

9-6-2018

## Minutes, Faculty Affairs Committee Meeting, Thursday, September 6, 2018

Faculty Affairs Committee  
*College of Liberal Arts, Rollins College*

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### Recommended Citation

Faculty Affairs Committee, "Minutes, Faculty Affairs Committee Meeting, Thursday, September 6, 2018" (2018). *Faculty Affairs Committee Minutes*. 41.  
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**Faculty Affairs Committee**  
**Approved Minutes for September 6, 2018 Meeting**

Committee Members Terms and Affiliation:

David Caban, 2018 – 2020, Business Rep  
Shan-Estelle Brown, 2017 – 2019, Social Sciences Rep  
Christopher Fuse, 2017 – 2019, At-Large Rep  
John Grau, 2018 – 2020, Expressive Arts Rep  
Jill Jones, 2018 – 2020, At-Large Rep  
Ted Gournelos, 2018 – 2020, Applied Social Sciences Rep  
Julia Maskivker, 2017 – 2019, At-Large Rep  
Emily Nodine, 2017 – 2019, Science Rep  
Ben Hudson, 2018 – 2020, Humanities Rep

Members in Attendance:

David Caban, 2018 – 2020, Business Rep  
Christopher Fuse, 2017 – 2019, At-Large Rep, Chair  
Julia Maskivker, 2017-2019 At Large Rep  
Emily Nodine, 2017-2019 Science Rep  
Ben Hudson, 2018-2020 Humanities Rep  
Jill Jones, 2018-2020 At-Large Rep  
Ted Gournelos, 2018 – 2020 Applied Social Sciences Rep, Secretary  
John Grau, 2018 – 2020 Expressive Arts Rep  
Shan-Estelle Brown, 2017 – 2019, Social Sciences Rep

Additional Attendees

Jennifer Cavanaugh, Dean of Faculty

Meeting called to order 12:33p.m.

FAC Internal Business:

1. Secretary will rotate throughout the year
2. Colloquium Friday September 7, 2018 2pm on Faculty Compensation

3. Next week Tuesday September 11 FAC meeting: Susan Singer and Meghal Parikh doing presentation on salary equity.
4. Potentially move FAC on election day to Thursday

Move to approve minutes from 4/24: moved Ted Gourmelos, Second Ben Hudson, passed unanimously

Early grants (sabbaticants and other early grants): will be received 9/28

Discussion of process for FAC

Discussion of process for faculty to apply, especially for FYRST

Intent to fund as many as possible, depending on proposal being suitable

Discussion of perception of cultural shift away from FYRST entitlement

Not a huge difference from the past, past was heavily overspent, emphasis is to increase the potential pot of funds

Major Business for 2018 – 2020 FAC

1. Endowed Chair policy
2. Awards and other forms of compensation
3. Overloads and adjuncts

Discussion of the compensation business

- Mandate might be troubling; is this shared governance or rubberstamping, or minor changes within a tiny box
- Discussion of "extra" compensation (what does that mean, really?)
- Maybe we need to expand the playing board or the scope of inquiry
- Need vs. choice (e.g., adjuncts and overloads adequately assigned in terms of numbers of students, need, etc?)
- Goal is not to save money, it is intended for structure and equity or engagement
  - Potential challenge in the battle over minor issues vs. major issues (especially in perception)
  - Perhaps not "getting rid of," but articulating issues of "how," "how much," and "where is it coming from"
- Perhaps it would be worth articulating these feelings to the faculty?
- Discussion regarding asynchronous or digital conversations? Pushing conversations in part to divisional meetings?

- Discussion of priorities within broader faculty meetings?
- Should we discuss FSARs, utility and timeline? CIEs?

Lecturer to senior lecturer policy guidelines

- Discussion of definitions, equity, standardization, workload issues
- Benchmarking to regional, peer, and aspirant institutions
- "Contingent" vs. sustained faculty

Our assessment competencies are almost completely carried by the contingent faculty

What's the purpose of an endowed chair? How do we define "endowed chair?"

- How do we deal with funding, allocation, etc issues?
- What are all of the things that endowed chairs receive, and is that equitable and correct?
- Rotation? Rate of rotation? Nomination vs. application?
- Return on investment for the college?
- Annual reports and evaluation
- Fairness and stimulus/incentive

Should the college fund incomplete endowments?

How do we evaluate chairs and success/failure?

FYRST priority: endowed chairs policy

Move to adjourn: Ted Gournelos, Second Shan-Estelle Brown  
Meeting adjourned at 1:50p.m.