

Rollins College

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Faculty Affairs Committee Minutes

College of Liberal Arts Minutes and Reports

11-16-2021

Minutes, Faculty Affairs Committee Meeting, Tuesday, November 16, 2021

Faculty Affairs Committee

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Faculty Affairs Committee

Agenda 6 Meeting of November 16, 2021 12:30 – 1:45

Location: Annie Russell Theatre conference/green room

- I. Call to Order
- II. Approval of Minutes from November 9th, 2021
 - a. Motion to approve – Hesham
 - b. Second – David
 - c. All in favor; no abstentions; meeting minutes approved
- III. New Business
 - a) Discussion of proposed change to the annual FSAR (attachment included)
 - a. Discussion on the revisions of FSAR as proposed by EC. Statement below:

FAC Response to Revised FSAR

FAC agrees that the revised FSAR document is an improvement from the previous format. Specifically, we agree that:

1. *the submission of a CV is the best platform for describing professional progress each year*
2. *faculty should be able to submit other forms of evaluation, such as those reflections required during annual, mid-course, tenure and/or promotion, and post tenure reviews.*

We believe the shorter 250-word reflections on the form are only a starting point for deeper self-assessment and reflection. Therefore, FAC would like to propose a reflective process that goes beyond documentation alone of teaching, scholarly activity, creative achievements, and service to the College. We would like to propose a voluntary, in-person day of reflection for faculty who wish to come together and share progress, goals, successes, and challenges in teaching, advising, scholarship, professional work, and campus life. The focal point of such a day would be centered around a brief departmental meeting but may also include all-campus events and forums for focused areas of reflection across departments.

- b) Discussion of the proposed change to the CDFA (attachment included)

Changes:

 1. Only one awardee per year
 2. Only tenured faculty may be nominated
 3. No salary bump at the end of the award period.

FAC recommends that the CDFA stays the way it is, in order to preserve and promote the morale of the faculty. Discussion was had concerning the significant demoralizing effects that diminishing this prestigious award would have. Many expressed broader faculty concern about increasing cuts to faculty incentives, validation of extra work, and equity on campus. There were questions about what would justify this cut when the college is running leaner--numerous faculty cuts during Covid--while having the highest student enrollment in its history.

c) Other new business

IV. Adjourn

- a. Motion to approve – Hesham
- b. Second – David
- c. Meeting adjourned

Responsibilities and Duties The Faculty Affairs Committee has primary authority and responsibility in all policy matters dealing with the professional welfare of the Faculty. The Committee reviews and revises all proposed changes to the bylaws and consults with the administration and provides advice on issues related to compensation, budget, and other financial matters of the College of Liberal Arts

Faculty Affairs Committee members:

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)- absent due to illness

At large rep - Hilary Cooperman (2021-2023)

At large rep – Hesham Mesbah (2021-2023)