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11-19-2019

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

Faculty Affairs Committee
College of Liberal Arts, Rollins College

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Faculty Affairs Committee
November 19, 2019
CSS 167
12:30 – 1:45
Approved 12/03/2019

Don Davidson, Chairperson 2019-2021
Ben Hudson, 2018 – 2020, Humanities Rep 2018-2020
Ashley Cannaday, At-Large Rep 2019-2021
Don Davidson, At-Large Rep, 2019-2021
Samuel Sanabria, At-Large Rep, 2019-2021
Leslie Poole, At-Large Rep, 2019-2021
David Caban, Business Rep, 2019-2021
John Grau, Expressive Arts Rep, 2018-2020
Leigh DeLorenzi, Social Sciences-Applied Rep, 2019-2020
Absent due to scheduling conflict: Rachelle Yankelevitz, Science Division Rep, 2019-2021

Guest: Dean Jennifer Cavanaugh

- I. Call to Order
- II. Approval of minutes from November 1, 2019 (attached)
 - a. Approved
- III. Announcements

1. Updates on Executive Committee actions

a. *Lecturer salary guidelines*

Don reported that EC signed off on a salary increase for senior lecturers, and that Grant and Susan are trying to secure additional source(s) for funding these so as not to deplete the faculty raise pool. This will be going to the faculty on Thursday 11/21/19 for a vote.

b. *Approved the Data Analytics Minor*; sent to faculty

c. *Salary Raises for Full Professors*

Don brought up the issue of full professor salary raises to Grant and Susan. Full Professor salaries at Rollins are lower than those of our peer institutions, and Don reports that Full Professors would like a salary increase. This discussion will be ongoing in future EC meetings.

2. Other actions

a. *Faculty Salary Gender and Equity Committee*

The Provost organized a committee focusing on racial and gender salary equity. Don reports that this committee is focused exclusively on internal

analysis. The first meeting was mainly organizational in nature, and the committee agreed that findings will be shared during a Spring 2020 faculty meeting (estimated to be in mid-April). Don and Dean Cavanaugh reported the membership of this committee to FAC.

IV. Old Business

1. Endowed Chair Policy

Don reports that the Executive Committee would like FAC to prepare a recommendation regarding the Endowed Chair policy. Don asked FAC committee members for feedback and ideas on formulating action steps in preparation for drafting this recommendation. The pros and cons of several ideas were discussed, including whether to:

- (a) invite Endowed Chairs to a future FAC meeting to gather perspectives on the latest revision of the endowed chair policy;
- (b) draft recommendations solely from the findings of the CLA faculty straw polls gathered on the issue
 - (i) FAC noted that FEC members were not able to vote in those straw polls, and questioned whether the results reflected viewpoints from enough senior faculty.
- (c) invite faculty members and affected constituencies from across the college to attend a colloquium to discuss thoughts and provide feedback on the most recent revision of the endowed chair policy, because there were several updates to the policy over time.

FAC discussed the timeline of events leading up to the drafting of the original and revised Endowed Chair policies, along with the feedback and concerns expressed from various faculty regarding things like term limits, application procedures, hierarchies, equity and fairness, a disproportionately negative impact on women faculty serving in these roles, and evaluation procedures.

FAC agreed that Endowed Chairs should be involved in discussing FAC recommendations prior to an Executive Committee vote.

Action: Don to go to the Executive Committee to recommend holding a faculty colloquium for discussing the most current version of the Endowed Chair policy, scheduled during a time when FEC members can be there.

2. Faculty Travel Budget:

Faculty have reached out to Don regarding the Faculty Travel budget, which hasn't been increased in several years. Traveling to conferences is expensive, and

some faculty believe it's time for the travel budget to be increased. FAC and the Dean discussed the pros and cons of several possible courses of action, including:

- (a) requesting an increase for faculty travel budgets from administration,
- (b) creating an automatic yearly increase (by one percentage point) of faculty travel budgets so they won't need to be adjusted frequently over time.
- (c) increasing faculty travel budgets automatically every 5 years with earmarked unused funds within the Dean of Faculty budget.

FAC proposed an estimated raise from \$1450 (national) and \$1600 (international) to \$1600 (national) and \$2000 (international). Changes to faculty travel budgets must wait until after the current academic year.

Action: Dean Cavanaugh to consult with Karla Knight on putting together several budgeting scenarios for consideration.

3. Size and Membership of FEC (Bylaw)

Due to a large number of faculty (31) being evaluated for tenure and promotion in the next two years, and a desire to have Associate Professors represented on FEC, FEC is requesting a bylaws change on rules regarding FEC membership criteria. FAC discussed the recommendations and findings of the tenure and promotion working group, and discussed whether Don and/or FAC should meet with FEC members prior to revising the bylaws language.

FAC discussed the importance of being mindful that whatever we recommend allows for continuity and consistency in FEC decision-making processes. FEC is a very challenging committee, and they want to be consistent in applying the criteria.

Discussion on whether there are professional risks to Associate Professors should they be expected to take a controversial position in opposition to those in positions of authority (e.g., Dean, Provost).

One idea discussed was whether to institute a formula for how FEC membership might expand or contract over time, based on some established threshold on the number of tenure and promotion cases moving through FEC. (Some peer institutions use this method).

Action: Don will reach out to members of FEC to meet and discuss further.

4. Moving Diversity Committee and Student Life Committee into CLA governance structure (Bylaw)

- a. Tabled to next meeting due to time constraints

5. Uneven distribution of tenured/untentured faculty on standing committees
 - a. Tabled to next meeting due to time constraints

V. New Business

VI. Adjourn