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2-23-2023

Minutes, College of Liberal Arts Faculty Meeting, Thursday, February 23, 2023

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
February 23, 2023 at 12:30pm
Bush Auditorium

Presiding: Jana Mathews, *President of the CLA Faculty*

Recording Minutes: Emmanuel Kodzi, *Vice-President of the CLA Faculty / Secretary*

Moderating: Anne Murdaugh, *Parliamentarian*

Members in attendance: 022323 (*97 members signed in*)

Al-Haddad, Althuis, Anderson, Barnes, Brady, Brannock, Breckling, Brown, Caban, Cannady, Carnahan, Cheng, Cody-Rapport, Cook, Coyle, Cummings, Davidson, Diaz-Zambrana, Dunn, Elva, Ewing, Fetscherin, Fonseca Douguet, Forsythe, French, Fuse C., Fuse M., Garcia, Gerchman, Gonzalez Guittar, Greenberg, Griffin, Guerrier, Guevara Pinto, Habgood, Hammonds, Harper, Harris, Heileman, Hewit, Houston, Hudson, Jamir, Jenoach, Jones, KC, Kiefer, Kodzi, Lines, Littler, Luchner, Manak, Mathews, McClure, McLaren, McLaughlin, Mesbah, Moore, Mosby, Mswaka, Murdaugh, Musgrave, Myers, Niles, Painter, Park, Parsloe, Patrone, Phillips, Pieczynski, Pierre, Prieto-Calixto, Queen, Reich, Riley, Robertson, Robinson, Russell, Santiago Narvaez, Sardy, Savala, Schoen, Shideler, Smaw, Stephenson P., Stone, Summet, Sutherland, Svitavsky, Tanner, Tillmann, Vidovic, Vierrether, Voicu, Wang, Yao, Yu.

Guests: Adeline Davis, Stephanie Henning, Nancy Chick, Student Government.

CLA Bylaws: Those eligible to vote in CLA: all full-time faculty, including artists-in-residence, visiting appointments, lecturers, and instructors.

Quorum: We are at 205 voting faculty in Spring 2023; thus **69** present meets quorum (*97 voting 022323*) *Questions & Comments are **not** annotated by name, in line with abbreviated Roberts Rules*

Meeting called to order at 12:34pm.

Welcome by Jana Mathews, *President of the CLA Faculty*.

- I. **Approval of Minutes** from January 26, 2023 CLA Faculty Meeting:
 1. Mathews, *President of the CLA Faculty*, asked for any changes to the minutes as circulated; none being proffered. Proposed by Lee Lines, second by Eric Smaw.
 2. Mathews asked for approval of the minutes from the January 26 CLA faculty meeting, voting *via clickers*: 66 yes votes, 3 no votes, and 6 abstentions; ***Motion passed.***

II. **Announcements**

1. Academic Administration staffing – We will congratulate the Provost at a later date on her newly-announced position. The President will convene a small group discussion and then announce the path forward with Academic Leadership.
2. Health of Academic Affairs
Emily Russell, *Chair of CC*: We imagine the creation of a community dashboard that allows us to understand at a glance, the academic health of our institution across various dimensions (e.g. faculty travel, proportion of tenured/tenure track versus visiting, faculty-student ratio etc.). A group of interested individuals will convene on March 7, 2023 in Bush 123 to discuss the content and reporting schedule that would be most beneficial to faculty. Anyone interested in helping to develop this dashboard is welcome to attend.
3. Election Results for Division Rep Positions on Faculty Governance Committees
Jana Mathews, *President of the CLA Faculty*: Shared results of votes for Division representatives. Vacancy on FRDC for Social Sciences Division. Diversity council not filled at this time to align with the broader DEIB Strategic Initiative.
4. Call for At-Large Positions for Faculty Governance Committees + CLA Faculty President 2023-2025
Jana Mathews, *President of the CLA Faculty*: These at large positions can be filled from any Division – we need 3 for CC, 3 for FAC, 1 for FRDC, and 4 for Student Life. The call will go out after the CLA Faculty Meeting

Self-nominations invited for Faculty President: this position requires a lot of work but is very rewarding in terms of being able to work with people across departments, having a seat at the table with senior administration, and having the privilege to set the agenda. Self-nominations begin now and will be open through March 2; voting will be on the floor of the CLA Faculty meeting on March 9, and results will be released shortly after the meeting.

III. Faculty Governance Committee Reports

1. Faculty Affairs Committee (FAC)
Todd French, *Chair of FAC*: Continuing work on Target of Opportunity Hires. Exploring best options to accommodate students who have a notetaking app that records and uploads audio from our classes. Continuing work on CIEs with a smaller subcommittee seeking to get the psychometric details right. The existing CIEs require 39 responses, and the intention is to narrow down the scope to make their completion more manageable for students, while obtaining more useful feedback for faculty. The envisaged model will probably have 5 or 6 text questions with some rating-type questions as well; goal is to create a tool that serves us all better than the existing tool.

Comment – gratitude expressed for work done by FAC.

NEW BUSINESS

IV. Proposal to add an Intercultural Competency Requirement to the CLA Curriculum

1. Emily Russell, *Chair of CC*: Motion to add an Intercultural Competency Requirement to the CLA Curriculum by Eric Smaw; second by Todd French. Russell provided updates to the discussion that began last year. Document attached in Appendix.
2. Motion to move into committee of the whole by Emily Russell, second by Mattea Garcia; vote by acclamation.
Discussion of rationale, implementation, support, and language.
Motion to move out of committee of the whole by Jill Jones; vote by acclamation.
3. Mathews asked for vote on the motion to add an Intercultural Competency Requirement to the CLA Curriculum. *Voting via clickers*: 81 yes votes, 5 no votes, and 4 abstentions; **Motion passed**.

V. Draft Language for a Bylaws Change Proposal to Allow Target of Opportunity Faculty Hires

1. Jana Mathews, *President of CLA Faculty*: Introduced the idea of the Bylaws proposal, and referenced research pointing to aggressive, intentional, and creative hiring practices as a tool for diversifying the faculty. The Bylaws proposal will go through the regular vetting channels by various constituencies including faculty colloquia and conversations with FEC. Proposed language attached in the Appendix. Faculty were asked to sign into <https://www.mentimeter.com> to share what questions we need to have answered to develop an informed opinion with this Bylaws change. Mathews expressed gratitude for faculty participation.

VI. Proposed Guidelines for Course Enrollments

1. Jill Jones, *Former Chair of CC*: Proposed guidelines for course enrollments. **Rationale** – CC proposed guidelines for course caps such that some courses would not just have larger numbers because of demand; course caps should be raised only after discussion with the instructor and the Department Chair.
2. Discussion: Not much time for discussion and vote. Motion to table the proposal by Paul Harris. Countermotion by Paul Reich to table the proposed guidelines for course enrollments and the recommendation to move to 128 credit hours to the March 30th CLA faculty meeting, and to take these proposals up as the first two items of business at that meeting; Vote by acclamation.

Mathews: Motion to adjourn, moved by Mattea Garcia, second by Kevin Griffin.
CLA Faculty Meeting adjourned at 1:40pm

APPENDIX

Proposal to add an Intercultural Competency Requirement to the CLA Curriculum

Rationale

A Rollins education prepares students to find meaning and professional success in a complex world. One of the best ways to achieve these goals is to learn about experiences beyond one's own. This knowledge and the skills to navigate such differences are often called "intercultural competency," most notably by the American Association of Colleges and Universities (AAC&U) who has named it an Essential Learning Outcome.

Since our adoption of the rFLA program, over half of the courses taught already address questions of intercultural competency. It has not, however, been a stand-alone requirement.

Not having this requirement can have at least three negative effects:

- 1) Many students who have chosen to take these courses report feeling like they are in an echo chamber. They are interested in hearing from a broader spectrum of viewpoints.
- 2) Students who do not take intercultural courses are missing content and skills that are essential to our educational mission.
- 3) The absence of a requirement can serve as an unintended signal that we don't value intercultural competency.

Context

- At least 28 of our 30 benchmark institutions require a similar course
- National organizations, including AAC&U and the National Association of Colleges and Employers (NACE) identify this education as essential for career readiness, personal thriving, and an engaged citizenry

Structure & Policies

- Faculty choose to apply for an ICMP designation to be attached to a specific course
- Follows the ECMP model of distribution across courses both in the major and in rFLA or Honors
- Need 18-20 courses per semester
- Anticipate the vast majority of ICMP courses to come from courses already being taught
- Assessment through "Intercultural Knowledge & Competency" AAC&U VALUE rubric
- Courses may double count for more than one competency

Implementation and Timeline

- Requirement will apply to both A.B. and A.B.H students in the entering class of Fall 2023
- First round of ICMP Designation forms due March 22 for publication on the 23-24 schedule (current student registration begins March 27)
- Faculty will convene for training before the courses are offered as ICMP
- Faculty teaching ICMP courses will meet once per year to discuss assessment and teaching strategies
- Course Design/Re-Design workshop anticipated for summer 2023

Catalog Revisions—rFLA and Honors

Add the following catalog language to both A.B. and A.B.H. Degree Requirements

Intercultural Competency (ICMP): A Rollins education prepares students to find meaning and professional success in a complex world by learning about experiences beyond their own. In Intercultural Competency courses, students will gain knowledge of the ways cultural differences enrich the world and how past and present customs have advanced or infringed upon the promises of a democratic society. Students will assess and critique current theories as tools to understand difference and commonality and will examine various strategies aimed at achieving more just, equitable, and productive societies. Students in ICMP courses will bring multiple viewpoints and experiences, creating an opportunity to engage in discussion across disagreement; question one's own beliefs and biases; and find common solutions to advance a shared project—all essential skills for thriving after graduation.

Students will satisfy this requirement by completion of any Rollins course that carries the Intercultural Competency (ICMP) designation or completion of an approved transfer course that includes the study of intercultural competency.

Approved by Curriculum Committee: 2/7/23

Approved by Executive Committee: 2/16/23

Approved by CLA Faculty:

Proposed language for Bylaws change to allow target of opportunity hires.

ARTICLE VIII FACULTY APPOINTMENTS AND EVALUATIONS

A. FACULTY APPOINTMENTS

~~All~~ Tenure-track appointments will be made as the result of national searches. The department to which the candidate will be appointed will usually conduct the search. Search committees shall have one faculty member from outside the department who will be appointed by the Dean of the Faculty in consultation with the department. The appointee will be a voting member of the search committee. The recruitment and selection of candidates for faculty appointments will conform with the equal employment opportunity and affirmative action policies of the College. **In exceptional cases, candidates may be offered appointments to the faculty without conducting a national search. Such an appointment would be a target of opportunity hire, following a more aggressive recruitment program with the goal of advancing the strategic initiatives of the college.**

The Dean of the Faculty shall not recommend the appointment of anyone of whom a majority of the voting tenured and tenure-track members of the appointee's department does not approve.