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The College of Liberal Arts Faculty Minutes

College of Liberal Arts Minutes and Reports

12-11-2019

Minutes, College of Liberal Arts Faculty Meeting, Wednesday, December 11, 2019

College of Liberal Arts Faculty, Rollins College

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Minutes of the Regular Meeting of the Faculty of the College of Liberal Arts
December 11, 2019
12:45-1:45

Presiding: Paul Reich, President of the Faculty

Recording minutes: Jennifer Queen, Vice President of the Faculty/Secretary

Members in attendance: Aggarwal; Althuis; Anderson; Armenia; Balak; Balzac; Barbero; Barreneche; Boles; Bommelje; Boniface; Brannock; V. Brown; Cannaday; Carnahan; G. Cavanaugh; J. Canvenaugh; Cheng; Chong; Cody-Rapport; G. Cook, T. Cook; Cooperman; Coyle; Crozier; D. Davison; J. Davison; DeLorenzi; Dennis; Diaz-Zambrana; DiQuattro; Ebin; Elva; Ewing; Forsythe; C. Fuse; M. Fuse; Gilmore; Goj; Gonzalez Guittar; Grau; Greenberg; Griffin; Gunter; Dana Hargrove; Heileman; Hewit; Houston; Hudson; Johnson; Jones; Kadiyala; Keunecke; Kiefer; Kincaid; Kistler; Kline; Lewin; Libby; Lilienthal; Lines; Maskivker; Mathews; McClure; McLaren; McLaughlin; Miller; Mohr; Morris; Mosby; Murdaugh; Musgrave; Myers; Myslik; Namingit; Newcomb; Nichter; Nodine; O'Sullivan; Ouellette; Painter; Park; Parsloe; Patrone; Pett; Poole; Prosser; Queen; Rahimighazikalayeh; Reich; Riley; B. Robinson; F. Robinson; Rubarth; Russell; Santiago Narvaez; Savala; Schoen; Simmons; Smaw; B. Stephenson; P. Stephenson; Stone; Summet; Sutherland; Svitavsky; Teymuroglu; Tome; Vanable; Vidovic; Vitray; Voicu; Warnecke; Wei; Williams; Wilson; Wunderlich; Yankelevitz; Yu; R. Zhang; W. Zhang

Invited guests: J. Taylor, N. Chick, M Parikh

- I. Meeting called to order at 1:25pm (after adjournment of an all-College Faculty meeting).
- II. Approval of Minutes from November 21, 2019 CLA Meeting
 - a. Anne Murdaugh moved to approve the minutes as circulated.
 - b. Dexter Boniface seconded.
 - c. Motion passed unanimously by voice vote.
- III. Announcements
 - a. Amy Armenia announced that the Faculty Salary Equity Committee needs help in making sure we have the data to analyze faculty salary with respect to inequalities by gender, race and ethnicity. Our race/ethnicity data is currently incomplete, as some have never given the information, and the college changed its form in 2010. We are asking that all faculty please visit the Ethnicity Race Survey on FoxLink, where you can check how you are currently recorded, and change or add that information. Providing this information is voluntary, and all data will be treated confidentially. The Survey is on FoxLink under the Employee > Administration tab, and then under Ethnicity Race Survey. A follow-up email to this announcement will come later today.

IV. Committee Reports

- a. Executive Committee; Paul Reich reporting.
 - i. CC has two vacancies for next spring only, one at large and the other for the social sciences-applied rep. EC nominated Blake Robinson for the latter spot and that ballot will be sent to divisional members electronically as soon as possible. EC nominated Julia Maskivker for the at-large spot. Motion to approve Julia by acclamation passed unanimously.
 - ii. EC discussed at length faculty concerns about registration and continuing issues with the Office of the Registrar. President and Vice President continued that conversation with Grant and Susan later in the week. A plan of action is currently in development to address our concerns, a draft of which will be reviewed by department chairs/program directors and EC.
 - iii. Reviewed 20 position requests for AY-21-22 and passed those recommendations to the Dean and Provost.
- b. Curriculum Committee no report at president's request.
- c. Faculty Affairs Committee no report at president's request.
- d. Diversity Council; Stephanie Kincaid and Jade Taylor reporting.
 - i. Diversity council began the semester by helping get the Statement of Diversity and Inclusion Philosophy and Principles approved, and publicly posted on the Policies and Principles R-share page.
 - ii. In collaboration with President Cornwell, DC identified three task forces. Each task force is chaired by a member of the council. One task force worked on highlighting diversity initiatives, including updates to the Diversity Council website, developed a social media strategy, and publicizing of the diversity infusion grants. Another task force worked on employee resource groups, or ERG's. This task force has obtained approval to form new ERG's, and is currently in the process of developing an organizational structure and budget based on the needs of current ERG-like groups (e.g., PRISM). The last task force is working in collaboration with Nancy Chick to plan a series of events addressing Inclusive Excellence in the classroom.
 - iii. DC began recruiting applications for Diversity Infusion Grants to be awarded next semester. The deadline for Diversity Infusion Grants is this Friday (December 13th).

V. Business

- a. COACHE Survey
 - i. Nancy Chick, Meghal Parikh, Susan Singer discussed the upcoming COACHE survey (see attached) and fielded questions.

Q: I like the timeline, but traditionally May is where things go to die. Is there any chance of initial report in April? A: We don't know how much analytics will be required. We will see.

Q: What is role of faculty advisors in this process? A: They are tasked with getting the word out, asking you all complete it so data is truly representative, and then helping us process it and determining what we do in response to the data.

Q: Will you be reaching out to faculty who have left Rollins? A: We don't have the capacity to do that with the survey itself, but we should be thinking about how we might reflect on that data source.

b. Endowed Chair Policy Discussion

- i. In light of time constraints, we will postpone the conversation on the Endowed Chair Policy to Spring after FAC has hosted faculty forums.

VI. Motion to adjourn by Anne Murdaugh. Jennifer Queen seconded. Meeting adjourned at 1:40pm.



COACHE Faculty Job Satisfaction Survey

collaborative on academic careers in higher education

Info & FAQ: bit.ly/RC-COACHE



Faculty Advisors

- Victoria Brown
- Marianne DiQuattro
- Serina Haddad
- Jonathan Harwell
- Ashley Kistler
- Lee Lines
- Jenny Queen
- Samuel Sanabria
- Li Wei
- Keith Whittingham

- How do faculty at different career stages experience their work life?
- How do their experiences compare to those of faculty at peer institutions?
- Do experiences differ by rank, tenure status, discipline, gender, or race/ethnicity?
- What policies or practices are associated with high levels of faculty satisfaction?