

9-10-2013

# Minutes, Arts & Sciences Professional Standards Committee Meeting, Tuesday, September 10, 2013

Arts & Sciences Professional Standards Committee

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PSC Meeting  
Sept. 10, 2013

### **Committee Members**

Committee Chair & at Large rep., - Julian Chambliss [JCHAMBLISS@Rollins.edu](mailto:JCHAMBLISS@Rollins.edu)

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Expressive Arts Rep., Theatre & Dance - Kevin Griffin [kgriffin@rollins.edu](mailto:kgriffin@rollins.edu)

### **Meeting called to order: 12:30 PM**

#### In Attendance:

Ted Gournelos, Anne Murdaugh, Julia Maskivker, Alexander Boguslawski, Fiona Harper, Gay Biery-Hamilton, Emily Hendrix, Julian Chambliss, Kevin Griffin

### Agenda

#### 1. Welcomes and introductions

- We believe there is supposed to be a second SGA Rep. Emily will be looking into this and getting back to us next meeting.

- There no reason we can't be civil about all this.

- Who will take the minutes

- K. Griffin volunteered.

#### The PSC Agenda?

- Items from EC to be reviewed (128+ and challenges).
- Issue of pay equity.
- Leave of absence policy – need to review it in several areas and see if it can be coalesced into a single document.

#### 2. Old Business

- Course Evaluation

The PSC's examination of course evaluations ended with no clear resolution in terms of next steps. Given that the faculty seems to be engaged with this issue and it clearly affects the entire campus

community, I believe we should address this issue.

- Julian has invited a member(s) from psychology to discuss with PSC the current course evaluation.
- PSC Would like to invite someone from FEC to discuss how the data is used in faculty evaluations.
- PSC feels there should be colloquia regarding the CIE's, how they are used, and their positive relationship building between student, course development, and faculty.
- Student rep. (Emily) indicated the length, repetition of questions; time when they are given all led to not completing the evaluations. Would only fill out the CIE to indicate displeasure with a class and not when they enjoyed a class. Felt that the professor would "know" they enjoyed the class. Do not realize their importance in faculty evaluation.

### 3. New Business

- Salary Compression

There have been several requests to address this issue from faculty. Moreover, under the guidelines associate with Merit Pay rules that we passed a few years back, we should be considering this issue. There is some institutional memory on the presence committee related to last discussion. Let discuss the way forward in terms of proposal for the Dean of A &S or Budget Committee.

- Minutes from previous A & S faculty mtgs. sent out by Julian to review previous discussions.
- Basically we currently only have merit pay increases to salary.
- Periodic review supposed (Faculty Salary Council) to be taking place, but it is not clear if this is taking place. Original ideas of merit pay in faculty handbook (2010 rev) not consistent with the current system. This council is supposed to report to PSC. As far as we know the FSC does not exist and it appears we have gotten away from how the merit system is supposed to operate.
- Ted reported that CPS does use a rubric for low, normal, and high merit pay increases, assessed by Dean Deb Wellman.
- Compression/Gender Inequity is what is high concern. Fiona discussed this issue and how it related to the Phi Beta Kappa issue. The letter indicates the compression/gender issue

would be reviewed in 2013. Ted brought up that it is difficult to address compression and gender equity under the same "umbrella," however there is concern if gender equality is not connected to compression it will get ignored.

- The PSC should ask the Financial Committee (and EC?) to review this data and report information to the faculty. PSC to format letter to request review. Fiona, Gay, and Alex will work on drafting the letter to be reviewed by the entire PSC. Looking to have a draft by the next meeting (9/24).

### 3. Forthcoming Grants

- Be aware we will be looking at FYRST and Critchfield Grants for faculty on Sabbatical in the coming weeks.
  - Critchfield due Sept. 21.
  - Why do we (PSC) look at Summer Research/Collaborative Scholarship grants? Is PSC review the best use of the committee time?

### Next meeting:

- Guests from psychology to discuss CIE's.
- Continued work on salary compression/gender equality.

Adjourned at 1:42 PM