



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.

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  
six LAS faculty  
nominated by division and elected by the entire college. The creation of this new advisory

