

Faculty Council
Meeting Minutes
April 20, 2007

Present: Julio de Paula, Dean of the College; Jane Hunter, Associate Dean; Cliff Bekar, Associate Professor of Economics; Dinah Dodds, Professor of German; Deborah Heath, Associate Professor of Anthropology; Elizabeth Safran, Associate Professor of Geological Sciences; Mervyn Brockett, Assistant to the President; and Kara Thieleman, Administrative Secretary and recorder.

The meeting was called to order at 3:20 p.m.

Announcements:

- Professor Safran has met with Mathematical and Natural Sciences faculty to discuss standing committee vacancies and to determine who is eligible to serve. They have identified some candidates.
- Daena Goldsmith has been nominated for the interdisciplinary representative to the curriculum committee.

Position requests

Dean de Paula updated the council on the status of position requests. In working on five-year budget plans, he and Carl Vance thought to reconsider the formula for determining each school's contribution to Lewis & Clark's common services budget, which is currently based on enrollment numbers over a period of three years. The current system does not allow for an accurate prediction of the amount the College will pay, and enrollment has been increasing over the past three years. This year there was an \$800,000 increase in the CAS contribution. Dean de Paula would like to see a more predictable system. One idea that has emerged from working with an outside consultant on ways to re-imagine common services is a system that would allow each school to keep any surpluses they generate. Currently it is difficult to track where the surplus dollars go. The effects of such a recalculation cannot yet be predicted for 2008-2009, so future planning is still uncertain. This plan will be taken to the Board of Trustees in May, and Dean de Paula will know what the College can afford for faculty lines shortly after commencement. This will leave adequate time to launch a search. How benefits are calculated will play a role in determining what can be funded. Protracted commitments to new faculty lines add up over time and need to be factored into the equation. Dean de Paula thanked the council for their continued patience.

Discussion of new lecture and senior lecturer positions

Dean de Paula said he was meeting with faculty members who are directly involved in this matter to determine what their hopes and expectations are. The broader issue of a policy statement or affirmation regarding non-tenure-track faculty members needs further discussion.

Professor Heath asked how the six-year term limit applies to part-time faculty at the College. The current interpretation of the rule has been that part-time hires can teach until they reach the

equivalent of six years of service, though the faculty handbook does not clearly state this. Dean de Paula said that this was the way in which the former Dean, Curtis Johnson, interpreted the rule.

There was a discussion of the role the Core program plays in the need for non-tenure track faculty members. Professor Bekar said that the Core program is meant to cut across divisions, but it tends to attract people in Arts and Humanities fields. Visitors who come to teach in the Core often end up teaching in the Arts and Humanities division, while the other two divisions do not have the opportunity to convert visitors in the Core to permanent positions. If humanities programs are able to use this process to obtain new positions, morale at the College will be diminished. There are departments in other divisions that are bursting at the seams. Dean de Paula said that the new course proposal evaluation process requires the Dean to review the proposal for resource implications. This extra step has been helpful, as faculty members must specify what effect the change will have on the teaching load and the department. The Faculty Council will have a chance to review any new proposals.

The Faculty Council agreed that the six-year rule for visitors should remain, but it was unclear whether it should be a total of six years or a six-year equivalency. Dean de Paula asked if perhaps visiting faculty have been named improperly. The lecturer position was created by the Academic Council and was defined very narrowly. It was meant to fit people already at the College, primarily in Music and Art, but also Theatre, who were in charge of programs. Later the title was applied to other people brought in under non-tenure-track positions who had administrative duties. Professor Dodds said she does not want to see the title redefined to fit others on campus, as it is specific to a certain group of people. Dean de Paula said he senses that most of the faculty members are accepting of the senior lecturers that are presently at the College but do not want new lecturer positions because they would eventually become senior lecturers. Dr. Brockett said that most institutions use either the designation of lecturer or instructor, but not both, for those without the terminal degree. The designation of visitor should be reserved for those who are here for a short time, not for six years. He suggested the designation of faculty with term for those who are not tenure-track faculty. The handbook states that:

An adjunct position is created to meet a specific need on a course-by-course basis that is not met by faculty members serving in full- and part-time positions. Appointments are for a specified period of one year or less, and may be renewed provided the College needs the adjunct's services and performance meets the College's standards. Adjunct appointments may be made at any appropriate rank.

Dean de Paula said that the matter could be simplified by referring to all non-tenure-track faculty members as adjuncts. Adjuncts can be hired as needed, and the title can be applied to any degree level, so instructors and adjuncts could be merged. Professor Dodds said that instructors might not want have their titles changed to adjunct because it seems more distant. Dean de Paula said that the title adjunct could be changed to faculty with term. The term senior lecturer could be removed from the handbook, except to note that it applies to a few people already at the College.

Professor Heath said that, despite support for a six-year term limit, there might need to be enduring exceptions. There are departments with long-term needs that do not have the resources

to establish tenure lines. Dr. Brockett said that this situation should not occur. If someone is so valuable that they have been here for six years and are still needed, a tenure-track position should be established. Associate Dean Hunter said that such a rule might need to provide an exception for those teaching in Academic English Studies, who generally have master's degrees. It would be very difficult to replace them every six years. The council discussed whether the six-year limit should apply to those teaching below half-time but did not reach consensus on the issue. The members agreed that a six-year term limit is needed for anyone coming on a non-tenure track appointment, save current instructors and lecturers.

Dean de Paula said that the main issue lies with people who are already at the College in somewhat ambiguous roles. Any policy decision instituting a six-year limit would need to consider this.

Meeting adjourned at 5:25 p.m.