

4-6-2017

Minutes, College of Liberal Arts Faculty Meeting, Thursday, April 6, 2017

College of Liberal Arts Faculty, Rollins College

Follow this and additional works at: http://scholarship.rollins.edu/as_fac



Part of the [Educational Administration and Supervision Commons](#)

Recommended Citation

College of Liberal Arts Faculty, Rollins College, "Minutes, College of Liberal Arts Faculty Meeting, Thursday, April 6, 2017" (2017).
The College of Liberal Arts Faculty Minutes. 124.
http://scholarship.rollins.edu/as_fac/124

This Minutes is brought to you for free and open access by the College of Liberal Arts Minutes and Reports at Rollins Scholarship Online. It has been accepted for inclusion in The College of Liberal Arts Faculty Minutes by an authorized administrator of Rollins Scholarship Online. For more information, please contact rwalton@rollins.edu.



ROLLINS

College of Liberal Arts Faculty Meeting

April 6, 2017

Agenda

- I. Call to Order
- II. Approval of Minutes
- III. Announcements
 - a. Update on Strategic Planning
- IV. New Business
 - a. Approval of FEC Slate
 - b. Faculty Governance Elections
- V. Committee Reports
 - a. Executive Committee (Dexter Boniface)
 - b. Curriculum Committee (Mario D'Amato)
 - c. Faculty Affairs Committee (Eric Smaw)



ROLLINS
Meeting Minutes
April 6, 2017

Present

Agee, Sharon; Anderson, Mark; Archard, Chuck; Armenia, Amy; Barnes, Melissa; Bernal, Pedro; Biery-Hamilton, Gay; Bommelje, Rick; Boniface, Dexter; Brown, Shan-Estelle; Brown, Victoria; Caban, David; Cavanaugh, Gregory; Cavanaugh, Jennifer; Chambliss, Julian; Charles, David; Cheng, Martha; Chong, Dan; Cook, Gloria; Coyle, Whitney; Crozier, Dan; Cummings, Denise; D'Amato, Mario; Decker, Nancy; Dennis, Kimberly; DiQuattro, Marianne; Dunn, Stacey; Ewing, Hannah; Fetscherin, Marc; Foglesong, Rick; Fokidis, Bobby; Forsythe, Matt; Freeman, Sarah; French, Todd; Fuse, Chris; Garcia, Mattea; Gilmore, Zackary; Grau, John; Gunter, Mike; Habgood, Laurel; Hammonds, Joshua; Harwell, Jonathan; Hewitt, Scott; Homrich, Alicia; Jackson, Karen; Kenyon, Erik; Kincaid, Stephanie; Kistler, Ashley; Kline, Nolan; Kodzi, Emmanuel; Kypraios, Harry, N; Luchner, Andrew; McClure, Amy; McLaughlin, Jim; Mesavage, Matilde; Mesbah, Hesham; Miller, Robert; Moore, Thomas; Murdaugh, Anne; Myers, Dan; Newcomb, Rachel; Nichter, Matthew; Nodine, Emily; Norsworthy, Kathryn; Ouellette, Thomas; Painter, David; Palladino, Derrick; Park, Ellane; Pett, Timothy; Pieczynski, Jay; Poole, Leslie; Queen, Jenny; Ray, Jamey; Reich, Paul; Riley, Kasandra; Roe, Dawn; Rogers, Donald; Roos, Joni; Rundell Singer, Susan; Russell, Emily; Ryan, MacKenzie Moon; Schoen, Steven; Simmons, Rachel; Singaram, Raja; Smaw, Eric; St. John, Steven; Stephenson, Bruce; Stone, Anne; Summet, Valerie; Sutherland, Katie; Svitavsky, Bill; Tillmann, Lisa; Vander Poppen, Robert; Vitray, Rick; Voicu, Anca; Walsh, Susan; Walton, Rachel; Warnecke, Tonia; Wellman, Debra; Williams, Michelle; Winet, Kristin; Witmer, Sunni; Yao, Yusheng; Yu, Jie; Zhang, Wenxian

Call to Order

Faculty President Dexter Boniface called the meeting to order at 12:36 pm.

Approval of the Minutes

Approval of the CLA faculty meeting minutes from March 23, 2017.
Minutes approved by voice vote.

Announcements

Susan Singer: As you know Grant and I want to keep you abreast of all we can share. We believe the media storm has died down and we are getting back to the end of semester crunch. The administration and all of you have been as supportive as we can of Areej Zufari. I want to share that she has decided for personal reasons not to continue teaching this semester. I want to extend my thanks to Rachel Newcomb, who will take over the Middle Eastern Humanities course for the remainder of the semester. I also want to address the continuing saga of the fake news that's out there. The story

ran again in a local blog, the one run by a high school friend of the involved student, which claimed that she “lost the injunction,” but the court records demonstrate that she withdrew the action. There is an important distinction. There are cards out in the hallway. If anyone is inclined to send her a good wish, we will make sure it gets to her. She has been exemplary in her professional role here, as demonstrated by her Blackboard page, course materials, and interviews with students in her class conducted by myself and Jenny, and I’m sad that this has gone the way it has for her.

Boniface: A brief update on strategic planning. By now you should have received the circulated memo on Strategic Framework. This is the culmination of the strategic planning process. If you’ve been watching the process and wondering when it was going to all come together: this is that moment. You should also have received an announcement from Toni Holbrook of a town hall meeting for the entire Rollins community to come together to discuss the results of the process. I am making this announcement to this body to encourage us to think seriously about the strategic framework; I encourage you to study the document and attend the upcoming town hall.

Rick Vitray: Didn’t you mean to say “the watershed moment” instead of “the culmination of strategic planning”?

Boniface: Yes.

New Business

Approval of FEC Slate

| | |
|-------------------------|--------------------------------|
| Business: | Don Rogers (continue to 2019) |
| Expressive Arts: | Susan Libby (continue to 2018) |
| Humanities: | Bill Boles (two-year term) |
| Science & Mathematics: | John Houston (three-year term) |
| Social Science: | Joan Davison (three-year term) |
| Social Science-Applied: | Alicia Homrich (one-year term) |

Boniface: We’ve staggered the membership of this committee to manage the transition to the new group. This is one of the last vestiges of the governance reform. We’ve also strived to achieve gender parity.

Kim Dennis: I want to thank you for striving to achieve gender parity on the slate. It’s my understanding that there’s never been more than one woman at a time on FEC. General “nos.”

Bruce Stephenson: Over a decade ago there were three women on the committee.

Dennis: 10 years. Okay. I appreciate the parity in this slate.

Approved by 93%.

Faculty Governance Elections

PRESIDENT OF THE FACULTY (1 POSITION OPEN)

One at-large vacancy (two-year term)

Candidates: Ashley Kistler

Lisa Tillman: Acclamation

Boniface: Is there any objection to a vote by acclamation since the position is

uncontested?

Vote by acclamation.

Boniface: I am officially a lame duck. Congratulations, Ashley.

CURRICULUM COMMITTEE (2 POSITIONS OPEN)

One at-large vacancy (two-year term); one at-large vacancy (one-year term)

Candidates (one-year term): Josh Almond

No nominations from the floor.

Approved by acclamation.

Candidates (two-year term): Gloria Cook, Hesham Mesbah, Raja Singaram, Michele Williams

Karen Jackson: Does the curriculum committee require a particular distribution of people across campus?

Boniface: It does, but these seats are at large. The committee already has six division representatives assigned.

Vitray: Can I have the candidates please stand?

Boniface: Congratulations to Gloria Cook, who was elected.

FACULTY AFFAIRS COMMITTEE (3 POSITIONS OPEN)

Two at-large vacancies (two-year term); one at-large vacancy (one-year term)

Candidates (one-year term): Stacey Dunn

Alicia Homrich: Move to vote by acclamation.

Approved by acclamation.

Candidates (two-year term): Don Davison, Christopher Fuse, Julia Maskivker, Patti McCall

Boniface: Would the candidates please present themselves to the body?

Julia Maskivker and Christopher Fuse have been elected to the Faculty Affairs Committee. Congratulations.

DIVERSITY COUNCIL (6 POSITIONS OPEN)

Six vacancies, one from each division (two-year term)

Candidates: Business: (vacant)

Expressive Arts: John Grau

Humanities: Martha Cheng

Science: Alice Davidson, Leslie Poole

Social Sciences: Nolan Kline

Social Sciences-Applied: Jie Yu

Boniface: The diversity committee has established a scheme for divisional voting to this committee, so we'll be sending out an electronic ballot. We will open nominations from the floor. David Caban has nominated himself to serve for the business division.

FACULTY ADVISORY COMM. TO INTERNATIONAL PROGRAMS (3 POSITIONS OPEN)

Three at-large* vacancies (two-year term); *the committee seeks nominations outside of Modern Languages, Physics and Olin Library

Candidates: Sharon Carnahan, Yudit Greenberg, Kevin Griffin, Scott Hewitt,

Yusheng Yao

Boniface: The elected members are Kevin Griffin, Scott Hewitt, and Yusheng Yao.

INTERNATIONALIZATION (2 POSITIONS OPEN)

Two at-large vacancies (three-year term)

Candidates: Victoria Brown, Margaret McLaren, Jim McLaughlin

Boniface: Congratulations to Victoria Brown and Margaret McLaren.

STUDENT LIFE (4 POSITIONS OPEN)

Three at-large vacancies (two-year term); one at-large vacancy (one-year term)

Candidates (one-year term): David Painter

Approved by acclamation.

Candidates (two-year term): Beni Balak, Greg Cavanaugh, Matt Nichter, Bill Svitavsky

Boniface: Congratulations to Greg Cavanaugh, Matt Nichter, and Bill Svitavsky. Can we congratulate everyone for presenting themselves? Now we can rest assured that faculty governance is in good hands, for the next year or two at least.

Committee Reports

Executive Committee

Boniface: EC has only two meetings left this semester, 4/11 and 4/27. In our recent business, we reviewed and ranked the departmental line requests. It's my understanding that departments who submitted requests should be hearing soon. Thank you for helping us to ratify the search committee for the deans positions. There were a relatively small number of candidates who presented themselves for these positions. We believe we'll be able to move quickly to bring a candidate for the Dean of Faculty for approval by the faculty.

On the horizon, we're considering possible reforms to the FEC so they can better manage what has become a high workload, particularly to manage the growth of junior faculty. We'll be reviewing the recommendations of an ad hoc committee, composed of Lee Lines, Joan Davison, and Kathryn Norsworthy. We hope that we can bring at least one of their recommendations to this body before the end of the year.

We are also considering revisions to the Faculty Handbook that were necessitated by changes in nomenclature, such as the newly formed "College of Liberal Arts." These changes were approved by Faculty Affairs and now sit with EC.

One other task deals with committees and committee structure. We want to formalize a committee proposed by President Cornwell that is currently meeting on an ad hoc nature—the committee that brings together the leadership of the Board of Trustees with members of the faculty, a group that we are currently constituting from the faculty president, vice president, and the two standing committee chairs. We also hope to review some advisory committees. Faye Tydleska has approached me about moving toward an Admissions-Faculty engagement committee, which I think is a very positive step. I hope to have time to tackle that request.

Curriculum Committee

Mario D'Amato: we have been moving along with all the regular business of approving new courses and changes in majors. I would also like to highlight the following:

1. There is a new rFLA New Course Proposal Form to incorporate the update in course numbering and to bring the form in line with the “new” New Course Proposal Form. I want to thank Amy Armenia because she really squared away all of these forms with her subcommittee. This is work that doesn't get a lot of glory, but it's nice when people take the time to get things squared away. It makes things easier for the rest of us.
2. Working with various constituencies (Dean's Office, dept. chairs, Student Records, Admissions) on implementation of “deferred, deliberative declaration of major.” Claire Strom has really been taking the lead on getting this implemented. We are close to getting the system automated. The form that students will fill out will be integrated to the current DegreeWorks process where students currently declare majors. It will ask them to select from a few choices and to also write a paragraph that will be sent to the department chairs. It's a nice, light way to start this process. You'll remember that students will be listed as “exploratory,” and if they have a scholarship in a specific major, they can be listed as “exploratory—music” or similar. If a student declares exploratory in a specific major, it will also be listed on DegreeWorks. There will be training for RCC faculty on all of these issues.

Faculty Affairs Committee

Eric Smaw:

1. Most recently we reviewed grants at our last meeting. If you applied, you'll hear back in a few days on your Faculty Student Collaborative Research Grant and your FITI grant. There was a question raised on the floor of the faculty about the pool available for faculty development grants, especially in light of the increase in the faculty in the past years. We will have a request in to Susan to update FAC on her plan for keeping pace with faculty funds. We haven't yet had an opportunity to invite Susan to one of our meetings on that topic because we've been busy tackling other things, but, Susan, you'll receive that invitation soon. We want to get to this work before the end of this year, because we know the pool for FYRSTs comes up very early in the fall.
2. Another thing also came from the floor of the faculty, but it's been on our radar for a long time. We've had the current CIEs for a long time and we haven't done a full review recently. We know there is national information about biases that exist in CIEs—particularly in gender and race or ethnicity. We need to ask if our process is old and outdated or if we should move to a nationally normed system. We'll kick it up to EC to get direction. Maybe they'll create a committee to help us move forward. If there are problems with our CIEs, since we have a large number of new faculty, we want to make sure we have an effective system.
3. Faculty Salary task force: we've been having ongoing meetings. If you're unable to make these meetings, you can always e-mail me specific questions, especially regarding the survey. If you are unable to attend your rank meeting, there's an open meeting on Friday afternoon. Just to give you some indication about what

happens next: we will gather all of the information; synthesize it under topic headings in a way that makes sense; and try to understand the information such that we can start to build a faculty salary compensation philosophy; then we'll present it to this body for comment; and then it will be part of a set of proposals presented to the President as the completion of the strategic planning task force. Then he'll take it to the Board of Trustees.

Mike Gunter: What was the budget for the faculty development grants?

Jenny Cavanaugh: It was \$67,000 and then my office added more money to bring it up to \$74,000.

Singer: But that was with carryover, so we're not sure what will be available in coming years. The budgeted amount is \$67,000.

Cavanaugh: We did put in a request in this budget cycle for an additional \$30K to be added to this pool and the FYRSTs, but we haven't heard back about that.

Rick Foglesong: Your faculty salary agenda seems very comprehensive. How many years will it take to complete?

Smaw: I don't know that it will take years. I said in an Executive Committee meeting that we plan to bring a proposal in the fall. But in terms of "completion," it's my expectation that future FACs will steward additional studies and discussions of faculty salary.

Tillmann: I just want to say that I think there were many of us who were at the meeting of the full professors who were expressing that something needs to happen now. I think I get the subtext of what my colleague Rick Foglesong was saying, and it's several of our hope that some major corrections will take place during this salary cycle.

Smaw: We said the very same thing at an executive council meeting. It wasn't just FAC. It was Dexter and other members of the executive committee who were raising their voices to the administration on this issue.

Kathryn Norsworthy: I wanted to go back to the grant funding; what I was wondering about is this: this year we had a group of people who did not get FYRST grants initially. But what happened after that? I was really concerned about our colleagues who did not receive grants. I wasn't sure if it was because the criteria changed or because we had less money to work with. Are we going to have less money to work with in the future such that these grants will be more competitive? At the full meeting we expressed a strong preference for establishing systems that promote collaboration or cooperation rather than pitting us against each other. It will be impossible for many of us to take a full year sabbatical without the additional support of the FYRST.

Smaw: There were a total of 8 people applying for FYRST grants; we recommended 5 and 5 were funded. Questions arose and we took two questions to the Dean: what has happened to FYRSTs historically: were FYRST grants automatic? were we saving money when faculty members go on full year sabbatical? We learned that in the past there were cases where a FYRST had not been awarded. They are not automatic. We also found that the college is not saving money because faculty members on full year sabbatical because in many cases they had been replaced by a visiting professor. That practice had changed in recent years. That's why I mentioned that I want to work with the provost to determine a strategy moving forward. How will we handle awarding FYRST grants with replacements? You're right, the faculty shouldn't be unsure. The faculty need to know if the grants are more competitive because of a smaller pool. The department needs to know how colleagues on sabbatical will be replaced. I'm glad you

raised these questions because it gave me the opportunity to talk about it more. The second part of your question was about cooperation among faculty salaries. Different people have different understandings and different issues depending on where you are in your career. We don't want the faculty to compete for a smaller pool over time that fails to keep pace with cost of living. My own personal opinion—and this is not necessarily the view of the committee—is that we want the administration to move forward to the Board of Trustees to do their job in creating an appropriate scheme for compensation. The BOT wants to establish the faculty/board committee as a permanent one; what that means is that we will have faculty members who can speak directly to the board about our interests. As the Faculty Affairs representative, I spoke to the board about salary as being important to both quality of life and quality of performance.

Dennis: First I wanted to reiterate a request for the minutes to be shared across the ranked meetings. There's some concern that this would slow the process down, but I don't think it has to. With respect to timeline, I remain quite confused because what I heard yesterday is both 1) we have a process that's going to extend into next year and 2) the president and the provost might do something this year. I am confused. Can someone clarify?

Smaw: Robert Vander Poppen and Toni Holbrook have taken great minutes for us and have sent them to me. I will put them on Blackboard.

Vander Poppen: We are going to remove identifying information to maintain the confidentiality of people in those meetings.

Smaw: Re: timeline, these two projects are not mutually exclusive. We can move forward with our process while the president and provost could make decisions about both across-the-board changes as well as redressing the concerns about outliers. That is an issue that has also been raised at Executive Council and I know this won't be the last they hear from people like Dexter Boniface, Mario, myself, and Robert.

Adjournment

Dexter Boniface adjourned the meeting at 1:40 pm.