Faculty Meeting Minutes
6 April 1987
4:15 p.m.
Proctor Upstairs Lounge

President Robison presided.

Minutes of the 2 and 11 March faculty meetings were approved as circulated. Off-campus Study Committee minutes of 25 February and 4, 13 and 20 March were accepted as part of the faculty record.

As a result of balloting for Faculty Council, Lynne Baker and Richard Cornwall were elected to serve three-year terms.

Dean Emerson announced the following:

--The annual campus-wide May Days celebration will be on Friday 1 May, beginning with a special breakfast in Proctor Dining Hall. Later that day, a picnic will be served on Proctor Terrace to students and faculty and staff and their families. The Dean suggested that this is a great family occasion, as there are many activities on the lawns near Proctor in which children may participate.

--Next week, between 13 and 17 April, various faculty members will be asked to make follow-up calls to potential Presidential Scholars.

--April Enrollment Days for all students offered admission to Middlebury will run from Monday 20 April through Thursday 23 April rather than on weekends as in the past. By moving the visiting days to weekdays, the College hopes to further expose accepted students to academic activities.

The President announced the following:

--David Rosenberg has been awarded a Fulbright for research in the Philippines during his leave next year.

--David Bumbeck received the Gladys Emerson Cook Award for his print entitled "The Duesenberg" at the 162nd Annual Exhibition of the National Academy of Design.
--Erica Wonnacott will be honored on Friday when she receives the Sister Elizabeth Candon Award, which recognizes distinguished service by women in higher educational administration.

--Syd Lea has been awarded a Guggenheim Fellowship for next year.

--A Fred C. Dirks Endowed Professorship in Political Science and Economics has been established, and has been awarded to Russ Leng of the Political Science Department for the next three years.

--John Spencer has been appointed William R. Kenan Jr. Professor of History for a three-year period. The outgoing Kenan Professor is Frank Winkler.

--In 1908, Mr. A. Barton Hepburn presented a gift to the College to create a Women's Professorship at Middlebury. The President announced with pleasure the creation of the A. Barton Hepburn Fund in support of Women's Studies at Middlebury. Proceeds from the Fund, which will be administered by the Provost and a Committee of four faculty members, may be used for lectures, symposia and courses dealing with women's issues. A faculty seminar will be offered next year as part of the new program.

Mr. Elder reintroduced the Faculty Council motions relating to the reorganization of faculty committees, and President Robison called for divisional reports on the issues.

--Social Sciences and Humanities Divisions (Mr. Ferm). These two divisions met together, and reached no consensus. About one-half of those present favored the proposal to cut back faculty committee representation and responsibilities and the other half opposed it.

--Natural Sciences Division (Mr. Landgren). Most discussion focused on the timing of tenure reviews. Those favoring it thought it would bring Middlebury more in line with other schools and would relieve the COR of a large fall term burden. Those opposed expressed concern that there would be less flexibility in faculty contracts and that job searches for non-reappointed faculty could be awkward. Finally, there was general consensus that having the Educational Council absorb the role of the Curriculum Committee would be a mistake.
Foreign Languages Division (Mr. Berninghausen for Mr. Beyen). Those present were generally in favor of the consolidation of committee assignments. Opinion was expressed in favor of moving tenure reviews to spring of the seventh year of appointment provided faculty members were able to go on leave in the fifth year of appointment.

The motions were then discussed in order.

MOTION #1. To rearrange the roles and membership of four major committees -- the Committee on Reappointment, the Teaching Resources Committee, the Faculty Council and the Educational Council -- and to allow faculty members with a certain number of years of service on these committees to retire from service if they choose.

Mr. Macey urged the faculty to vote against both Motion #1 and Motion #2 (see below). He cautioned that the resulting loss of faculty power would be difficult to get back, that the idea of making committees part of the bureaucracy of the institution was a bad one, and that the role that committees play in socializing junior faculty members into the politics of the institution is an important one.

Mr. Davis proposed an amendment to Motion #1, to delete the following phrase in section d., "...subsumes the Curriculum Committee." Mr. Davis said that the Educational Council had discussed the issue and agreed unanimously that to take on the work of the Curriculum Committee would not allow the Council to conduct the work with which it is already charged.

Mr. Elder pointed out that, to compensate for the additional work of the Educational Council, the proposal leaves the Council at its present size, as the largest committee at the College.

Mr. Davis' amendment passed by a vote of 56 to 23.

Ms. Rifelj proposed another amendment to Motion #1, to delete section d. in its entirety, which would remove Educational Council from the committees considered "major", and whose members would be eligible for committee "retirement" after a certain number of years of service. After brief discussion, focusing on the role of the Educational Council, Ms. Rifelj's motion was
defeated by a wide margin.

Mr. Ferm proposed yet another amendment, to leave the membership of Faculty Council as it now is. Mr. Elder responded that the Faculty Council's intention in proposing a membership reduction was to define the balance while leaving the democratic nature of the Council intact. He reminded the faculty that the Council is not an executive committee, but brings proposals to the faculty for a vote, and that a reduction in membership might even serve to enhance preliminary discussions of issues of importance.

President Robison mentioned other functions of the Faculty Council. It acts as a body advisory to the President on appointments and other issues, and it serves as a direct link between the faculty and trustees.

Mr. Bates supported the Faculty Council motion. He said that he believes that the primary role of the faculty is teaching and scholarship, and that the faculty should do what it can to preserve that.

Mr. Gilkeson noted that he feels comfortable with junior faculty representation on the Faculty Council and would not like to see it reduced.

Ms. Basu suggested that perhaps a better way to reduce the work load of faculty committee members would be to limit their years of service, not to reduce representation.

Ms. Rifelj said that the Committee on Conference now is comprised of three tenured faculty members from the Faculty Council. Although the number of faculty representatives in that group would be reduced under the new legislation, for the first time, one of them would be a junior faculty member. This increases the power of junior faculty, rather than decreases it.

Mr. Davis observed an apparent assumption that the Faculty Council is made up of people from vastly different "fiefdoms", and suggested that the faculty think of its members as representing the faculty as a whole.

Mr. Macey asked his colleagues to consider the possible effects of allowing people with a certain number of years of service on the COR behind them to retire from committee work, which might take some of the most highly respected people out of consideration and limit faculty choice.
Ms. Rifelj noted that fourteen years of committee service is a lot in the career of a faculty member, and reiterated that the new procedures would merely allow faculty members to retire from committee work, giving all eligible people the option of remaining on ballots for any and all committees.

Ms. Henrion proposed that Motion #1, section c., be amended to reduce the current membership of Faculty Council to four tenured and two non-tenured faculty members.

Discussion focused on the possible pitfalls of writing legislation on the floor of the faculty, and Mr. Yarbrough called the question. Ms. Henrion’s amendment was then approved by a vote of 56 to 25.

Further discussion focused on the revised Motion #1 and how the approved amendments changed it. A major point clarified related to divisional representation on the Faculty Council, and it was agreed that under the revised legislation, no restrictions on representation would exist.

MOTION #1 then passed by about a 4-1 margin.

MOTION #2. To turn over responsibility for certain appointed committees to administrative representatives.

Ms. Lamberti proposed an amendment to this motion, calling for the retention of the Library Committee as presently constituted. After brief discussion, during which Mr. Rucker welcomed the contribution that the committee brings, the amendment passed by a substantial margin.

Dean Gleason proposed another amendment, to keep the Preprofessional Committee in its present form. This amendment also passed by a wide margin.

Dean Wonnacott pointed out that to do away with the Independent Scholar Committee, might result in too subjective a consideration of requests for Independent Scholar status, and proposed that the Committee remain in existence as is. This amendment also passed, by about a 2 to 1 margin.

Ms. Mammen proposed that the Computer Committee remain as is. This passed by a wide margin as well.
Mr. Davis asked if those committees not mentioned in Motion #2 remained as they now are in the *Handbook*, to which Mr. Elder responded affirmatively.

Mr. Emerson presented his view that the roles of the Administration Committee and the Judicial Review Board should not be merged. He noted that the two bodies are traditionally busy at the same time of year, and that a merged body might not be able to carry out its required work efficiently and effectively. He made no motion related to this concern, however.

**MOTION #2** passed by a vote of 52 to 29.

**MOTION #3.** To change the timing of tenure reviews.

Mr. Landgren proposed the following amendment to this motion, that the first sentence be replaced with:

> "Tenure review for faculty members whose first full-time appointment is at Middlebury will be carried out in any spring up to and including the eighth year of full-time service at the election of the faculty member."

Provost Peterson, responding to the Natural Sciences Division concern that people be able to take leave in the fifth year of appointment under the new legislation, said that already people have been granted such leaves, and he foresees no problem with such measures in the future.

Mr. Dorman asked if faculty members still would have an option to request fall term tenure reviews. Mr. Elder noted that the Faculty Council intention was to leave that option open, as it is now.

**MOTION #3** then passed by an overwhelming margin.

Mr. Yarbrough asked who would decide when the membership of the Faculty Council would change. Ms. Rifeij noted that under the Faculty Council legislation, that decision would be made by the Faculty Council later this spring.

Mr. Davis moved that the circulated non-Council proposal relating to the
freshman program be referred to the Educational Council, and he invited any and all of those involved in its creation to join in Ed Council discussions before the May faculty meeting. For the group of proposers, Mr. Reid outlined its main points, to:

1. Combine the writing course with the freshman seminar, requiring a second writing course only of those students who show a need for one.

2. Disentangle freshman seminars from Foundations Courses.

3. Leave to departments the decision of whether or not to include freshman seminars as part of their programs.

President Robison invited representatives from the Educational Council and Mr. Reid's group to meet with him before the May meeting to decide how to proceed.

Provost Peterson announced the following:

--Late grades remain a major problem. The Faculty Council is considering various alternatives for insuring that grades are submitted on time, including holding paychecks of habitual offenders.

--People interested on being appointed to specific committees should let the Provost know soon, as the Faculty Council will make next year's appointments later this term.

--The class schedule for fall term is being prepared. The Provost thanked those departments who have scheduled classes during the early morning hours, and noted that an attempt is being made to schedule fewer large classes around lunchtime to help alleviate a growing crunch in the dining halls.

--Faculty office assignments for next year will be made soon. The Provost warned that no one going on leave will be allowed to retain a campus office and that some people will be doubled up next year. He added that those people going on leave should not expect to return to their pre-leave offices, although an attempt will be made to allow them to do so.

--The College's stand on and procedures concerning cases of alleged sexual
harassment are outlined in a pamphlet distributed with the faculty meeting mailing.

Vice President Knox announced that this coming Friday is the deadline for application to the Paris apartment raffle.

Mr. McCordell announced a 13 April deadline for Winter Term Released Time applications for next year.

The deadline for filing preliminary intent to apply for a 1988-89 leave is 15 May.

President Robison asked that faculty members be sensitive to the pressures and stresses that students are under at this time of year.

The meeting was adjourned at 6:20 p.m. The faculty will next meet on Monday 4 May at 4:15 p.m. in Proctor Upstairs Lounge.

Respectfully submitted,

Jean Blodgett
Secretary of the Faculty

At the request of the President, the Faculty Council motions as amended and approved are attached.