Faculty Meeting Minutes—November 13, 2009

I. Call to Order
   a. Rick Pointer called the meeting to order at 3:35pm.

II. Faculty Devotional
   a. Caryn Reeder offered a devotional to the faculty.

III. Report from the President
   a. Gayle Beebe offered remarks to the faculty, including the following announcements:
      i. A combination of bank financing, private lending, and reserve spending will keep our current building projects on-track following the loss of the large gift. However, the operations budget will be affected due to debt management on the loans. Moreover, Phase II construction will be delayed, including the chapel.
      ii. A capital campaign will go public in March.
      iii. The college will be recommending a small budget increase, which will include a modest salary increase for next year.

IV. New Faculty Introduction
   a. Tom Knecht introduced himself to the faculty.

V. Report from Executive Vice President (C. Lundberg)
   a. Cliff Lundberg made several announcements to the faculty, including:
      i. There will be a conference call to educate interested parties about Westmont’s needs following the loss of the $75M gift.
      ii. The capital campaign is active but in a “quiet” phase. It will be “rolled out” publicly in March of next year.
      iii. A faculty advisory group will be formed to provide input to fundraising efforts.

VI. Report from Senate: Approved changes to ROTC program (R. Rosentrater)
   a. Ray Rosentrater made several announcements to the faculty, including:
      i. The Executive Senate has delegated authority to the G.E. Committee to approve student learning outcomes.
      ii. The Executive Senate has removed the requirement for ROTC students to take an ethics course, but will be recommending a broader range of courses recommended for ROTC students. He invited faculty to suggest courses that would be beneficial complements to ROTC enrollment.

Tom Fikes returned the meeting to order at 4:28pm after a break.
VII. Business of the Faculty

a. Approval of the Minutes from 10-2-2009
   i. With a correction to the spelling of Mary Docter’s name in section V.a, the faculty approved the minutes from 10-2-2009.

b. Business Postponed from Previous Faculty Meeting: Motions regarding Handbook Revisions for “Search and Interview” Protocol (see attached document)
   i. Motion: To adopt the majority recommendations for changing the description of classes and presentations in 2.1.3.1 b of the handbook.
      1. We began with discussion of Paul Delaney’s suggested amendment to the current motion (majority recommendations). His amendment moved to strike the second sentence of the paragraph under 2.1.3.1 b) (2), reading “In one of these settings, or in some other setting, the candidate addresses issues of faith and learning pertinent to the position’s academic discipline.”
         a. The amendment to strike this sentence passed by voice vote.

      2. We proceeded to consider Faculty Council’s amendments to the first and second bullet points of the current motion (majority recommendations, as amended above). These amendments included deleting the words “and learning” from the first bullet point; adding “, community life” between “teaching” and “and scholarship” in the first bullet point; and adding the words “commitment to and” between “the candidate’s” and “potential for faith-learning” to the second bullet point.
         a. The motion passed by unanimous voice vote.

      3. Mary Docter moved to amend the language of the second paragraph and bullet points as follows:
         “Over the course of a candidate’s campus visit, the search committee must ensure that:
         • significant discussions take place between the search committee and the candidates regarding Westmont’s mission and the central role that matters of faith play in faculty teaching, community life, and scholarship
         • candidates are invited to address their commitment to this mission, including their potential for faith/learning integration.
         • the criteria for tenure and promotion are discussed
The search committee should ensure that all candidates for the same position have comparable interview components.”

a. This motion was not seconded.

4. Telford Work moved to amend the paragraph in the main motion (majority recommendations, as amended) to read (immediately preceding the bullet points): “Over the course of a candidate’s campus visit, the search committee must conduct significant discussions with the candidate regarding:”
   a. Steve Contakes seconded this motion.
   b. The motion passed by voice vote.

5. We returned to the main motion (majority recommendations, as amended).
   a. The main motion passed by voice vote.
   b. The final version reads:
      “The candidate teaches at least one but preferably two classes (a lower division class and an upper division class), and offers a research presentation open to the college community. Information is solicited by the department chair from all who participated in the interview process.

Over the course of a candidate’s campus visit, the search committee must conduct significant discussions with the candidate regarding:

- the candidate’s commitment to Westmont’s mission and the central role that matters of faith play in faculty teaching, community life and scholarship
- the candidate’s commitment to and potential for faith-learning integration
- criteria for tenure and promotion

The search committee should ensure that all candidates for the same position have comparable interview components.”
c. **Business Postponed from Previous Faculty Meeting: Motions from personnel committee**
   
i. Regarding 2.2.1.4 (b), external reviewers
   1. Motion (from the Personnel Committee): to amend the faculty handbook 2.2.1.4 (b) 8) to include the phrase “from the list compiled by the faculty member under review” prior to the parenthesis.
      
a. The motion passed by voice vote. As amended, 2.2.1.4 (b) 8) reads:
      "solicit external reviews and evaluation of professional competence in teaching and scholarship from the list compiled by the faculty member under review (required for candidates for promotion to full professor; optional in other reviews);"

ii. Regarding 2.2.1 and 2.2.1.1, fundamental criterion
   1. Discussion was postponed.

iii. Regarding 2.2.1.1, meaning of numerical rankings
   1. Discussion was postponed

VIII. **Provost’s Pointers**
   
a. Rick Pointer offered some remarks to the faculty, including:
   i. Highlights of recent faculty accomplishments and activities.
   ii. An update on his work as Provost thus far, particularly several pressing needs for the college to address. He noted:
      1. A need for some sort of system for post-full professor review.
      2. A need for better ways of supporting our faculty of color.
      3. A need to think intentionally about what the role of the chief academic officer ought to be, as the current model is not sustainable.
      4. A need to re-think our committee structure and the distribution of administrative work among the faculty.
      5. A need to discuss the economic model that has governed Westmont and other like colleges, namely, that increased costs can be passed on to students on an ongoing basis.
   iii. Announcing his upcoming trip to Turkey with Bill Wright.
   iv. Expressing his gratitude for this community.

IX. **Adjournment**
   
a. Rick Pointer adjourned the meeting at 5:43.

Respectfully submitted by Jesse Covington