

Rollins College

Rollins Scholarship Online

Faculty Affairs Committee Minutes

College of Liberal Arts Minutes and Reports

9-10-2019

Minutes, Faculty Affairs Committee Meeting, Tuesday, September 10, 2019

Faculty Affairs Committee

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Faculty Affairs Committee
Approved Minutes for Sep 10, 2019

Members in Attendance:

Don Davidson, Chairperson 2019-2021
Leigh DiLorenzi, Social Sciences-Applied Rep, 2019-2020
Ben Hudson, 2018 – 2020, Humanities Rep 2018-2020
Rachelle Yankelevitz, Science Division Rep, 2019-2021
Ashley Cannaday, At-Large Rep 2019-2021
Don Davidson, At-Large Rep, 2019-2021
Samuel Sanabria, At-Large Rep, 2019-2021
John Grau, Expressive Arts Rep, 2018-2020
Leslie Poole, At-Large Rep, 2019-2021

VISITORS

Jenny Cavanaugh, Dean
Megan Rapala, Student Affairs

12:30 Meeting called to Order
Secretary: Ben Hudson

1. Motion to Approve Minutes from 4/9
 - a. Approved with changes to first names and Division representatives
2. Secretary for AY 2019-2020
 - a. Leigh (with sometimes help from Rachelle) will take minutes
3. CIE Discussion
 - a. Discussion about whether or not we want to add to the draft CIE statement discrete sections dedicated to LGBT faculty, Faculty with disabilities, and faculty teaching intellectually rigorous classes
 - b. CIE HISTORY
 - i. Created 15-20 years ago and has not undergone a thoughtful review since, even as they have ballooned in importance for retention and promotion decisions
 - c. White Paper – Dec. 1 deadline / Spring Semester: CIE Review
 - i. State/Science of CIEs
 - ii. Discussion about expanding scope of inquiry: best practices at evaluating teaching (Jenny and Nancy's AY initiative)
 1. Sensitivity of time? Discussion about a need for a document to be circulated before the evaluation cycle for non-tenured faculty begins in the new year
 - d. Unanimous vote in favor to pursue this as initiative for the academic year
 - e. Plan to reach out to Nancy Chick for assistance
4. Senior Lecturer Policy
 - a. John's report on EC discussion about guidelines of minimum salary, percentage of non-TT to TT faculty, etc. EC considered:

- i. Dropping Senior Lecturer title for fear of administrative/evaluative bloat
 - ii. Offering multi-year contracts for LT faculty after 6 years
 - iii. Concerns about base salary of \$55K in light of the economic health of college
- b. Paul's summation: strong agreement on EC for 3-5 year review cycles for lecturers that have been here for 6 years & discussion of concern on EC for salary bump eating away from salary raise pool
- c. Unanimous consent on FAC for multi-year contracts after 6 successful years
 - i. Discussion about 3 or 5 year contracts
 - 1. Preference for 3-year contracts (importance of flexibility for Deans and depts)
 - 2. Deptl discretion for term limits? (But a need for consistency within depts.)
- d. Questions about evaluation process
 - i. Departmental discretion, but need for evaluative committee to consist of chair and one or two other people
- e. Jenny: title of senior lecturer very meaningful for lecturers
 - i. EC's concerns about evaluative bloat
 - ii. Vs. marketability and emotional value of a title to our colleagues
 - iii. Unanimous support on FAC for creation of title for Senior Lecturer
- 5. Disruptive Student Policy Statement
 - a. Jenny: Outlines need for policy and walks us through changes which make clear that disruption can occur within class/office hours, does not consist of intellectual disagreements, and can result in an instructor removing a student from course activities according to her own discretion
 - b. Discussion about gatekeeping and graduate-level education – Academic policy would apply to all programs but would not restrict programs from additional behavioral policies
 - c. Discussion about changing language to include instructor explicitly in the section about physical withdrawal from the course (although still technically enrolled in the course – and grades to be determined by student's completion of ALL points which make up final grade, not just those completed before the disruptions)
- 6. Faculty Salary?
 - a. Full Professor Rank's last adjustments only 50% correction
- 7. Desire for serious timeline and agenda to be set public goals for FAC