

9-5-2017

Minutes, Faculty Affairs Committee Meeting, Tuesday, September 5, 2017

Faculty Affairs Committee
College of Liberal Arts, Rollins College

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**Faculty Affairs Committee
Minutes for September 5th, 2017 Meeting**

Committee Members Terms and Affiliation:

Michele Boulanger 2017-2018 Business Rep
Shan-Estelle Brown, 2017 – 2019, Social Sciences Rep
Chris Fuse, 2017-2019 At Large Rep
Marianne DiQuattro 2016-2018 Expressive Arts Rep
Stacey Dunn, 2017-2018 At Large Rep
Joshua Hammonds 2016-2018 Applied Social Sciences Rep
Julia Maskivker, 2017-2019 At Large Rep
Emily Nodine 2017-2019 Science Rep
Eric Smaw, 2016 – 2018, Humanities Rep

Members in Attendance:

Chris Fuse, 2017-2019 At Large Rep
Julia Maskivker, (2017-2019) At Large Rep
Emily Nodine 2017-2019 Science Rep
Stacey Dunn 2017-2018 At Large Rep
Josh Hammonds 2016-2018, Applied Social Sciences Rep
Marianne DiQuattro 2016-2018 Expressive Arts Rep
Eric Smaw 2016 – 2018 Humanities Rep
Michele Boulanger 2017-2019 Business Representative
Susan Singer, Provost
Karla Knight, Dean's Office

I. Call to Order:

II. Approval of Minutes May 2, 2017 FAC meeting

Josh Hammonds Moved, Stacey Dunn seconded and the minutes from the May 20, 2017 meeting of FAC were unanimously approved.

III. Old Business

None

IV. New Business

- a. FYRST grant proposals (2018-2019 Sabbaticals) are due to FAC September 29, 2017.

FYRST Grants will be reviewed at the October 3rd FAC meeting. Karla Knight will post the documents to Blackboard.

A question was raised regarding using a rubric for evaluating all future internal grants. Chris Fuse will ask Fiona Harper for a copy of the rubric created several years ago under PSC and will explain how the grants are reviewed at the September 21, 2017 CLA faculty meeting.

Members of FAC will again be asked to provide an initial ranking of the FYRST Grants through a Qualtrics survey.

Early Critchfield, Ashforth, Individual Development, and Course Development grants are due to FAC by September 29, 2017

A discussion ensued as to how FYRST grants will be presented to the faculty in the future. The committee considered preparing an updated presentation of how the grants are funded (funding amounts based on rank etc.) and evaluated (clarity for a generalist audience, polish, completeness of application) for the 2018-2019 grant year.

Provost Singer raised the question: should the funding be dispersed in a more equal way? This discussion has been tabled for the present.

- b. Salary and Compensation Philosophy Update

The Salary and Compensation Taskforce meets tomorrow in Bush 123 at 2:30

They will work to incorporate the comments from the faculty retreat into a possible framework for a faculty compensation philosophy.

The college trustees are expected on campus 5th and 6th of October, and FAC plans to hold 1-3 colloquia prior to that date at which the faculty will be asked to hold further discussion and provide feedback on questions of merit pay and privacy and the confidentiality of individuals' salaries.

A discussion took place as to the benefits and drawbacks of colloquia segregated by rank. The upcoming colloquia will be announced at the September 21, 2017 meeting of the CLA faculty.

Provost Singer explained in detail her procedure for adjusting faculty salaries for the 2017/2018 academic year.

Eric Smaw suggested that FAC invite Bill Short or another representative of the College Finance Office to speak to the faculty re: the college's general finances for a better understanding of how much of the budget is faculty salary.

c. CIE discussion

Susan Singer recommended looking at national research and policy-making recently, citing specifically AAUP research on CIEs. However, the FAC has deferred the question of whether or not to take up the question of CIEs until the next meeting.

d. Contingent faculty discussion

Provost Singer proposed that the FAC consider writing a policy for lecturers in which lecturers after a certain term of service can ascend to the level of senior lecturer. FAC also discussed procedures for the hiring of and responsibilities assigned to contingent faculty. FAC has tabled the question of whether it will take up the question of contingent faculty salary, compensation, and responsibilities until the next meeting, recognizing that both CIEs and the affairs of contingent faculty will prove too much to cover in the upcoming semester.

V. Meeting Adjourned.

Meeting adjourned at 1:45 p.m.