

Rollins College

Rollins Scholarship Online

Faculty Affairs Committee Minutes

College of Liberal Arts Minutes and Reports

4-23-2019

Minutes, Faculty Affairs Committee Meeting, Tuesday, April 23, 2019

Faculty Affairs Committee

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Faculty Affairs Committee
Approved Minutes for April 23, 2019

Members in Attendance:

Shan-Estelle Brown, 2017 – 2019, Social Science Rep
Chris Fuse, 2017-2019, Chairperson
John Grau, 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

Incoming FAC members:

Rachelle Yankelevitz, Science Division Rep, 2019-2021
Ashley Cannaday, At-Large Rep 2019-2021
Don Davison, Social Science Rep 2019-2021
Sam Sanabria

12:33 Meeting called to Order

Secretary: Ben Hudson

1. Motion to Approve Minutes from 4/9
 - a. Approved with changes to add Ted Gournelos to list of attendees
2. Vote for Don Davison to Chair FAC in AY2019-2020
 - a. Approved
3. Senior Lecturer Proposal Discussion
 - a. Discussion about value of Senior Rank instead of an automatic trigger for multi-year contracts and salary increases for LTF after 7 years of service
 - i. Concerns about workload increase and staffing issues for a new evaluation committee for LTF promotions
 - ii. Discussion about LTF's enthusiasm for recognition in rank for their time and labor at Rollins
 - iii. Concerns about departmental autonomy and creation of a new committee. Large support across discussions for departmental autonomy
 1. Need for depts. to craft expectations and guidelines for LTF
 - iv. Concerns about compensating service across academic divisions and departmental contracts that distinguish service as part of contract for, for example an artist in residence
 1. Benefits of addressing departmental idiosyncrasies with language about "equivalence of a 4/4 load"
 - b. Discussion about the feasibility of Lecturers receiving notice about next AY position by April 1
 - i. When budget isn't finalized by May 1
 - ii. Need for language about renewals available "subject to budget"

- iii. Perhaps just a need for a set date (other than late June or July)
 - iv. Lots of concern about multi-year contracts
 - v. Desire to hold off on Senior Lecturer Positions and multi-year contracts to see how HR and administration responds
 - 1. Already adding clarity with contract renewal dates
 - c. Concerns about raising salary floor for LTF and administrative cuts of established LTF for budgetary reasons
 - d. Strong support for first three proposed bullet points, and desire to cut three bullets about creation of evaluative committees, deptl criteria, and establishment of new rank
 - e. New friendly amendments:
 - i. Lecturers will receive a base pay increase after 6 years of satisfactory performance according to deptl expectations
 - ii. Need for a contract renewal date
 - f. Desire to have policy apply retroactively to currently at Rollins
 - g. Vote in Favor of 6 Bullet Points to Address Inequities in Lecturer Compensation
 - i. AYE – Unanimous
4. Endowed Chair Policy
- a. EC to address how to proceed at meeting on 4/25
 - i. Alternate policy drafted by Gournelos and McLaughlin to appear before EC this week
 - ii.