Call to Order: 12:09 p.m.

Communication Officer's Report: Minutes of 11/20/2014 are approved. [If you experience any difficulty with the DML links, please email the DML department at: ritscholarworks@rit.edu.]

Executive Committee Report:

- Reminder: The December 11, 2014 AS meeting will begin at 12 Noon sharp, ending by 12:50 so as to allow faculty to attend the Michigan Players presentation on campus that day.

Business

Proposed Revisions to Policy E23.0 (Dismissal of a Faculty Member for Cause)
Link to Proposed Policy E23.0: https://ritdml.rit.edu/handle/1850/17403
Link to document regarding E23.0 as presented: https://ritdml.rit.edu/handle/1850/17415

- Continued discussion of Tenured Track Dismissal for Cause Policy.
- Bobby Colon, Chief Legal Officer is present via teleconference.

K. Waterstram-Rich noted the following:
- There are only two precedents for this policy being used. In both instances, the process was never completed since in one instance, the faculty member was going to retire, and in the second instance, the committee never convened.
- Word changes and other stylistic changes were made to the policy since the last AS meeting. See the above link to the document that was presented.
- Regarding the Senate having questions on grievances, this policy will come to Senate in the spring.
- FAC crafted three options for Senate to decide upon at today’s meeting in regards to Criminal Convictions and they are:
  1. Conviction of a crime that has a direct relationship to the job the individual was hired to do.
  Or
  2. Conviction of a crime that places the university or members of the university community at risk, in accordance with provisions of New York State Employment Law
  Or
  3. Leave out the wording completely.

Bobby Colon noted the following:
- Being convicted of a crime is a protected category according to NY Law. To be terminated one must show a direct relationship (adequate cause) between this conviction and the duties and responsibilities of one’s job and show that
eight further criteria are met that are part of a NY statute; and that one is a risk to the university. You cannot just say “conviction of a crime” and have the person terminated.

Discussion ensued.

- B. Hartpence: If all could be captured under Personal Conduct, then it does make sense to strike this entirely from the policy.
- T. Policano suggested Senate go with option #2 as it is more descriptive and he feels that it provides more protection for our tenure-track faculty, and we want to give them the most protection that we can.
- J. Beck asked for a more specific example of the crime that would put the community at risk.
  - B. Colon: One who is convicted of child molestation would not be denied a job as a bank teller but if applying for a school bus driver position, they would be denied as the children would be at risk. Someone who had assaulted a student would be another example of students being put at risk, so this person would not be hired. One needs to think of the seriousness of the offense and the context.
  - B. Walence: What if it is something that occurs off-campus?
  - B. Colon: We have to look at the severity of the crime; private life versus school life. It is a case by case determination.
  - M. Laver: We should recall that this is the beginning of the process, and there are obviously gray areas here. A conviction only triggers the process, and we should keep this in mind.
  - C. Hull: In thinking of examples that would not trigger this action, one example may be that one is protesting an event in Washington D.C. during the time one is off-contract, the summer, and gets arrested and placed in jail.
  - B. Colon: That kind of criminal conviction would not cause termination of a faculty member.
  - K. Waterstram-Rich: In looking at the rationale portion of the policy, we are not talking about taking away academic freedom.
- V. Serravallo: The data on previous use of the Dismissal Policy does not include this proposal for adding criminal convictions. The Provost initiates this process, and this proposed added clause could be used at the whim of a Provost. Bobby Colon’s interpretations seem reasonable, but he and the current Provost will not always be here. And, while the dismissal process only begins an investigation, we should note the turmoil for a faculty who has to endure this process.
- W. McKinzie: We are not lawyers; this policy explicitly seeks to exclude lawyers, but it seems that we are wading into this arena, and I would encourage us to avoid that.
- T. Policano: I move that we adopt wording #2, and have it replace the current wording. Motion is seconded.
- R. Kushalnagar: Looking online, I find that the wording in option #2 is “NY Correction Law” not “NY Employment Law.”
  - B. Colon: Yes, and you could say “Applicable” NY State Law.
  - B. Hartpence: It says it is called Labor Laws and I am not a lawyer so I don’t understand all the laws.
  - C. Hull: I am concerned about us putting wording in that we don’t understand or that can be ambiguous, which may put us more at risk. Leaving out the wording completely would still protect our jobs.
  - B. Colon: Not putting the language into the policy is certainly a viable option, because one is still protected under NY State Law whether the wording is in the policy or not.
  - Provost Haefner: As Provost I would be very hard pressed not to bring forth an action if we had child molestation or a violent action against a woman as examples of the personal conduct that is unacceptable.
  - B. Colon: Any criminal conviction could be construed as personal conduct.

Motion to replace the current language with the language of option #2 did not pass with a vote of 10 in favor and 15 opposed.

- W. McKinzie moved to strike fully the language about criminal conviction from the policy, option #3. Seconded by B. Hartpence. No objections, so this is a friendly amendment.
- H. Ghoneim: I received three comments from faculty today regarding this policy. Two of the comments have been resolved. The one which has not been resolved is the issue of incompetence. Suppose I am incompetent in service, but excellent in teaching and scholarship?
Motion to strike the word “service” from the first bullet does not pass.

- H. Palmer: I move that we strike “administration” from the first bullet: Documented and persistent incompetence in teaching, research, service, or administration. There is an objection. Motion is now seconded.
  - K. Kurz: I suggest we retain this, since I do have some tenure-track faculty who do administration.
  - W. McKinzie: Scrutiny of administration comes from a different place. Administrators do not have faculty roles.
  - G. Hintz: What about administrators who are hired and also given Tenure as a condition of employment? They might do a poor job as an administrator, but then they have tenure and they cannot be dismissed. They could lose their position as an administrator, but then they presumably return to the teaching faculty.
  - K. Waterstram-Rich: This is a very rare and extenuating circumstance, when a tenured faculty person is doing administrative duties, and they would not be dismissed for not doing a good job.
  - H. Palmer: G. Hintz’ point is very good of administrators who are hired and also given tenure as a condition of employment. We shouldn’t hire an administrator and automatically give them tenure. As I recall, President Destler holds tenure in KGCOE; his tenure was expedited, but it was subject to review, and it had to meet RIT standards.
  - S. Maggelakis: What if a faculty person does not do administrative duties well? M. Laver: Dismissal for cause is not if one does not perform well.
  - W. McKinzie: Incompetence is the primary reason that administrators get fired.
  - R. Stevens: What would be an example for bullet #1 that would not follow under any of the other bullets? K. Waterstram-Rich: I suppose that persistent poor teaching evaluations over a long period of time, and failure to follow suggestions or opportunities for improvement would be an example.

Motion to strike “administrators” from the first bullet does not pass.

Motion to approve the proposed Policy E23 passes unanimously.

ICC Policy and Program Proposals
Executive Summaries of the Curriculum Proposals and Proposed Revision to Double Major Policy: https://ritdml.rit.edu/handle/1850/17410
PPT Presentation - Curriculum proposals and the Double Major Policy proposal: https://ritdml.rit.edu/handle/1850/17416

If you wish to review the curriculum proposals in their entirety, please visit the Tiger File Exchanger at https://fileexchanger.rit.edu.

Certificate in Health Systems Administration (Presenter: William Walence, Health Systems Administration Director)
- ICC unanimously approved this proposed program.
- The proposed HSA certificate is presented by William Walence, Health Systems Administration Director. See link above for full details.

Motion to approve the proposed Certificate in Health Systems Administration passes unanimously.
Proposed B.S. in Exercise Science  (Presenter: Bill Brewer, Exercise Science Director)

- ICC unanimously approved this program.
- This will be in the College of Health Sciences and Technology.
- It will be a new program within the Wegmans School of Health and Nutrition. The curriculum was developed to include Exercise Science classes that have been offered through the Biomedical Sciences program for some time.
- H. Ghoneim: Is there truly a market for this degree and how large is it?
  - B. Brewer: Yes, and it is an excellent stepping stone to further medical fields. We benchmarked against other schools. Additionally, we followed the students to see where they are going with this degree program.

Motion to approve the proposed Bachelor of Science degree program in Exercise Science passes unanimously.

Proposed B.S. in Human Centered Computing  (Presenter: Steve Zilora, IST Department Chair)

- This degree program is a first of its kind with an interdisciplinary approach.
- T. Policano: What college is this in and how does this relate to the multi-disciplinary degree?
  - S. Zilora: It is under GCCIS but in collaboration with CIAS and CLA. These colleges are involved with curriculum and research. CMS is not involved. It is a very specific degree.
- NJ IT has a similar program but theirs is much more technically focused.
- C. Hull: How does this relate to Management Information Systems?
  - S. Zilora: MIS is working more with systems whereas this degree program is more working with people and how they interact with computers.
- S. Hoi: With eight courses being brand new, how many faculty will be needed?
  - D. Bogaard: We will need one tenured track faculty in IST, 1 lecturer in CIAS and a tenured faculty in CLA.
- D. Ornt (Dean of IHST): I believe that we are overlooking some fantastic synergies with health science with this program, not only on the part of the patient, but on the part of the physician as well. I would like to encourage you to consider this too.
  - S. Zilora: Yes, it would be good to add more of this type of concentration. I definitely see us going in that direction. We have a graduate degree in HCI where this is also desirable.
- W. McKinzie: What kinds of jobs will graduates get?
  - S. Zilora: User Experience Designer jobs. This degree is also designed to prepare students for graduate work as a large percentage of students will go on to Graduate School.
- C. Hull: Is there a minor associated with this program?
  - S. Zilora: Not yet, but a possibility for the future. Most of the courses are already offered.
- G. Hintz: How easy is it for students to go into New Media Design when that is not your major?
  - S. Zilora: I cannot make a commitment regarding other departments but we may be able to address any facility limitations by offering courses in GCCIS labs.
- G. Hintz: Would there be seats available for other students not in this major?
  - S. Zilora: Once the major students have had a chance to enroll, remaining seats will be opened to other majors subject to prerequisites.

Motion to approve the proposed Bachelor of Science Degree in Human Centered Computing passes unanimously.

Proposed Double Major Policy Revision (D01.2)
PP: https://ritdml.rit.edu/handle/1850/17416

- The rationale was explained by Dawn Hollenbeck, ICC chair for the proposed new working for Policy D01.2.
- B. Hartpence: This change seems geared towards maximizing flexibility for our students, correct? Would it also help them to get into classes that are hard to find a seat?
  - D. Hollenbeck: Not sure.
Motion to approve the revised Double Major Policy (D01.2) passes unanimously.

Adjournment: 1:40 p.m.

Respectfully Submitted,

Chip Sheffield, Communications Officer
Vivian Gifford, Senior Staff Assistant