

Rollins College

Rollins Scholarship Online

Faculty Affairs Committee Minutes

College of Liberal Arts Minutes and Reports

3-10-2020

Minutes, Faculty Affairs Committee Meeting, Tuesday, March 10, 2020

Faculty Affairs Committee

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Faculty Affairs Committee

Meeting of March 10, 2020

CSS 217

12:30 – 1:45

Approved 03/31/2020

Members in Attendance:

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
David Caban, Business Rep, 2019-2021
John Grau, Expressive Arts Rep, 2018-2020
Leslie Poole, At-Large Rep, 2019-2021
Leigh DeLorenzi, Social Sciences-Applied Rep, 2019-2020
Samuel Sanabria, At-Large Rep, 2019-2021
Rachelle Yankelevitz, Science Division Rep, 2019-2021
Secretary: Leigh DeLorenzi, Social Sciences-Applied Rep, 2019-2020

Guests in Attendance:

Tonia Warnecke – George D. and Harriet W. Cornell Chair of Social Entrepreneurship
Lisa Tillmann – William R. Kenan, Jr., Chair
Margaret A. McLaren – George D. and Harriet W. Cornell Chair of Philosophy

- I. Call to Order
- II. Approval of Minutes for 2-18-20
 - a. Approved
- III. New Business
 - A. Endowed Chair recommendations (**attachments**)
 - a. Don allocates 15 minutes for visiting Endowed Chairs to share new information, and 5 minutes for questions from FAC members.
 - b. Tonia Warnecke presents new research on benchmarks on practices for Endowed Chairs. Many are similar to Rollins existing structure, in terms of appointments and evaluation timelines. “Do we want to have an endowed chair structure like our benchmark institutions, or do we want to be in the minority?”
 - c. Margaret McLaren wants to clarify confusion between what is meant by term limits and what is meant by rotation. All reviews of endowed chairs are assumed to be contingent on that person’s performance in that role. There is already a system of rotation at Rollins. Every 5 years, the endowed chairs are evaluated, if they are performing well, they get to keep the chair. Every five to ten years, multiple chairs are opening up after retirement of existing chairs. If term limits are being considered, she urges

FAC to apply these consistently across all chairs, in order to be fair and consistent.

- d. Lisa Tillman: There is a misconception that Endowed Chairs are “a drag on the budget.” Presents information on how Endowed Chairs are funded. The problem is not that we have too many Endowed Chairs, or that Endowed Chairs are too expensive, but that we do not have an adequate faculty salary pool, which was inherited from the previous administration. We need to consider that by instituting more rotations and including junior members in the Endowed Chairs, we are making it cheaper for the institution.
- e. Ben – this committee has never seen the health of the endowments, and without that, we are basing policy on hearsay.
- f. Don –The bottom line is that there is no net change in the budget. There is no net consequence, even though there is budgetary movement. Balancing the budget is a problem that the administration must solve, not the faculty.
- g. Samuel- we should not be handling budget issues, nor should we be involved in cutting benefits for faculty.

B. Don thanks guests for their contribution and returns to the regular agenda items.

- a. After reviewing the meeting minutes from last year’s FAC, Executive committee, and CLA general faculty meetings, the original charge in the faculty compensation philosophy was for open and transparent criteria for selecting and retaining endowed chairs.
- b. The FAC committee discussed and reviewed Don’s transparency principles (**attachment**), and with some minor edits. **FAC then voted unanimously to approve this document in order to satisfy the original charge, as stated in the faculty compensation philosophy.**
- c. The FAC committee discussed whether it is appropriate for the committee to be recommending changes to the structure of the endowed chair system at Rollins. Upon examining the language of the original faculty compensation philosophy regarding transparency, and in considering the complexity and ramifications of changing the current system, **FAC members voted unanimously** that it would not be appropriate for FAC to formulate recommendations for changing the structure of Endowed Chairs at Rollins. Members of FAC also voiced the opinion that current Endowed Chairs who received a temporary 2-year timeline for renewal should receive their original letters offering the standard 5-year evaluation timeline as soon as possible.
- d. Don to send these recommendations to the Executive Committee.

IV. Adjourn

Endowed Chair meetings on Jan 28 and Jan 31, 2020:

The primary principles we agreed on:

1. Our Endowed Chair policy should be consistent with other universities and colleges in terms of the qualifications for being awarded and retaining an Endowed Chair. Specifically, Endowed Chairs recognize a distinguished record of scholarship (unless a Chair is designated specifically for teaching) that exceeds the requirements for Full Professor (in her/his discipline).
In addition to a distinguished record of scholarship, we believe that Endowed Chairs should exceed expectations in all three categories of evaluation: scholarship, teaching, and service.
Endowed Chairs should hold the rank of Full Professor at the time of appointment. Applications for Endowed Chairs must include letters of support from at least 2 external referees.
2. Transparency: criteria for being awarded an Endowed chair, and for re-appointment should be clearly stated, and public.
One suggestion is that the criteria for being awarded an Endowed Chair could be the criteria used to go from Assoc. to Full in a Department, e.g., if 5 articles to achieve Full from Assoc. then 5 more beyond that for an Endowed Chair.
Application for an open Chair is open to any faculty who have met the criteria.
3. Equity/Equality: any Endowed chair policy should apply across the board to all Endowed Chairs, including those in Crummer, administration and staff, coaches and athletic chairs.
The Endowed Chair policy should be universal. Discipline specific and non-discipline specific Chairs should be treated equally.
4. There should be a periodic and rigorous review of Endowed Chairs at the conclusion of each appointment term (this is currently at 5 years, we recommend it be consistent with sabbatical schedules and move to a 7-year term).
These reviews would be Peer Reviews that would include other Endowed Chairs as well as Full Professors serving on the new grants and awards committee, and senior administrators.
So long as the person holding the Endowed Chair has met the [public] criteria for renewal, her/his Chair would be renewed (no automatic term limits).
If s/he does not meet the stated criteria, the Chair would be open for applications. The above means that chairs will be renewed on their merits, and also reflects the importance of the principle of collegiality over competition.
5. Simplicity/no duplication: Reviews for Endowed Chair renewals should not duplicate processes already in place or add unnecessarily to the workload of the evaluatee or evaluators.

Faculty Affairs Committee

March 20, 2020

**Recommendations from the Faculty Affairs Committee
Regarding Transparency and Openness in Selection of Endowed Chairs**

Transparency Criteria

“The process of selecting recipients of major awards and endowed chairs must be open and transparent. Faculty be able to nominate and self-nominate in all cases.”

Source: Faculty Compensation Philosophy

Recommended criteria/procedures for selection and renewal of endowed chairs:

Normally, a candidate for an endowed chair should be a full professor but may include tenured, associate professors with exceptional records.

Candidates for an endowed chair must have two (2) external letters of review from experts in their scholarship area. The candidate and provost each select one external reviewer.

Minimally, candidates for endowed chairs must exceed the requirements for promotion to full professor in their department in all three categories of review (teaching, scholarship, service).

Faculty may self-nominate.

The application and review/renewal schedule is public and begins February 1 and ends with the announcement of recipients at the last faculty meeting of the academic year.