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## Annual Report, Arts & Sciences Finance and Service Committee, Monday, May 19, 2014

Arts & Sciences Finance and Service Committee

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**Finance & Services - Report to the A&S Faculty for 2013-2014**  
**May 19, 2014**  
**Hoyt Edge, Chair**

The members of the Finance and Services Committee for the year were:

Faculty: Hoyt Edge, Ashley Kistler, Susan Lackman, Paul Reich, Steve St. John, Eric Zivot

Staff: Leon Hayner, Steve Gauthier

Students: Ruqayyah Ali, Mary Faith Birthisel, Romulo Rainha

Bill Short (ex officio)

No one served as the invited CPS Faculty non-voting member

Edge had been elected to the committee to replace Twila Papay at the beginning of the year, and he was elected chair. Susan Lackman was elected secretary.

The committee met approximately once a month at a regularly scheduled time.

**Merit Pay Committee**

Procedures set up by F&S the previous year were followed, with A&S faculty filling out a short one-page application form, which was sent to the Merit Pay Committee, a subcommittee of the Finance and Service Committee. The five-member elected committee represents tenured faculty from each division of the Arts and Sciences and one at large member.

The Committee established a permanent system whereby a Merit Pay Committee of five will be in place every fall when merit pay evaluations take place. Members hold two-year terms and these terms will overlap such that the Merit Pay Committee will always include at least two experienced members.

The members of the Merit Pay Committee were:

|                                 |           |
|---------------------------------|-----------|
| Paul Harris (Social Sciences)   | 2012-2014 |
| Pedro Bernal (Sciences)         | 2012-2014 |
| Carol Lauer (at large)          | 2012-2014 |
| Bill Boles (Humanities)         | 2013-2015 |
| Wenxian Zhang (Expressive Arts) | 2013-2015 |

A 2% stipend was paid by the college to faculty and staff this year in lieu of a raise.

**Analysis of Faculty Salaries**

The committee asked the administration for several reports: faculty compression, a scatter-plot of faculty by year and rank, and an average of faculty salaries by department. None of these reports were given to the committee.

### **Promotion Increase**

A promotion increase of was recommended by the committee, increasing the promotion augmentation to \$3500 (from \$3000) for Associate Professors, and to \$6000 (from \$4000) for full Professors. This recommendation was taken to Planning and Budget, approved, and was included in the budget for next year.

### **Parking**

Because of the faculty/staff spots lost in in the Alford Sports Center lot and the Lawrence Center lot being made off-limits to faculty, F&S engaged in a discussion with Jeff Eisenbarth. Faculty lost spots on campus and in the parking garage during the Fall, but with the College Arms parking expanded, with the former Science Village space paved for parking, and with the Alford Inn overflow taken out of the parking garage after we paved the All Saints lot, approximately 100 more parking spaces on campus were created by early Spring (although most of them were not only for faculty and staff but for students, also).

### **Idling Policy**

Kim Schlaepfer, representing the Committee on Environmental and Sustainability Issues, a subcommittee of F&S, brought an idling policy. After several months of discussion and rewriting of the policy, it was passed and forwarded to Planning and Budget. The P&BC tabled the policy.

### **Financial Implications of Internationalization**

Giselda Beaudin was invited to a committee meeting and explained the costs of students going abroad, as well as the process of eliminating some expensive programs and creating new ones that meet students' needs.

### **Budget**

One of the goals this year, especially given the necessity to make up a budget deficit, was to help the faculty better understand the budget. Issues surrounding the budget took most of our time this year, and we had reports from Bill Short (in person), Jeff Eisenbarth (a PowerPoint), and Bob Smither. We were disturbed by the fact that we had to cut 3% from the budget for next year, and there was no indication that this would be done based on any strategic goals. We hoped to be able to influence these decisions.

Further, given the financial condition of the college, we were more concerned about future budget cuts being made strategically, and that additional revenue could be generated.

In cooperation with the Executive Committee, F&S sponsored a colloquium on the budget for which we solicited from faculty ideas on ways to cut the budget as well as ways to generate more revenue (students engaged in a separate process, also). These ideas covered both the shorter term as well as a longer term perspective. After distributing the ideas collected, we held a colloquium, in which there was spirited discussion.

Jeff Eisenbarth gave a report to the faculty about the budget outlines given to the trustees, and also gave one for the staff.

We followed up with a second colloquium specifically on long-term issues for the college, dealing with national trends, as well as Rollins-specific trends.

### **Future Issues**

The main issue for F&S for next year will continue to be the budget. F&S should attempt to get more information about the budget and inform the faculty so that the faculty can have a better understanding of the issues surrounding the budget.

Given that the Planning and Budget Committee meetings are open and that the faculty feels that it does not have enough representation, Paul Reich was asked by Edge to attend the meetings this year, and it is recommended that the practice of having more than one representative from F&S be continued next year.