

3-5-2019

Minutes, Faculty Affairs Committee Meeting, Tuesday, March 5, 2019

Faculty Affairs Committee
College of Liberal Arts, Rollins College

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Faculty Affairs Committee Approved Minutes for March 5, 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

Julia Maskiver, 2017 – 2019, At-Large Rep

Other Attendees: Rachel Simmons

12:31 Meeting called to Order

Secretary: Ben Hudson

- 1) Motion to approve 2/19/19 minutes from Ted, seconded Julia
- 2) Collaborative Scholarship Proposals
 - a) Deadline Friday: Expecting upwards of 50 proposals
 - b) Upcoming Review in 3/19 meeting
- 3) Proposed Endowed Chair Policy
 - a) Origin: Compensation Philosophy's call for "open and transparent" awards
 - i) Discussion about President's prerogative to select Chairs and FAC's role in making selection process transparent
 - ii) FAC's benchmark study on endowed chair policy
 - b) New Proposal's interventions
 - i) Application, Recommendation, Selection, and Review Processes Clarified
 - (1) Annual review process → six-year rotation
 - ii) New Level of Endowed Professorship with term limits as FAC's intervention
 - iii) Policy vs. Recommendations
 - (1) Policy distinguishes levels of award
 - (2) Recommendation encourages administration to be better financial stewards of compensation budget
 - c) Concerns from Endowed Chairs?
 - i) Outside institutions' understanding of term limited awards – what does this look like outside the College?
 - (1) Terminology of "endowed professorship"? Is "endowed faculty award" a digestible alternative?
 - ii) Current Cornell holders concerns about being robbed of awards, but no way to understand how administration will respond to recommendations
 - (1) Current Cornell Chairs could hold Chairs for their careers and have the awards converted upon retirement

- iii) Actual policy concerns? McLaughlin's reminder to insert language that Endowed Chairs *can* be used to recruit new faculty
- iv) Concerns about converting Cornells to Endowed Professorships disadvantaging female faculty
 - (1) Awards delivered on provisional 2-year cycles until FAC developed a policy proposal
- d) Upcoming FAQ that identifies current Rollins endowed chair policy and practices
- e) Reserve changes until faculty floor to unburden EC
- 4) Rachel Simmons's visit to discuss All Faculty Appeals Cmte
 - a) Need for By-Laws changes because vague or missing information in what should define the appeals process
 - b) Issue 1: Provost should submit reasons in writing for their decision on tenure and promotion (every other agent in process has to submit written rationale)
 - i) Need for a clear defensible rationale from the Provost
 - c) Issue 2: No language or guidance about what a re-examination of a case
 - d) Discussion: FAC supports need for provost's provision of a rationale in tenure and promotion decision
- 5) FAC's next-year agenda
 - a) Connect with Meghal Parikh to build committee about equity issues
 - b) Question of CIEs
 - c) Faculty disempowered by new governance system?