

Review and Planning Committee Minutes, October 2, 2002

Meeting began at 3:30 p.m

Present: Allen, Geffert (chair), Hamlin, Johnson (student member), May, Odell, Paddleford, Robinson, Solid, Thomforde, Umbanhowar, Wojick

SPECIAL APPOINTMENTS IN PHYSICAL EDUCATION

- Cindy Book began conversation noting that 'Promotion in Rank' proposal from Physical Education and Athletics has languished now with little activity for the past approximately ten years. As background and in response to questions Book noted:
 - most coaches have some fraction of their FTE as teaching in addition to coaching
 - 60 activity courses are taught as part of GE requirements.
 - practice in terms of promotion, title, and tenure vary among schools. Most schools do not grant tenure to coaches but many - but a definite number would have to be researched - do offer promotion.
 - terminal degree varies but for most coaching positions it is a masters.
 - ranks of current members of coaching staff not consistent, reflecting a change in promotion practice many years ago.
- Book stated that the proposal from PE and Athletics was to provide for a regular system of review and promotion but not tenure for coaches and she suggested that possibility of increase in rank would enhance morale and might lead to better delivery of academic program.
- Alternative titles to Assistant Professor were suggested (Coach in Residence for example) but were not favored by Book. Question of how 6 year rule would apply to coaches with title of Assistant Professor, and answer was that it not clear what would happen in this situation. There was some discussion of link between PE and Athletics proposal and other term appointments but there was general agreement that this proposal should be considered separately, but as it is being considered reference should be made to work of RPC last year.
- Issue again of lack of vehicle for systematic evaluation of coaches was raised and the proposal praised because it would provide such a vehicle. Sentiment was expressed for value of including PE under academic heading was stated by some.
- A subcommittee consisting of Larson, Solid, and Wojick was selected and detailed with the goal of bringing recommendation(s) back to the entire committee by mid-December. Part of what the committee will do is (working with Book) to look for information on practices at comparable institutions including possibly CUPA ? MIAC? Comments were made that we should find a solution that right for St. Olaf and not worry about what

others are doing which was followed by a comment that comparison is helpful if it allows us to avoid 'plowing new ground'.

MINUTES

A motion to approve the minutes from the Sept. 25 meeting was heard and the minutes were approved after slight changes to wording were suggested.

FACULTY MANUAL WORDING FIX

Geffert presented to the committee a proposed fix to inconsistent wording in 4.X.3 of the Faculty Manual concerning Special Appointments. The proposal was moved and seconded and, after some discussion, approved.

TENURE AND PROMOTION SUBCOMMITTEE

- The RPC T&P policies subcommittee reported on their initial work and initiated a conversation about where to go with the recommendations of the 2000 Quade et al. report.
- Hamlin passed out a 'Summary of Past Action' and 'Guide.....' that included relevant citations from 2000-2001 RPC minutes, and copies of RPC 99/00-6, RPC 00/01-02, and RPC 00/01-07 (passed and referred sections) and noted some discrepancies in the latter between versions he had located on the web and had received from Tony Becker. A discussion of referred green sheet took place and explanation of referral as having resulted from differing interpretations of section(s) of motion by the Dean and RPC that arose on the floor.
- Discussion then followed of what part of the Quade et al. Report (Part 2) to pursue this year and this led to questions of what our sense was of faculty thinking on issues of dossiers and then the history of T & P and its relationship to RPC.
- Work on Section E of report was generally agreed to be complete.
- Section H concerning Professional Activity Statement(s) (PAS) was next. Concern about PAS had arisen because they had varied widely among Departments and T&P had had a difficult time evaluating dossiers given this variance. Geffert recollected that last year RPC had officially endorsed Dean of College dealing with any discrepancies. May suggested one wrinkle was that a faculty member is judged by PAS they were hired under and not PAS that modified since that time.
- What happens when Dept. and Dean disagree about interpretation of a PAS was asked? Several committee members suggested that direct adjudication was not the place of RPC (especially since these difficulties might arise in January when committee not meeting) and that ultimately this was something that might be handled through appeals process or might be handled at the level of the President since they best suited to resolve such conflicts. The particulars of an individual disagreement was no longer a matter of policy.

It was unclear as to how appeals process would apply to an entire Dept. vs. an individual.

- Paddleford moved that we consider Section F (Evaluation of Administrative Work Carried Out by Faculty) of Quade et al. report next week. This was seconded and approved.

MISCELLANEOUS

- A question was raised about additional subcommittees and interest was expressed in a subcommittee to pursue the recommendations of the GRECO report and Hofrenning et al. report. The feasibility of this was questioned given the current state of the Faculty Manual/Handbook.
- Much conversation followed with agreement that 45 minutes of next meeting would be devoted to discussing green sheet that asked faculty to vote on the principle of a split between Faculty Manual (contractual) and Faculty Handbook (non-contractual). Geffert passed out a brief history of split for committee to read.
- The other 45 minutes of meeting would be devoted to discussing Section F of the Quade et al. report.

Our next meeting is scheduled for Wednesday, Oct. 9 at 3:30 in Rolvaag 515.

Meeting adjourned at 5:10 p.m.

Respectfully submitted,
Charles Umbanhowar Jr., Secretary