

10-18-2018

Minutes, Faculty Affairs Committee Meeting, Thursday, October 18, 2018

Faculty Affairs Committee
College of Liberal Arts, Rollins College

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Faculty Affairs Committee
Approved Minutes for Oct. 18, 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
Chris 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
David Caban, 2018 – 2020, At-Large Rep

Additional Attendees

Nancy Decker, Modern Languages
Maria Paniagua, Modern Languages
Rich Morris, Health Professions
Susan Singer, Provost
Lucy Littler, English

Meeting called to order at 12:30

Secretary: Ben Hudson

FAC Meeting, Thursday, October 18, 2018 12:30pm Bush 260

1. Approval of Meeting Minutes from Oct. 4
2. Discussion over draft LTF policy
 - a. Nancy Decker: Modern Language's reliance on lecturers
 - i. Guidelines for tenure within department necessitated years ago an ineffective and revolving door of instructors without a clear and workable promotion policy
 1. Notably for Elementary and Intermediate Spanish
 2. Introduction of Chinese - 15 years ago - Li administers and teaches program
 3. ML has, in recent history, relied increasingly on service from Lecturers
 4. Administrative difficulties without clear track for future contracts → problems with retention of strong LTF
 5. Concerns from LTF within ML:
 - a. Senior lecturer not need a phd?
 - b. 6-year period be shortened to 1-3 for Ph.D. and/or experience outside Rollins -- QUESTION for admin: are clocks shortened for TTF?
 - c. LTF promotion and pay raise?
 - d. Research grants and travel abroad?
 - i. Intl Programs refused field study leadership by lecturers (except for Li Wei)
 - e. Concerns about teaching statements and philosophies in draft document
 6. ML has lost 3 tenured colleagues in last 2 years (Provost reminds us that this was a peculiar situation about the loss of a language offering) - and ML hopes LTF promotion might allow for retention and boost morale of teaching faculty
 7. Provost's response:
 - a. Questions about Professor of Practice appt as most senior appt for LTF

- i. FAC Chair's response: FAC last year decided to move slowly and take a sensible approach to an initial change
 - b. National Statistics: nearly 75% are non-TTF
- b. Discussion in response
 - i. Provost: no lecturers recently hired without Ph.D.s
 - ii. Concerns about "professor of pedagogy" in draft -- Provost's preference for "professor of practice" as possible alternative
 - iii. Conversation about shortened timelines for promotion: need for parallel processes for TTF and LTF
 - iv. Rich and Lucy: appreciation of discussion. Need for alternative to NTT designation
 - v. Rich: not faculty in 2006 when designated to program director
 - 1. History of advising without faculty designation
 - vi. Importance of distinguishing LTF from Adjunct faculty when opened to faculty debate
 - vii. Questions about promotion review
 - 1. Historically dept reviews
 - 2. Necessary for Dean's approval?
 - 3. FEC?
 - a. Concerns about FEC's timeline and workload
 - b. Reminders of FEC's position as impartial arbiter
 - viii. Need for consistency of evaluations and job security across depts for LTF
 - ix. Questions about available funding for professional development ("staying current") and research funding for LTF
 - 1. Provost's concerns about budgeting research start-up funding has necessitated language about "no requirements" for LTF to contribute to scholarly knowledge
 - 2. LTF has annual travel stipends
 - x. Concerns about class-size and evaluation of LTF (particularly for Spanish LTF, whose class sizes far outstrip those of other languages)

1. Need for CEC and dept-specific criteria within review process
2. Need for space to craft individual narratives within review documents because quantifying individual workloads is inherently an exercise in futility
- xi. Questions of advising first-year students
- xii. Need for departments to craft their own promotion criteria
 1. And opt-outs for depts without lecturers
- xiii. Need for clear timeline on review (dept) and employment (admin depending on the budget)
- xiv. Need for salary bump
- xv. Entrepreneurs-, Artists-, and Others-IN RESIDENCE should be treated the same
 1. Need for clear documentation/definition in draft LTF policy

Meeting adjourned 1:45p.m.