

2-19-2019

Minutes, Faculty Affairs Committee Meeting, Tuesday, February 19, 2019

Faculty Affairs Committee
College of Liberal Arts, Rollins College

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Faculty Affairs Committee Approved Minutes for Feb. 19, 2019

Members in Attendance:

Shan-Estelle Brown, 2017 – 2019, Social Science Rep
Chris Fuse, 2017 – 2019, Chairperson
John Grau, 2018 – 2020, Expressive Arts Rep
Ben Hudson, 2018 – 2020, Humanities Rep
Jill Jones, 2018 – 2020, At-Large Rep
Emily Nodine, 2017 – 2019, Science Division Rep
David Caban, 2018 – 20, Business Rep
Ted Gournelos, 2018 – 2020, Social Sciences Applied Rep
Julia Maskivker, 2017 – 2019, At-Large Rep

Other Attendees:

12:31 Meeting called to Order
Secretary: Ted Gournelos

- 1) Motion to approve 1/29/19 minutes from Ted, seconded Julia
- 2) New Business
 - a) CIE statement (See attached)
 - i) Put race and ethnicity first? Note that gender biases might be different in some ways from race and ethnicity and so might be worth differentiating.
 - ii) Worth putting in information about flaws with CIEs as a whole.
 - b) Discussion of faculty appeals of provost denying tenure after other committees vote to grant
 - i) Should the provost be allowed to contradict all three? Should the provost be required to submit a substantive justification?
 - (1) Should we emphasize the due process of our committee process?
 - (2) Should the administration be able to add requirements to the tenure process, or faculty performance guidelines as a whole? (e.g., new “requirements” for RCC and rFLA courses for faculty)
 - ii) Is there a problem with the appeals process to the provost as a whole? Why would an appeal to an administrator go back to that administrator?
 - (1) Should it go to a senior administrator? Should it go to an outside committee?
 - iii) Bylaws are and should be both reactive and proactive
 - c) Proposed Bylaw change (See attached – All Faculty Appeals)
 - i) Sabbatical Language for Handbook (See attached)
 - (1) Motion to deny new sabbatical language (Ted), seconded (Jill), unanimously agreed
 - ii) Lecturer – Senior Lecturer policy (See attached)
 - (1) Discussed large disparity in some lecturer salaries with high compression

- (2) Should compensation differ by education level? Professional experience?
 - (3) Concerns regarding service
- 3) Motion to adjourn Shan-Estelle, seconded Ben