

Rollins College

## Rollins Scholarship Online

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Faculty Affairs Committee Minutes

College of Liberal Arts Minutes and Reports

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2-8-2022

### **Minutes, Faculty Affairs Committee Meeting, Tuesday, February 8, 2022**

Faculty Affairs Committee

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## **Faculty Affairs Committee**

**Meeting Minutes  
February 8, 2022  
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)

Social Sciences - Stephanie Gonzalez Guittar (2021-2023)

At large rep - Caitlyn Bennett (2021-2023)

At large rep – Hesham Mesbah (2021-2023)

Dean of Faculty – Jenny Cavanaugh

### **I. Call to Order**

### **II. Approval of Minutes from February 1, 2022**

- a. Motion to approve – Stephanie
- b. Second – Hesham
- c. All in favor; no abstentions; meeting minutes approved

### **III. New Business**

- a) Review and endorse proposed bylaw change for Article VIII section E of the CLA Faculty Bylaws (proposal is attached).
  - I. Suggestion to modify statement in Sections 4.e. and 5.e. to read: “Having received the CECs recommendation, the Dean of the Faculty will conduct a separate evaluation.”
  - II. All attendees in favor of bringing revision of bylaws to EC.
- b) Review and endorse the recommendations related to CIEs that were developed by the FAC of academic year 2020-2021 (proposal is attached). During this discussion we can include the point that David Caban made via e-mail this past weekend (please see below).
  - I. Suggestion of including statement: “When a numerical value is shared between numerous instructors, only the lowest numerical percentile range is indicated by the CIEs.”
    - i. Addendum to #6: The FAC recommends that evaluators avoid relying on the percentiles except when they reveal a consistent pattern below the 10<sup>th</sup>

percentile. The overall distribution of teaching scores at Rollins is very high. Therefore, small changes in raw scores can produce large changes in the corresponding percentile score.

- II. All attendees in favor; will send to Jana for EC.
- c) Review and endorse the proposal to allow pre-tenure faculty an additional opportunity to stop their tenure clock (proposal is attached)
  - I. All attendees in favor of supporting and sending to EC.
- d) Review and endorse the suspension of the FSAR for academic year 2021-2022 (proposal is attached)
  - I. All attendees in favor.
- e) Review and discuss proposed statement related to Endowed Chairs (proposal is attached).
  - I. Suggestion for a faculty governance discussion about the duties of FAC and FRDC to ensure that roles are delineated.
  - II. Missy will offer the following statement to Jana: “The FAC finds that determining the manner in which Endowed Chairs are awarded is not a matter of faculty governance. The FAC endorses a model that supports matters of Equity, Diversity, and Inclusion, and that has an open application process where all eligible faculty have an opportunity to apply.”
  - III. All attendees in favor of sending the above statement to Jana.
- f) Begin discussion of creating an official process for Post Tenure Review. At this time there is no official process.
  - I. Did not review during this meeting; will be included on agenda of next meeting.
- g) Begin discussion about changing the bylaws in order to allow new faculty who hold tenure at another institution to be hired with tenure (please see below for the current language in the CLA faculty bylaws).
  - I. Did not review during this meeting; will be included on agenda of next meeting.
- h) Other new business
  - I. Requests were sent from Rollins faculty to Missy, including items such as:
    - i. Faculty to have access to all faculty listserv via email.
    - ii. Request for college to provide K95/medical grade masks to faculty.

#### **IV. Adjourn**

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

From David Caban:

While looking at some of my CIE’s I noticed that my average was higher than the Rollins average in a particular category. However, the percentile indicates I am in the 35th percentile (see below). This is simply not acceptable as a statistic and leads to incredibly erroneous conclusions. My assumption is that the CIE indicate the lower parameter of the percentile, which means that I could have fallen anywhere between 35 and a higher number. Nevertheless, anyone that looks at this will not understand this flaw in the reporting. I ask we discuss removing this

parameter from the CIEs and only leave the averages for comparative purposes. (please refer to David's e-mail for the data).

#### CLA Bylaws Article VIII section A.1

While faculty members are not normally hired with tenure, this option is permitted in the special circumstance of appointment to endowed chairs. In such a case, the candidate must possess the rank of Associate or Full Professor at the previous institution and already have been granted tenure at that institution.

If the endowed chair is in a specific discipline, a search committee will be formed within the appropriate department with representation from at least one other department appointed by the Dean of the Faculty. The committee will set out the criteria necessary for a successful candidate to the position. If the chair is not department based, the Dean of the Faculty will appoint a search committee consisting of representatives from relevant departments and programs.

When the search committee has reached a final decision, it will send a letter of recommendation to the Faculty Evaluation Committee (as defined below). The search committee and the FEC, in assessing the merit of the candidate, along with the usual evaluation of research and service, will give special consideration to teaching quality in their evaluation. The FEC will examine the credentials of the candidate and will give the Dean of the Faculty its approval or disapproval of the recommendation of the search committee, based on a stringent evaluation of the candidate against the tenure guidelines of the department or program. The Dean of the Faculty will then pass along to the Provost his or her recommendation as well as the recommendation from the FEC. The Provost in turn will make a recommendation to the President, who then makes the final decision on the appointment.

#### **Remaining spring meeting dates (location Annie Russell Theatre building conference room):**

22-Feb 12:30pm

1-Mar 12:30pm

22-Mar 12:30pm

5-Apr 12:30pm

19-Apr 12:30pm