

11-6-2018

## Minutes, Faculty Affairs Committee Meeting, Tuesday, November 6, 2018

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

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**Faculty Affairs Committee**  
**Approved Minutes for Nov. 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:

Shan-Estelle Brown, 2017 – 2019, Social Science Rep  
Chris Fuse, 2017 – 2019, At-Large, Chairperson  
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 Rep  
David Caban, 2018 – 2020, Business Rep

Additional Attendees

Jenny Cavanaugh, Dean of Faculty  
Patricia Tome, Modern Languages  
Rosana Diaz, Modern Languages  
Nancy Decker, Modern Languages  
David Charles, Theater  
Zeynep Teymuroglu, Mathematics  
Paul Reich, English

Meeting called to order at 12:31p.m.

Secretary: Ben Hudson

**FAC Meeting, Tuesday, Nov 6, 2018 12:30pm Bush 308**

1. FAC Chair: Invitation to hear from department chairs before we begin
  - a. 35 current Lecturers and AiR at Rollins - Over 10% of faculty
2. Paul Reich: English
  - a. 4 current lecturers, 5 in the past
  - b. Historically biannual reviews, committee comprised of chair of dept, chair of first-year writing, and chair of writing
    - i. Letter of support or recommendation sent to dean
    - ii. NEW annual review cycle
  - c. Balance of 4 lecturers with access to gen-ed create new difficulties with equity (rFla's stipend and resulting complications of fairness)
  - d. Concerns:
    - i. Advising: ttf only
    - ii. Service and Scholarship distinguish TTF from LTF
3. Rosana and Modern Languages:
  - a. 9 lecturers
  - b. Concerns about LTF with MAs/MFAs and Ph.D.s (Ben's aside: Should FAC even attempt to administrate anything about the requirements of lecturers from within depts? This is something I think FAC should leave in individual dept's hands)
  - c. Hired with MAs to teach intro and intermediate language classes
    - i. Encouraged to teach within rFla
      1. TTF teaches intro and intermediate classes and lose opportunities for classes that receive stipends
  - d. Some lecturers recruited later who are running programs in Chinese, French, etc. (No course release but a \$1000 stipend)
    - i. Different tiers of lecturers within ML already?
  - e. Concerns from Nancy:
    - i. Different level of degrees and hiring cycles misaligned for MA and PhD LTF

- ii. Concerns about national trends in growth of contingent faculty and
  - iii. acknowledgment of difficulty for ML determining which languages to commit to with a tenure line
- 4. Zeynep and MATH:
  - a. 6 faculty / 2 lecturers - to accommodate demands of meeting MCMPs and repeat courses
  - b. 2 lecturers do not teach rFla or RCC in Math division
  - c. Concerns about the imbalance between lecturers and TT relative to peer colleges. Significant concerns about the College hiring lecturers over tenure-track faculty – the benefit is two additional courses at a lower cost to the College. We should worry about the growth of the LTF over TT.
- 5. David and Theatre
  - a. “Artists in Residence” language missing from draft policy
    - i. Historic “3/3 loads” didn’t account for actual workloads
      - 1. Possibility for AiRs to teach in Foundations
      - 2. Shift to 4/4 and impossibility of additional loads
      - 3. Informal reviews on annual basis
        - a. Timed to accommodate performance schedule
        - b. Dept strained under assessment and evaluation load
    - ii. 2 current AiRs
      - 1. Large workloads; significant concerns about adding service requirements onto overworked junior colleagues
      - 2. Robert is charged with accreditation (existing service requirement?)
  - b. Advising unique to particular person
- 6. Ted and COMM
  - a. 3 of 11 faculty lecturers: 2 have history here / 2 PhDs
    - i. Wide variety of tasks/service (one who does all assessment, one who does no service but attending faculty meetings, one person who feels compelled to do service)
  - b. Ted expresses a desire for a clear oversight/review process across the College for all LTF

- i. Ben isn't sure that this is something FAC should administer for individual depts. ML has 10 lecturers! That's a lot of annual reviews for 4 TTF.

7. General Concerns about LTF and new policy

- a. Concerns about administrative reduction of TTF overall in encouragement of LTF
  - b. Cap on campus number of lecturers as possible solution?
  - c. 10 lecturers within ML and
  - d. ? of LTF advisers: 1 in Comm and 1 in Education (Jenny)
  - e. Departments with Competencies (ML, Math, English) and Distinctions for LTF?
  - f. Difficulty of administrating review process for departments who run things differently
  - g. How do we determine a timeline?
    - i. Ben's previous institution allowed lecturers to apply for a promotion after only three years. If we're concerned about creating a new hierarchy, a shorter period before promotion makes a lot of sense.
  - h. Nancy: needs institutional direction about lecturer/TTF policy
    - i. Grant's admission that he doesn't want to bloat our LTF
    - ii. Need for by-law edit to make clear a specific cap on LTF
8. Questions to DEPTS to hear from best way to support LTF
- a. David: need for equitable compensation and title for support of long-term LTF
    - i. David: changes to draft policy that reflect the experience of AiRs who've been here
  - b. Paul: Concerns about cohorts and inequities and balances among LTF of different tiers
    - i. Concerns about demand and classes: how do depts prioritize LTF based on demand?
  - c. Jill: LTF not vetted like TTF -- the hiring process is vastly different
  - d. Paul: Reminder that lecturers entered positions with clear understanding of promotion opportunities
    - i. David: Rollins's slow pace dealing with inequity
  - e. Patricia: Need for FEC oversight for evaluations/promotions

- f. Jill: erase “Service” from proposal (See addendum below)
  - i. Dept chairs want to erase service from document (with carve outs for depts whose lecturers are required to direct programs)
- g. How many people have been here for 6 or 7 years or more?
  - i. 17 of the 35 lecturers on campus have been here for a significant length of time
- h. Paul: keep us in the loop

9. Addendum from Jill--at the other end of the table:

- a. Every chair in the room agreed that the following change should be made:

~~Teaching and service~~ encompasses the primary activity of the lecturer-track faculty of Rollins College. ~~Since both of these are essential to the functioning of Rollins College, each is weighed carefully with respect to College’s mission in considerations involving appointment, reappointment, and promotion.~~ Since the teaching is at the heart of the Rollins College mission, the quality of teaching is paramount in considerations of the appointment and promotion of faculty.