

Rollins College

## Rollins Scholarship Online

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Faculty Affairs Committee Minutes

College of Liberal Arts Minutes and Reports

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9-29-2020

### **Minutes, Faculty Affairs Committee Meeting, Tuesday, September 29, 2020**

Faculty Affairs Committee

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**Faculty Affairs Committee  
Meeting of September 29, 2020  
12:30 – 1:45**

**Approved**

**WebEx:** <https://rollins.webex.com/meet/ddavison>

Don Davidson, Chairperson 2019-2021  
Missy Barnes, Expressive Arts Rep 2020-2022  
Ashley Cannaday, At-Large Rep 2019-2021  
Don Davidson, At-Large Rep, 2019-2021  
Leigh DeLorenzi, Social Sciences-Applied Rep, 2020-2022  
Samuel Sanabria, At-Large Rep, 2019-2021  
Margaret McLaren, Humanities Rep, 2020-2022  
David Caban, Business Rep, 2019-2021  
Leslie Poole, At-Large Rep, 2019-2021  
Rachelle Yankelevitz, Science Division Rep, 2019-2021  
*Secretary:* Leigh DeLorenzi, Social Sciences-Applied Rep, 2020-2022

***Guests:***

Jennifer Cavanaugh  
Karla Knight

- I. Call to Order
  
- II. Approval of Minutes
  - a. August 28, 2020
  - b. May 20, 2020
  
- III. New Business
  - A. Follow-up discussion regarding CIEs for AY2020 – 2021
    - a. Don presents a comparison analysis of the Maymester CIEs from 2018, 2019, and 2020. FAC discussed the possible meaning of the findings, and noted a reduction of .3 in the mean raw scores.
    - b. Rachel commented on how this reduction could represent a significant reduction in percentiles, and voiced concerns for how FEC will use that information in their evaluations during faculty promotion.
    - c. Margaret: In FEC, coronavirus-related shifts in CIE scores are generally understood to be resulting from the swift change of teaching modality. The focus of the FEC should be to determine if there are longstanding patterns of falling scores on the CIE, and in other teaching measures.

- d. Don agreed that FECs and CECs should be paying attention to patterns and trends, and evaluating teaching using multiple tools.
  - e. Jenny recommends that candidates for promotion write about their teaching experiences, including any coronavirus-related difficulties, in their Canvas portfolio to provide more information to evaluators.
  - f. Don also recommends putting a statement directly on the 2020 and 2021 CIEs that note that COVID had a measurable impact on teaching modalities, and potentially, CIE scores.
  - g. FAC members agree that these comparisons should be done for future semesters impacted by coronavirus.
- B. Feedback on Senior Lecturer review process
- a. Jenny presented her Senior Lecturer review process to FAC. Promotion for lecturers will not include FEC, but will involve department evaluators and Deans.
  - b. Margaret points out that the even number of faculty on CEC might produce tie votes, and recommends making the membership an odd number of faculty. Jenny agrees to those changes.
  - c. FAC discusses the appropriate CEC size for lecturers, and agree on 3 tenured voting members.
  - d. FAC agrees that departments should evaluate teaching based on their published teaching criteria used for all faculty in that department.
  - e. FAC votes unanimously that the Dean and CEC should schedule a meeting to try to work out an agreement in the event that the CEC and Dean are not in agreement about a candidate – noting that the Dean has the final authority in those cases.
- C. Extending the one-year tenure clock delay for new faculty (hire date Fall 2020)
- a. FAC votes unanimously to change the coronavirus bylaw language from “hire date of Fall 2019” to “hire date of Fall 2020”.
- D. Organize for CIE review based upon our White Paper
- a. Tabled to next meeting.

IV. Adjourn

(attachments)