

9-9-2014

Minutes, Arts & Sciences Professional Standards Committee Meeting, Tuesday, September 9, 2014

Arts & Sciences Professional Standards Committee

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PSC meeting, September 9, 2014

12:30 -1:45 P.M. in Bush 123

Minutes – approved September 23, 2014

Committee Members Terms and Affiliation

Gay Biery-Hamilton, 2013-2015, Social Sciences

Rosanna Diaz, 2014 – 2016, Humanities

Kevin Griffin, 2013-2015, Expressive Arts

Fiona Harper, *Committee Chair*, 2014 – 2016 Science

Julia Maskivker, 2013-2015, At-Large

Anne Murdaugh, 2014-2016, At-Large

Eric Smaw, 2013-2015, At-Large

Anne Stone, 2014 – 2015 CPS

Eren Tatari, 2014-2016, At-Large

Jillian Rondeau, 2014 – 2015, SGA rep

Committee Members in Attendance

Gay Biery-Hamilton, Rosanna Diaz, Kevin Griffin, Fiona Harper, Julia Maskivker, Anne Murdaugh, Jill Rondeau, Eric Smaw, Anne Stone, Eren Tatari

Call to Order

Meeting called to order at 12:31pm

Members introduced themselves

Approval of Minutes

Meeting minutes from 4/22/12 were approved with no changes.

Old Business

- Statement on Office Hours (PSC)
 - The committee has been requested to craft a statement codifying the requirement for faculty office hours
 - This statement will need to appear in the Faculty By-Laws or the Faculty Handbook.
 - Drs. Julia Maskivker, Anne Stone, and Eren Tatari will take on this task
 - The Committee agreed the statement should include language indicating full time teaching faculty must have office hours, in their office on campus, during “normal business hours appropriate for the school/college to serve their students” and that the hours should be posted outside the office
 - Other questions and considerations posed during discussion:
 - Are there/should there be exceptions?
 - Should there be an open door policy during office hours?
 - The statement should work for both A&S and CPS
 - Draft of statement will be expected on Friday, September 19th

New Business

- Student Faculty Collaborative Research Program Guidelines
 - Program Director Dr. Chris Fuse requested the Committee review the current publication criteria of the program.
 - Specific questions posed by Dr. Fuse:
 - Is three years enough time to submit a manuscript for publication? Faculty often perform novel research, that and working with undergraduates definitely slows the pace of scholarship.
 - Should the SFCRP consider a successful collaboration one in which the student either presents at a conference or publishes?
 - The Committee agreed that publication should be the end goal, but that the current assessment criteria was unrealistic.
 - The Committee approved the following language change to the SFCRP guidelines
 - The collaboration should result in, at a minimum, a publication or artistic performance within 5 years, preferably both a publication and a presentation at a professional conference, where appropriate.
 - Additionally, a case of plagiarism has prompted the inclusion of language indicating that any work done as part of the SFCRP is bound by the academic honor code, and that violation of it may result in the surrendering of any funds awarded. Furthermore, students accepted to the program must complete ethics training provided by the program to receive their stipends.
 - Dr. Fuse will make the proposed changes to the guidelines and take it to the Provost. These changes will be brought to the Committee in November.
 - At the time Dr. Fuse returns, PSC will also request that there be a discussion about the mechanisms informing applicants about denied proposals and providing the reasons behind the denial.

Future Business

- Dr. Harper solicited requests for issues the Committee should consider this coming year
 - Dr. Biery-Hamilton would like the Committee to follow up on the issue of salary disparity
 - Last year on September 23rd the Committee sent a memo to the Dean of Arts and Sciences requesting a revisit of the general issue of salary compress, with the additional element of gender disparity in the A&S faculty. What steps have been taken by the Dean's office, administration, and other committees is unclear.
 - The Committee agreed we would like an update on the status of this issue

Adjournment

The meeting was adjourned at 1:45pm

Meeting minutes recorded and prepared by Anne Murdaugh

Supplemental Information

Text of request from Dr. Chris Fuse on behalf of Collaborative Scholarship program:

...now is a great time to assess whether these goals are appropriate. The guidelines state that funding will be provided for all participating students to present their collaborative research results at a professional conference. Additionally, the guidelines stress that all collaborations will result in a peer-reviewed publication. The guidelines are quite specific that faculty will have submitted a manuscript for publication within three years of receiving funding for a SFCS project.

I am going to restrict my discussion of any data to the 2011 - 2014 SFCS program. I took over the administration of the program in 2011 and have the most comprehensive data regarding conference attendance and publications for those years.

Between 2011 and 2014, 105 students participated in the program. During that time, 22 (21%) students published or had public performances based on their collaborative research. It should be noted that 11 students worked on the development and production of a play. Not including those students, 11 students publishing amounts to 10.5% of all participating students. From 2011 - 2014, 36 (34%) students attended conferences and presented their research results.

I would like PSC to discuss if these goals are appropriate. Is three years enough time to submit a manuscript for publication? Faculty often perform novel research, that and working with undergraduates definitely slows the pace of scholarship. Should the SFCS consider a successful collaboration one in which the student either presents at a conference or publishes?

These are just a few questions that I would like to discuss with the members of PSC.

Text of letter on salary disparity, sent on 9/23/13

Not discussed in detail at the 9/9/14 meeting, but included for informational purposes.

Dear Dean Smither,

On behalf of the Professional Standards Committee, we would like to respectfully request that the Dean of the Faculty of Arts and Sciences revisit the general issue of salary compression, with the additional element of gender disparity, in the faculty of Arts and Sciences.

It has been five years since the last iteration of correcting faculty salaries for compression occurred in 2008. During this time, new faculty have continued to be hired while existing faculty have received incrementally smaller raises, culminating in the current situation explained in President Duncan's letter to the faculty of Arts and Sciences in which meritorious faculty will receive a one-time stipend in lieu of a raise. A study of faculty salaries based on rank, years in service and gender is requested now to examine these issues of compression and gender equity. Reviews of faculty salaries for these issues should occur on a regular basis and both President Duncan and Phi Beta Kappa refer to a five year period.

According to the minutes of the Faculty of Arts and Sciences meeting from September 18, 2007, Rick Vitray, then Chair of the Finance and Services Committee, brought to the faculty agenda items relating to faculty compensation. At that meeting, Carol Lauer "observed that there was significant salary discrepancies between male and female faculty, and she asked the committee to look into that." This request was followed by discussion among the faculty and the Provost Roger Casey, including "Davison reviewed issues facing Finance and Services: reexamine gender disparity in salaries, the rate of salary increases of over the last several years in the face of the growing prosperity of the institution, and how do we expand the pie." The thread of this conversation concluded with "[President] Duncan ... said that there will be 360-degree reviews for senior faculty every five years when market forces will be taken into consideration in salary determination." A subsequent review of faculty salaries for compression based on rank and years in service was then conducted by Dean Joyner and salaries were adjusted.

In the letter of June 28, 2011 from Phi Beta Kappa to then Dean of Arts and Sciences, Don Davison, the society outlined several reasons for not authorizing the creation of a Phi Beta Kappa at Rollins College. Included in these reasons were concerns about faculty salary. "From the written materials, it seemed that faculty salaries might be stratified by gender. During the visit, the team was unable to conclude that they are not. Subsequent to the visit, scatterplot data were provided suggestion that, in 2008, there was not a problem. The team was assured that another analysis would occur in 2013."

We understand the financial issues associated with tying faculty salary with tuition that have led to the current situation involving the lack of raises. That being said, this situation should not hinder a 2013 study of faculty salary compression and gender equity by the Dean of the Faculty of Arts and Sciences, in advance of the Planning and Budget Committee's work, so that any discrepancies can be corrected in a timely manner when funds become available.

We look forwards to your response. If you are unable to conduct the study at this time, we would also respectfully request an explanation in your written reply that we may share with the faculty.

Sincerely,
Members of the Professional Standards Committee