

Rollins College

## Rollins Scholarship Online

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Faculty Affairs Committee Minutes

College of Liberal Arts Minutes and Reports

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2-12-2020

### **Minutes, Faculty Affairs Committee Meeting, Wednesday, February 12, 2020**

Faculty Affairs Committee

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**Faculty Affairs Committee**  
**Special Meeting of February 12, 2020**  
**CSS 217**  
**1:15 – 2:45**  
**Approved**

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

I. Call to Order

II. New Business

The of this special meeting is to deliberate and vote on our recommendations for the bylaws regarding FEC.

A. Bylaws regarding faculty evaluation

1. **Size of FEC** – based on information gathered from faculty straw polls, the tenure and promotion working group report, and conversations with members of the FEC, FAC weighed the issue of whether or not the bylaws should be changed to increase the size of FEC. FAC discussed the history of the issue related to the workload of the FEC (e.g., FEC has a large workload; FEC is not able to attend CLA faculty meetings because they are held during their common hour). The FAC discussed various pros and cons for expanding the size of FEC. One “pro” discussed was the idea that, theoretically, expanding the size of the committee would alleviate the workload. FEC unanimously opposed the proposal for expanding the size of the committee, and voiced concerns that expansion would create inconsistencies in the manner that tenure and promotion decisions are made. FEC further emphasized that they did not perceive their workload as unmanageable, and that the size of the committee should remain the same. Because of FEC’s unanimous feedback that the size of the committee should stay the same, and that the workload was not unmanageable, FAC discussed how FEC should be allowed to self-determine what is needed on their committee since they are best informed on the

implications for changing the committee structure. A motion was called by Leslie Poole to keep the bylaws the same for now. The vote tallies were as follows:

- 7 members in attendance voted in favor of keeping the bylaw language the same regarding the size of FEC.
- 1 member was opposed.

2. **Associate professors as members of FEC** -- based on information gathered from faculty straw polls, the tenure and promotion working group report, and conversations with members of the FEC, FAC weighed the issue of whether or not the bylaws should be changed to allow for membership to include professors at the rank of Associate. This idea was recommended by the tenure and promotion working group report that cited various practical and philosophical benefits for including Associates in FEC (e.g., good mentorship opportunity for associates, easier time filling seats on FEC, many peer institutions allow for associate-level membership, new opportunities for associate-level service, more diverse representation on FEC, valuable perspectives represented including associates, etc.) 5 out of 7 members of FEC were in favor of keeping members at the rank of Full professor. FEC discussed a number of considerations for including Associate level professors (e.g., they should not be involved in full professor evaluations because they have not gone through the process themselves, service on FEC likely will prevent an associate from engaging in scholarship at a time they may need it to be promoted themselves, potential professional challenges in evaluating others at higher rank). Some members of FEC acknowledged the benefits to including Associate-level professors, especially if the number of Associates on the committee do not exceed two members. After consideration of all viewpoints, Leslie Poole called a motion to vote to change the bylaws to allow for up to 2 Associate-rank professors on FEC. The vote tallies were as follows:

- All (8) members in attendance voted in favor of changing the bylaw language to allow for up to 2 Associates on FEC. (Unanimous)

### III. Adjourn