

Dean's Council Minutes
October 9, 2019
Meeting in BC-106

Present: Debra Liebowitz (via Zoom), Ed Baring, Sandra Jamieson, Peggy Kuntz, Jennifer Olmsted, Tammy Windfelder

Guest: Maria Masucci

1. Approval of minutes from October 2
2. Personnel issues
 - a. Deb clarified the method of appointing of new Humanities Chair: The previous directors (Erik Anderson, Marie-Pascale Pieretti, and Karen Pechilis) meet and nominate a faculty member. Deb will announce at the faculty meeting.
 - b. COF discussed several issues related to sabbatical process including the length of wait before one can resubmit if one's request is denied, and what should have been demonstrated, e.g., annual report (AR) from previous year? AR required for feedback about teaching, scholarship and service. In addition to the AR, Faculty need to be determined to be in good standing to be granted a sabbatical.
 - c. COF discussed a policy on appointment and reappointment of endowed chairs (document in folder). There were 2 motivations for this policy: 1) There are some endowed chairs that aren't filled. 2) There are some questions of accountability for such Professors. How common is it to have a policy regarding reappointment of endowed chairs? Discussion of relative importance of research, teaching, and service. This policy is not motivated by any faculty currently holding endowed chairs.
3. Faculty handbook discussion for upcoming faculty meeting. 14 people from Div IV meeting were in favor of disaggregating the two functions that are currently met by divisions. Divisions I, II, and III will be meeting to discuss this topic over the next week. We will revisit during Dean's Council next week.
4. Discussed catalog changes regarding languages (e.g., Russian)
There is a concern about advertising languages we are unable to support. This is a resource question. But it does have an effect on the catalog. Possibility of offering languages online through a consortium of the Council of Independent Colleges. So we could maintain the major, and just take it off the website until these developments have been worked out.
5. History and Culture - 4+1 program discussed.
Questions about resources. No curricular changes are required. Only change concerns transfer credit.
6. Line-request process. We need to grow student body to about 500 new students per year to be financially stable. We need new programs to do this, and that requires a broader strategic

plan to help assess lines. In particular we will require growth of professional programs. To facilitate this discussion we need to take a step back from line request process that we just started in order to strategize.

Larger question of faculty size, and adjunct use. Other similar colleges teach comparable numbers of students with a smaller faculty size using long term adjuncts who teach a couple of courses a year.

So we need to start a conversation about this strategic plan.

Ask those departments who have a clear idea of their need to submit now. Where questions of the strategic direction are unresolved, departments should submit range of ideas (this could be a list of options discussed alongside a developed request for the option selected. DC might ask dept. to flesh out one of the other options if it is better aligned with the strategic plan). Institute rolling process for line requests, judging proposals according to how they align with the strategic plan rather than in competition with each other.