

2-5-2013

Minutes, Arts & Sciences Finance and Service Committee Meeting, Tuesday, February 5, 2013

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 5, 2013" (2013). *Finance and Service Committee Minutes*. Paper 19.
http://scholarship.rollins.edu/as_fs/19

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 Services Committee Meeting
Tuesday, February 5, 2013

Present: Anna Alon, Leon Hayner, Micki Meyer, Bob Moore, Blake Ramsey, Paul Reich, Bill Short, Joe Siry, Cynthia Snyder, Eren Tatari, Mary Faith Birthisal

Absent: Eric Zivot, Elise Albin, Bob Smither

Guests: Maria Martinez, Matt Hawks, Ann Francis, Sharon Carrier

Old Business

Faculty Travel. Maximums were raised for this year, but the total travel budget was not. Domestic travel is capped at \$1,450 and international at \$1,750. We plan to revisit this issue next year, perhaps surveying faculty tenure requirements in each department and the impact of travel limits on scholarship.

All Staff Meeting. Micki Meyer reported that the President and Vice Presidents held an all-staff meeting. Attendance was good—Tiedke was almost full. Micki got lots of positive feedback.

Staff Compensation. Maria Martinez and Matt Hawks attended the meeting to discuss salaries. Rollins has 300 types of staff positions, and many have only one individual with that job title. Staff pay is looked at every year and we have many years of data. Departments are sent rosters for merit allocations. Gender equity is addressed. Rollins' compensation philosophy is a more market-based approach rather than based on longevity. Fifteen years ago we were well below the median local compensation levels, but over time we have tried to address equity. We attempt to adjust wages to address rising health care costs. There is salary compression, but it is inevitable with merit raises. Each department distributes merit pay differently. The committee asked about complaints? There have never been complaints, and there have been very few classification review requests. Turnover is usually not about pay.

The committee was curious about how Rollins salary adjustments for promotion to associate Professor and Professor compared to other institutions. A list of faculty salary information for promotions was distributed at the meeting. Of the eight schools listed, promotion amounts ranged from \$2000 and \$3000 to \$6000 and \$7000, with two increasing by 10% of base salary. Rollins increases salaries \$3000 and \$4000. A copy of this list is appended to these minutes. Matt and Maria would like to be included in any discussion of a faculty bump.

New Business

Fair Trade Resolution. Ann Francis and Sharon Carrier had forwarded a copy of a Fair Trade Resolution created by a CESI subcommittee. A copy of this draft of the resolution is appended to these minutes. They shared its history and rationale, as well as some information on what is already being done on campus. They asked that the Finance and Services Committee review the resolution and suggest changes if necessary, and then forward the resolution to the Executive Committee for approval and submission to the entire faculty for approval. Anna will take the resolution to CPS as well.