

Rollins College

Rollins Scholarship Online

Faculty Affairs Committee Minutes

College of Liberal Arts Minutes and Reports

10-6-2020

Minutes, Faculty Affairs Committee Meeting, Tuesday, October 6, 2020

Faculty Affairs Committee

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Faculty Affairs Committee

**Meeting Minutes - 3
Meeting of October 6, 2020
12:30 – 1:45**

Corrected and Approved 11/03/2020

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

Don Davidson, Chairperson 2019-2021
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
Missy Barnes, Expressive Arts Rep 2020-2022
Secretary: Leigh DeLorenzi, Social Sciences-Applied Rep, 2020-2022

Guests:

Jennifer Cavanaugh
Karla Knight

- I. Call to Order
- II. Approval of Minutes
 - A. September 29, 2020
 - B. Approved, pending the correction of the spelling of Rachelle's name.
- III. New Business
 - A. Executive Committee Summary
 - a. Discussion of how departments are defining leadership.
 - B. Organize for CIE review based upon our White Paper
 - a. Review last year's discussion of CIE White Paper
 - b. Suggestion to keep in mind how COVID fits into issues involving evaluating teaching
 - c. Rachelle – we should ponder a strong mission statement together as we move forward with this work.
 - d. Now more than ever, we should be discussing the presence of race and gender bias in teaching evaluations.

- e. Intent of the white paper is to encourage adding to the process of teaching evaluation, not necessarily going in and revising the instrument.
- f. Request for all FAC members to revisit meeting minutes (2-18-20) summarizing the meeting when this was discussed.
- g. Leslie shares a recent NYTimes Article:
<https://www.nytimes.com/2020/09/29/business/economy/pandemic-women-tenure.html>
- h. Sample language used on CIEs at Iowa State: “Language that can frame the evaluations Student evaluations of teaching play an important role in the review of faculty. Your opinions influence the review of instructors that takes place every year. Iowa State University recognizes that student evaluations of teaching are often influenced by students’ unconscious and unintentional biases about the race and gender of the instructor. Women and instructors of color are systematically rated lower in their teaching evaluations than white men, even when there are no actual differences in the instruction or in what students have learned. As you fill out the course evaluation please keep this in mind and make an effort to resist stereotypes about professors. Focus on your opinions about the content of the course (the assignments, the textbook, the in-class material) and not unrelated matters (the instructor’s appearance).”
- i. Jenny shares the following article:
<https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0216241>
- j. Don to revisit the data results with Meghal to get a sense for the effect size of the analysis they ran last semester.
- k. Discussion of identifying any obvious items on the CIE that demonstrate bias, as well as suggestions for more wholistic methods for evaluating teaching, as presented by Nancy Chick.

C. Other new business

- a. From Executive Committee (Jenny): There is not a clear place on the FSAR to discuss advising other than reporting the advising load. Confusion as to whether advising was teaching, service, or both. EC wants FAC to chime in on FSAR as an instrument, and look at the ways in which advising might be better incorporated.
- b. Questions about whether Advising can be under its own separate category, as opposed to be folded into service or teaching.
- c. Discussion on the history of FSAR at Rollins as it relates to merit. Clarification needed from EC on what they are wanting from FAC as it relates to the location/scope of advising on this instrument.
- d. David: Will this change on the FSAR lead to differences in evaluation? For example, if advising was viewed as teaching in certain departments, but now advising is moved to service, how will it impact that faculty member who now has gaps as a result of moving it from that category?

- e. Larger questions emerge about FSAR – who is reading them? How is the data being used? (Collection of celebrating faculty achievements? Is the information used as evidence for tenure and promotion? Is it used to determine who is eligible for grants?)

IV. Adjourn

(attachments)