savage: Moved that

"WHEREAS there is now a category of employment in the College of Arts and Sciences leading to the title of "Senior Lecturer;" and

WHEREAS persons with this title are full participants in the on-going life of the faculty,

Persons holding the title of Senior Lecturer be invited by the Dean of the College to assume full responsibilities as members of the faculty and, upon acceptance of this invitation, be granted full status as voting members of the faculty."

Dean Savage explained the creation of "Senior Lecturer" position, as per the background attached to the motion, and included at the end of the minutes. He argued that the useful distinction is between visitors and regular members of the faculty, who have substantial involvement in the curriculum.

[Seconded]

Jane Atkinson noted that this is an amendment to the Bylaws; it must be submitted in writing (as it has been) and cannot be acted on until the next meeting. Amendments must be approved by the Faculty by majority vote, and approved by the President.

Dick Rohrbaugh proposed an amendment to the motion. Replace "Persons holding the title of Senior Lecturer" with "Persons hired in the category of lecturer after a successful first year review."

[Seconded]

The Amendment was then debated.

Information provided: The categories covered six senior lecturers (Bruce West, David Becker, Chana Cox, Susan Kirschner, Wendy Woodrich, and Robert Miller) and two in the lecture track (Susan Davis and Anne Christiansen). Some of these people are still "assistant professors" but will be converted over. The idea is to get away from the term "Professor" for renewed but non-tenure track employment for people who are teaching higher level courses in the core of the curriculum. For example, the Director of the Math Skills center was not included because the courses taught are remedial math. David Savage did not see a danger of proliferation of hires in this category of position.

Six people spoke in support of the amendment. Of these, five people supported it as a good "first step", indicating a desire for further expansion of voting rights. Arguments in favor included: early enfranchisement is good for community. Expanding the franchise will not be as destabilizing as in the past. Increasing stratification of the academy can be overcome by expanding voting rights.

Two people were concerned about expanding the franchise to people without a semi-permanent commitment to the college. The current structure reflects previous experience in which non-academic faculty were having excessive influence. The question of absenteeism among voting members was also raised.

Tom Olsen called the question on the Amendment. A vote to close debate failed.

The discussion then turned toward the issue of whether the Rohrbaugh Amendment endorses a two-tiered system of hires at the college. Questions raised about the lecturer track include: After appointment to Senior Lecturer, must the person maintain greater than half time load? Are they eligible for sabbaticals? Why are they not reviewed on the basis of scholarship? Will the number of lecturer positions grow? Can the Academic Council provide more clarity on the role of the lecturer position at the College?

The Meeting was adjourned at 5:30 p.m..

Respectfully Submitted by Eban Goodstein.

Attachments:

**Justification for the Savage Motion**  
**Attachment #1:. Faculty Review Schedule**

DEADLINES FOR REVIEW  
1997-98 FACULTY REVIEW SCHEDULE

DUE DATE/ACTIVITY

PROMOTION AND TENURE  
04/23/97 INFORMATION SESSION  
09/02/97 SCHOLARLY MATERIAL FOR OUTSIDE REVIEW AND C.V.  
TO DIV. DEAN

09/15/97 CANDIDATE'S COMPLETE FILE TO CHAIR  
10/13/97 CHAIR'S LETTER AND FILE TO DIVISIONAL DEAN  
10/20/97 REVIEWEE'S RESPONSE TO CHAIR'S LETTER DUE TO DIV.  
DEAN  
11/21/97 DEAN'S LETTER TO FCPT

**DEVELOPMENTAL REVIEWS**

10/09/97 INFORMATION SESSION  
01/19/98 COMPLETE FILE TO CHAIR  
02/09/98 CHAIR'S LETTER AND FILE TO DIVISIONAL DEAN  
02/16/98 REVIEWEE'S RESPONSE TO CHAIR'S LETTER DUE TO DIV.  
DEAN  
03/03/98 DEVELOPMENTAL REVIEW COMMITTEE REPORT TO  
DIVISIONAL DEAN

**FACULTY SALARY REVIEW**

03/09/98 SALARY FILE TO CHAIR  
03/30/98 CHAIR'S LETTER TO DIVISIONAL DEAN  
04/06/98 REVIEWEE'S RESPONSE TO CHAIR'S LETTER DUE TO DIV.  
DEAN

**Attachment #2: Savage Motion:**

TO: Faculty Colleagues  
FROM: David Savage  
RE: Faculty Voting Rights

DATE: September 24, 1997

The issue of voting rights for faculty is still pending before the faculty. Several recommendations have been put before us, but there was no resolution last spring. One development has occurred since then, however, which I think might provide a solution to the issue of how we might handle the issue.

The Academic Council last spring established a new category of employment. It carries the title of Senior Lecturer and is designed for non-tenure-track faculty, renewable, term appointments. We felt the need to differentiate between those who are visitor s filling positions temporarily vacant because of leaves or failed searches and those who are teaching more than half-time in areas central to the curriculum of the arts and sciences and who are continuing members of the faculty. Persons in this category will be reviewed every other year in the same way that we handle salary reviews. They are eligible for salary

increases and after five years with the title of "Lecturer" are eligible to become "Senior Lecturers." Six persons who have already served more than five consecutive years have the "Senior Lecturer" title as of 1997-98. Three others are in this category of employment and are eligible for advancement to "Senior Lecturer" within four years.

I favor extending the option of voting rights to those who now have or will be advanced to "Senior Lecturer." I think that this new category gives us a principled rationale for extending voting rights. These people are our colleagues on an on-going basis and as such are full participants in the life of the faculty; they are responsible for elements of our curriculum - in many cases the only person in that position; they deal with students at both beginning and advanced levels. The new category of employment and title seeks to recognize these facts; the offer of voting privileges is a logical extension of this new status.

For these reasons I propose to introduce the following motion at the next faculty meeting:

WHEREAS there is now a category of employment in the college of Arts and Sciences leading to the title of "Senior Lecturer;" and

WHEREAS persons with this title are full participants in the on-going life of the faculty,

Persons holding the title of Senior Lecturer be invited by the Dean of the College to assume full responsibilities as members of the faculty and, upon acceptance of this invitation, be granted full status as voting members of the faculty.

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*Created by: washburn@lclark.edu*  
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