

2-17-2015

Minutes, Arts & Sciences Finance and Service Committee Meeting, Tuesday, February 17, 2015

Arts & Sciences Finance and Service Committee

Follow this and additional works at: http://scholarship.rollins.edu/as_fs

Recommended Citation

Arts & Sciences Finance and Service Committee, "Minutes, Arts & Sciences Finance and Service Committee Meeting, Tuesday, February 17, 2015" (2015). *Finance and Service Committee Minutes*. Paper 70.
http://scholarship.rollins.edu/as_fs/70

This Minutes is brought to you for free and open access by the College of Arts and Sciences Minutes and Reports at Rollins Scholarship Online. It has been accepted for inclusion in Finance and Service Committee Minutes by an authorized administrator of Rollins Scholarship Online. For more information, please contact wzhang@rollins.edu.

FINANCE AND SERVICE COMMITTEE

MINUTES: February 17, 2015

Approved: March 17, 2015

Attending:

Faculty: Don Davison, Chair, Michele Boulanger, Susan Cohn Lackman, Richard Lewin, Paul Reich, Dana Hargrove; Staff: Steve Gauthier, Udeth Lugo, Bill Short (ex-officio); Students: Robert Salmeron, Kelsey Uhl; Guest: Giselda Beaudin, Maria Martinez

Minutes approved as amended.

Old Business:

Salary study:

- Departmental Medians by Rank at Rollins compared to Departmental Medians at CUPA Institutions (Fall 2014).
- Current study is regression and scatter-gram by gender, by levels. Not by Department. Reich questioned difference between departments. Several years ago individual salaries compared with CUPA data, but study is not available. It is possible to explain anomalies; but Reich believes data will show favor men over women because of discipline and years in service.
- Lugo: HR, Provost, and Lugo went through Department by Department looking for inequities. There are “exceptions” that may account for outliers.
- Davison: If one looks at scatters there does not seem to be obvious cluster to show gender inequity; there may be gender differences in the data, but that needs to be studied individually.
- Boulanger asks if the study is available, for people to examine. Reich wonders if the individual inequities are being examined, but the data cannot be published. Boulanger wants to compare CUPA medians by Department. Lugo: Data from *Chronicle* does not discriminate by area. Also, he noted that for the past three years we have not received an increase to the base. Reich suggests Davison contact Kim Dennis. Lewin: Some departments have accreditation bodies that cause there to be salary differentiation.

Members whose tenure is expiring: Davison, Reich, Lackman, Hargrove (for Kistler); question of CPS members (Lewin, Boulanger) being on committee. That means no faculty will continue.

Budget Presentation: Follow-up requested. Davison and Short will schedule something.

New Business:

Beaudin: (See attachments) Study-abroad salaries are being adjusted. There is congruence with current overload rate, pay for those who are assisting on trip. This went through International Studies Faculty Advisory Committee. Summer school class compensation has

been doubled, but it is called an additional stipend, not base for benefits; perhaps the additional stipend can come from the Provost's Office. There are approximately 20 – 30 faculty involved. Committee as a whole approves of proposal.

Draft budget proposal: First presented at Planning and Budget Committee meeting. Short: Budget is revenue driven, so the expenses are appropriately modified. 80% of budget comes from tuition (80% is from undergraduate day); Trustees want tuition increase kept below 4%, so there is 3.9%; discount rate continues at 43%; room increases will go up with 3.9%. Enrollment is predicted at 1854-1889. Crummer DMBA is increasing 15%; was started at discount. Contingency fund is \$500,000 for this year. Fixed costs: 2% salary increase in built into budget this year (high profile item). Model does not have new rFLA curriculum, new QEP, new increased Business faculty, summer stipends and Maymester (revenue neutral item), community engagement (based on gift); budget committee asked faculty to find prospective fixed expenses; also, places where budget can be cut painlessly. Other parts of draft include comparisons between Rollins and Peer and Aspirant schools, as well as Holt comparisons; note that Holt and A&S have different credit numbers.

Maria Martinez: Area of concern in definition of Lecturers. Currently, until 2009, we weren't hiring a great number of lecturers. Since 2010 we have added 15, leading to total 21. When one looks at Faculty By-Laws, Section I, Article 8. This section does not consider that in the By-Laws; there needs to be an amendment because the issue is *de facto* tenure. Faculty Handbook, 2012, definition of Lecturers and Artists-in-Residence. Faculty Handbook, 2014, updated, but definition and function has disappeared. By-Laws talk about tenure and promotion of faculty, does not speak about Lecturers. Also, there is a question of unionization under NLRB rules; in some cases they are treated as management, at other times they are on year-to-year. Evaluations, merit pay, are some considerations. In a dispute, there is a question of legality. On campus, there are some staff that also have faculty rank. Faculty of A&S By-Laws will have to be amended; do the All-college By-Laws refer to tenure and promotion? Artist-in-Residence now includes some staff people (in Athletics) because they teach.

If By-Laws needs to be revised, it comes through Executive Committee and Governance of Faculty. These have to be amended to include Visiting Professors, Lecturers; there is also the matter of CPS By-Laws. There is also a concern in the growth of number of Lecturer positions. Have to define Lecturer, Artist-in-Residence, and Visiting Professor positions specifically in the By-Laws. There appear to be Tenure Track and non-Tenure Track positions, and they need to be defined. The group that is rewriting the By-Laws needs to consult with Departments that hire these categories of faculty.

Meeting melted away at 1:52.

Respectfully submitted,

Susan Cohn Lackman, Ph.D., M.B.A.