

1-19-2016

## Minutes, Arts & Sciences Finance and Service Committee Meeting, Tuesday, January 19, 2016

Arts & Sciences Finance and Service Committee

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## FINANCE AND SERVICE COMMITTEE

### MINUTES:

Jan 19, 2016 in CSS 119

### Approved:

#### Attending:

Faculty: Ashley Kistler, *Chair*, Bobby Fokidis, *Secretary*, Zhaochang Peng, Laurel Habgood, Todd French, Daniel Myers, Udeth Lugo, Michele Boulanger, *CPS representative*, Bill Short, *Staff*, Troy Thomason, *Staff*; Students: Elizabeth Patz, *SGA finance chair*, Ansh Jain

Minutes from Dec 1, 2015, meeting passed as submitted.

**Announcements:** None

#### Old Business:

**Update on Holiday Dining Hours:** Kistler: Dec meeting we discussed closed facilities during that last Tuesday of semester and says Schoknecht is aware of issue and states this will not occur again. Stated that the decision last semester was based on calculations from last year's sales. SGA agrees with decision, but mentioned that no conversation with Pat occurred. Committee voted to take issue of the agenda.

**Sabbatical Policy:** Peng provided a revised policy recommendation (see appendix) to extend the FYRST grant to cover a full base salary of the second semester of sabbatical. Peng: Previous concerns about implementing this policy focused on replacement of courses lost with sabbatical teacher absence. Peng states this revision addresses this concern, through a "bank system" for faculty to overload rFLA, RCC and sabbatical replacement classes between sabbaticals (usually 6 years). Peng cites increased productivity for scholarship and faculty development as benefits of full-year sabbatical. Kistler: Course banking has been done in the past, but repealed due to IRS issues. Lugo: Deferring compensation to another year was complicated by taxes. Habgood: Endowed chairs are able to bank three courses. Kistler: The tax issue will prevent it moving through to EC. French: How can endowed chairs get away with banking? Lugo: It has to do with the language, but states did not have a chance to check how this works. Habgood: Chairs have to decide each year for just that year, now only three are allowed. Kistler: we were not in IRS compliance, and were at risk, but now it has been changed. French: I was offered a chance to take full sabbatical with banked courses but it is no longer available. Habgood: That was based on the current model at the time. Kistler: rFLA courses do not offer course releases and now compensation is only monetary. French: agrees that is case. Peng: *Can instructors have voluntary choice to find someone else to teach course, and they get paid as an overload (thus no external teachers)? Would a survey for assessing department abilities be useful?* Habgood: There could be *quid pro quo* issues. For example, I volunteer to overload now, but then you must overload later or support me in another way. Myers: Faculty in small departments will be teaching overloads every three years. Kistler: Junior people are overloaded, but might get forced by senior faculty to take on more with the threat of tenure decisions. Habgood: Policy must be the

same across departments. Lugo: Endowed chairs can bank up to three, but must be used in a single semester. Short: *Do you want me to really look into that? You sure Habgood?* Habgood: At start of each year, I have to make decision about keeping course bank or not. Fokidis: *Was there also an issue with banking for early retirement?* Kistler: Do we want to brainstorm or do a vote? Lugo: You must qualify for FYRST grant in first place and faculty do have the choice to take full semester. This is best handled at the department level regarding overloads. Boulanger: *Do faculty really want to push for this?* Peng: A full-year paid sabbatical for research is the main goal, it is hard to do research piece-meal. French: *Does Rollins want to support faculty research at a level that is better than the average school?* Kistler: A strategic planning initiative is scheduled for next year, so this issue should be addressed after this. Habgood: Faculty should be guided into the types of financial plans available and Devon can assist with external funding. Kistler: *Can we have professional development for faculty sabbatical support?* Peng: I will discuss this issue with the relevant deans. Kistler: Issue is tabled until then.

**Merit/Market Pay:** Kistler: Nothing to report on this, asks committee if they want to discuss at this meeting? Habgood: Is there an update on EC council meeting about government structure? Would be better to wait until this is developed fully. Kistler: We are moving towards a divisional model (D2 or D2-like) and thus the new change to “new business” (see below). Habgood: No point in discussing merit/market pay, since government structure is changing. Short: Is Crummer involved in the decision? Kistler: They are not as they are autonomous unit. Habgood: I would like regular updates just to know it is moving forward. Kistler: *Any updates Lugo?* Lugo: No updates but deciding on specifics of salary comparisons shouldn’t wait for governance structure. Kistler: I will follow up with the dean and provost, have someone come and discuss with FSC. Habgood: Do it in March after the budget is available.

**Academic Space Concerns:** Fokidis is chairing a subcommittee on surveying space concerns, with Boulanger.

### **New Business:**

**Discussion about Committee Charge and Responsibilities:** Kistler: Need to define charge of the F&C with new changes to governing structure system. Are there any specific concerns with upcoming changes? Habgood: Where will students bring their issues without a student life committee? Patz: A lot of what faculty discuss doesn’t impact students, at least not directly. Myers: Aren’t these issues brought up in student life as well, is there a lot of overlap. Kistler: Committee should help to steer resource allocation. Short: Staffing issues should be addressed as well, need staff representation. F&S pushed for a lot of staff issues through. Thomasen: Still trying to find my role on this committee as staff has different issues. Budget and planning committees have staff representation. Short: welfare of staff concerns were part of F&S. Thomasen: I can act as a bridge between staff and faculty. Habgood: Some groups get more interaction with staff than others (student affairs, IT, Provost office, administrators). Kistler: Need to figure out how to best interact with staff. Habgood: F&S should also increase communication with BoT and F&S. Thomasen: I will explain the role of governance to staff. Short: Many staff come from companies with hierarchical structure. Staff tends to see HR as place to go for college interactions. Short: F&S passed resolution for a living wage for staff. Thomasen: my position is to remind faculty that some issues apply to staff Merit pay, space concerns, parking issues. Kistler: Any new business?

Meeting adjourned 1:22 pm

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'H. Bobby Fokidis', with a long horizontal flourish extending to the right.

H. Bobby Fokidis, Ph.D.,  
Secretary