

9-25-2018

Minutes, Faculty Affairs Committee Meeting, Tuesday, September 25, 2018

Faculty Affairs Committee
College of Liberal Arts, Rollins College

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Recommended Citation

Faculty Affairs Committee, "Minutes, Faculty Affairs Committee Meeting, Tuesday, September 25, 2018" (2018). *Faculty Affairs Committee Minutes*. 39.
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Faculty Affairs Committee
Approved Minutes for Sept. 25, 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:

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

Additional Attendees

Jenny Cavanaugh, Dean of Faculty

Meeting called to order at 12:30p.m.

Secretary: Ted Gournelos

AGENDA: FAC Meeting, Tuesday, September 25, 2018 12:30pm Bush 260

1. Announcements

Need to spell out “what sabbatical means” (from faculty member through provost)

2. New Business

- a. Approval of FAC Sept. 6 and Sept. 11 meeting minutes
- b. New business RE: formal statement about what sabbatical is (From faculty member protest through Susan, who asked for "sabbatical plans")
- c. Discussion RE: plans (are they earned? What do our bylaws say?)

1. Asking for point of clarification from Susan

1. When is it *not* guaranteed?

3. New business RE: grants (online system doesn't auto save, send a record when fulfilled, no questions listed ahead of time)

- a. PDF of questions?
- b. IT change to make forms saveable?

4. Q: Should RIG be in FAC? If it is above CLA, does it then automatically go to a more general committee?

- a. Faculty agreed it go outside FAC, but the process was never fully defined

5. Compensation from external grants and sponsored projects

- a. Increase in applications and recipients for external grants
- b. Need consistent campus policy, in the past a case-by-case basis
- c. Asking external agency to pay for college expenses like partial courseload
- d. What's the campus overhead charge for external grants? (no knowledge within the committee)
- e. Should summer salary be limited to your salary percentage?
 1. It isn't, we're just setting the going rate
- f. Why the 75/25 teaching/other split?
 1. Jenny: consistent with philosophy, but also with compensation for lecturers
 2. Is this inconsistent with our split for tenure evaluations?
 3. Are lecturers equal regardless?
- g. Bring in Devon M. to speak about these elements

- h. Might need to add a line about how revisions to the document will occur (specify whom)
 - i. Service Pay? How is that determined exactly?
 - j. How about professional leave and sabbatical?
 - k. Tabled until discussion with Devon
6. New Business: Compensation and the survey results
- a. Consistent that we don't want to abandon all forms of extra compensation
 - b. Faculty need more detail about where the money goes, and how much
 - c. Inconsistency in compensation for various things (e.g., chairs)
 - d. Split funds among all creates tiny raise possibilities
 - e. This is exceptionally hard for librarians on a 12 month
 - f. Challenge for access to additional funds
 - g. We need a list of all additional compensation possibilities and numbers (of people and money)
 - 1. Broken down by division? Department?
 - 2. Course releases are absorbed into the department/college unless an adjunct is hired
 - 3. Awards budgets, endowed chair budgets, holt budget (incl adjuncts), dean's budget (incl adjuncts) are separate
 - 1. Need better conversation between Holt and CLA around budgets etc.
 - 4. Jenny: Chairs do so many things that might be equitable across departments no matter the size
 - 5. How much work is put on each chair? Has that increased over time (yes)
7. Recognition that independent studies at least might be low hanging fruit and easily addressed
- a. Can we be equal with Holt?
 - b. Should we cap number of independent studies?
 - c. Requesting additional information regarding number and location (division? Department?)
8. Endowed chairs: we can provide guidelines and transparency, but we don't have power to determine policy
- a. Who was hired in with a chair? Is this in their contract? This seems to be a different, distinct category
 - b. Should these be standardized?
 - c. Can this be staggered in over time?

- d. Tiered system appropriate? (peer institutions Endowed chair vs endowed professorship)
 - e. Very rarely in our peer institutions are there course releases for chairs
 - f. Should we discuss with FEC regarding endowed chairs?
 - 1. Higher standard? Automatic rubber stamp?
 - g. FAC wants to meet with the current endowed chairs to discuss concerns before moving forward in any way
9. Motion to Adjourn: Ted, second by Ben
Meeting adjourned 1:50p.m.