

**Final Report of the Fairmount College Council
2018-2019**

Submitted by Chase Billingham, Chairperson

Members of the Fairmount College Council, 2018-2019

Department of Anthropology

Jens Kreinath

Subcommittee Chair

Department of Biology

James Beck

Department of Chemistry

Katie Mitchell-Koch

Elliott School of Communication

Kevin Hager

Ian Tennant

School of Criminal Justice

Yumi Suzuki

Department of English

Darren DeFrain

Carrie Dickison

Department of Geology

William Bischoff

Secretary

Department of History

Jeff Hayton

Intensive English Language Center

Aimee Leisy

**Department of Mathematics, Statistics, and
Physics – *Mathematics Representative***

Lop-Hing Ho

**Department Mathematics, Statistics, and
Physics – *Physics Representative***

Nick Solomey

**Department of Modern and Classical
Languages and Literatures**

Brigitte Roussel

Subcommittee Chair

Department of Philosophy

Brian Hepburn

Subcommittee Chair

Department of Political Science

Dinorah Azpuru

Heather Ondercin

Michael Hall

Hugo Wall School of Public Affairs

Mark Glaser

School of Social Work

Kyoung Lee

Department of Sociology

Chase Billingham

Chairperson

Department of Women's Studies

Deborah Gordon

I would like to thank the members of the College Council for their dedicated commitment to Fairmount College and their support for representative governance and oversight of the college, and we would all like to recognize Dean Andrew Hippisley and Senior Assistant Dean Cheryl Miller for their continued support of the College Council and its mission. In the remainder of this report I will provide a summary of the most significant developments in the College Council over the past year.

Promotion Policies for Non-Tenure Track Faculty

In the 2017-2018 academic year, the university began the process of evaluating non-tenure track teaching faculty for the purpose of providing promotions and pay raises. In the first year, this process was undertaken by an ad hoc committee, but a more permanent committee structure and process was required. To that end, members of the College Council, under the leadership of subcommittee chair Jens Kreinath, drafted language to amend the College Governance Document creating a Non-Tenure Track Promotion Committee, a new committee with a structure and function parallel to the College Tenure and Promotion Committee. This proposal was presented to the Faculty Assembly during the January 24 meeting, and it was approved by the faculty.

Faculty Workload and Specialization of Faculty Streams

The Kansas Board of Regents has tasked all KBOR institutions to investigate the possibility of implementing specialized faculty workload streams, with some faculty roles emphasizing research and other faculty roles emphasizing teaching. The university administration presented this issue to the Faculty Senate, and the individual colleges have been asked to consider the issue, as well. In Fairmount College, this task was undertaken by a College Council subcommittee chaired by Brigitte Roussel. Brigitte and her subcommittee sent requests to all LAS departments asking for input on faculty perspectives on this matter, and drawing on the results of that inquiry, they submitted a comprehensive report to the full College Council. The main finding of this report was that, overall, LAS faculty are satisfied with the prevailing workload distribution expected of tenured and tenure-track faculty (40% research, 40% teaching, 20% service). While faculty value having flexibility in that workload distribution, most respondents were wary of strict separation of faculty into discrete workload streams. That full report was discussed and formally accepted by the College Council, and it is available for anyone to read on the website for Fairmount College.

Creation of the Dean's Advisory Council

At the beginning of the academic year, Dean Hippisley asked the College Council to consider the creation of a new, smaller committee of faculty that would serve as an advisory body for the dean on matters related to budget, hiring, and other executive issues. A College Council subcommittee chaired by Brian Hepburn undertook an extensive investigation. They looked into the structure and function of LAS college advisory councils at peer institutions, and produced a report outlining the pros and cons of the current College Council structure, and the ways in which our College Council serves a unique role in terms of promoting faculty input in college governance. Drawing on the results of that inquiry, and in coordination with the Dean, Brian and his subcommittee drafted language to amend the College Governance Document to create a new college committee, the Dean's Advisory Council. This council will consist of six LAS faculty nominated by division and elected by the entire college. The creation of this new advisory

council will require altering the mission and function of the existing College Council, but the members of the College Council felt that the current Council plays an important role in College governance, and they were reluctant to eliminate it entirely. The text of this amendment was presented to the full College Council for a vote, and it was approved that we recommend this amendment to the full Faculty Assembly. And so, today we present this amendment to you. Everyone received this information in the e-mail containing the documents for today's meeting. We will take two votes today. The first vote will be to create this new Dean's Advisory Council and to incorporate the new language regarding this committee into the College Governance Document. The second vote will be to amend the College Governance Document to modify the tasks charged to the College Council.

Results of College Elections

College Tenure & Promotion Committee (elected to three-year terms)

Humanities – Susan Castro, Philosophy (will also serve on NTT promotion committee)

Social and Behavioral Sciences – Twyla Hill, Sociology

Natural Sciences and Mathematics – To be appointed by dean

College Non-Tenure Track Promotion Committee (elected to three-year terms)

Kerry Jones, English, elected as NTT representative

College Faculty Support and Fellowship Awards Committee (elected to three-year terms)

Social and Behavioral Sciences – Kathleen Perez, Sociology

Natural Sciences and Mathematics - Buma Fridman, Mathematics

College Admissions and Exceptions Committee (elected to three-year terms)

Humanities – George Dehner, History