

Rollins College

Rollins Scholarship Online

Faculty Affairs Committee Minutes

College of Liberal Arts Minutes and Reports

9-28-2021

Minutes, Faculty Affairs Committee Meeting, Tuesday, September 28, 2021

Faculty Affairs Committee

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Faculty Affairs Committee

Meeting of September 28th, 2021
12:30pm - 1:45pm

Location: Annie Russell Theatre conference/green room

In attendance:

Business - David Caban (2020-2022)

Expressive Arts - Missy Barnes - (2020-2022)

Humanities - Todd French - (2021-2023)

Science and Mathematics - Sabrice Guerrier - (2021-2023)

Social Sciences - Stephanie Gonzalez Guittar - (2021-2023)

Social Sciences Applied - Leigh DeLorenzi - (2020-2022)

At large rep - Caitlyn Bennett (2021-2023)

At large rep - Hilary Cooperman (2021-2023)

At large rep – Hesham Mesbah (2021-2023)

I. Call to Order

II. Approval of Minutes from September 14th, 2021

- a. Hesham provided suggestions for edits to 9/14/21 meeting minutes
- b. Motion to approve amended minutes – Hesham
- c. Second – Leigh
- d. All in favor; no abstentions; meeting minutes approved

III. New Business

- a) Dialogue about Tenure and Promotion task force reports from previous years
 - a. Discussion regarding documents (i.e., *tenure and promotion service committee report 2019* and *tenure and promotion service committee report 2020*) that were sent by Missy to all FAC members
 - i. From 2019 report, discussion on difficulty in quantifying “inequities across departments in the amount of scholarship required” due to differences in disciplines
 - b. Discussion on how there may be overlap in T & P items, such as service, that could be perceived as teaching and/or service
 - c. Discussion on what constitutes as scholarship and research, especially as it relates to the discipline and department

- d. Discussion on how there are inequities in being evaluated and supported within departments, including faculty mentorship and midcourse review process
 - e. Discussion on identifying best practices, per department, regarding how to make T & P process more intentional and equitable
 - f. Discussion of adjusting teaching observations to be conducted over time, versus one time, as a method to better evaluate teaching effectiveness
 - g. Recommendation of collaborating with Nancy Chick to identify potential categories to better reflect upon and evaluate teaching practices
 - h. Discussion on importance of how to better understand the experience of students in the classroom to better understand how to enhance pedagogy and teaching practices
- b) Discussion about research indicating Rollins as institution (compared to benchmark institutions) that does not allow for Associate Professors to be part of the T & P review committee for faculty going up for tenure/Associate Professor
- a. Support of FAC to ask EC about vote for Associate Professors to serve on FEC to oversee the candidacy for those faculty members who are seeking T & P to the Associate level; after EC approves, next step would be a full faculty vote
 - i. Rationale for Associate Professors serving on FEC include: (1) helping to distribute workload amongst more faculty members; and (2) opportunity for Associate Professors to receive mentorship
 - ii. Discussion also held regarding whether Associate Professors could also serve on FEC for those who are going up for Full Professor
 - b. Discussion on possibility of standardizing CEC faculty numbers and review process, particularly for those departments that have smaller faculty sizes
 - i. Recommendation to propose idea to Jenny regarding this item

IV. Adjourn

- a. Motion to adjourn – Sabrice
- b. Second – Todd
- c. Meeting adjourned