

Meeting Minutes
Arts and Sciences Council
October 22, 2008

Present: Renee Cramer, Chinh Dao, Jennifer Harvey, Jeff Karnicky, Leslie Marrs,
Joanna Moser, Nancy Reincke, Jim Romaine, Joe Lenz

Nancy Reincke called the meeting to order.

The meeting minutes from September 24, 2008 were approved.

Report from Dean Lenz:

A large number of students (256) currently have holds and cannot register for classes. The Dean's Office is calling these students. If a student asks what to do about a current hold, faculty members should encourage the student to inquire at the Dean's Office or the Office of Student Records. Registration begins November 3.

No report from Council Chair

New Business

- A) Art and Design Proposal
- B) Quantitative Economics Proposal
- C) Change to Faculty Handbook Entry 2.3.2 Curriculum Committee Membership
- D) Change to Faculty Handbook Entry 2.1.1 Faculty Cabinet Composition

All of the above were passed unanimously.

Unfinished Business—Discussion of P&T Review Committee Report.

A basic review was given of the issue at hand. The main point of discussion was the P&T Task Force recommendation that removes a previously allowed emphasis on "service" for promotion to Professor.

It was explained that the role of council with respect to the P&T documents is to listen to the arguments made. In the future, the council will decide to submit the documents to a faculty vote, or suggest changes be made.

The evolution of the current P&T documents was explained.

The following opinions were expressed:

In the current state of the P&T documents, choosing an area of expertise outside of teaching contradicts the language that states that teaching is highest priority.

Service is undervalued and is critical to the health of the university.

In addition to a discussion on promotion, the role of service needs to be addressed in other places. For example, merit pay. Service should not only be rewarded as a category for promotion.

One way for the faculty to recognize service is promotion. The faculty does not have direct control over money or time (course releases). Is it possible for the university administration to give other incentives for service?

A concern was raised over how to quantify service.

If service is going to be given weight for promotion, it should be able to be put through an external review.

If there is a type of service that is subjected for external review, this could create two different classes of service: time-consuming service and reviewable service.

A concern for including service in the promotion guidelines is that it may create a culture in which the quality of scholarship declines. The addition of service may take away the individual motivation for scholarship or the administrative support for scholarship.

Elevating service goes in line with the current culture of the university.

Is there a way to require a certain amount of service that needs to be done before promotion?

The desired result of a change in how services is administrated, structured, and rewarded requires changes that are needed at an administrative level.

There are significant ramifications for limiting the different tracks for promotion, including the number of full professors that would be available. If service is included in the promotion guidelines, it will be difficult to draft new agreeable guidelines.

P&T committees have found it difficult to evaluate service.

The problem appears to be how service can be evaluated versus the concern of not fully appreciating service to the university.

Dean Lenz applauded the faculty for the tenor and content of the discussion.

Adjourned at 5:01 pm.