

3-2-2011

Minutes, Professional Standards Committee Meeting, Wednesday, March 2, 2011 (Note: The document is dated 2010, but 2011 is believed to be the correct year.)

Arts & Sciences Professional Standards Committee

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PSC Meeting Minutes: March 2, 2010

Attendance:

- Members: Claire Strom, Steven St. John, David Charles, Richard James, Marc Fetscherin, Emily Russell, Joshua Almond
- Dean of Faculty Representative: Interim Dean Deb Wellman

Meeting Convened: 3:00 pm

Announcements:

- Approval of last week's minutes: Minutes approved.
- Discussion of how much information should be included in the letters as to why the grants were denied. Committee had a lengthy and thoughtful debate weighing the potential pros and cons of including additional information. Ultimately, it did not seem as though a consensus was going to be achieved and the discussion was put on hold.

Old Business:

- Pay and Compensation
 - Deb presented overview of extra compensation, pointed out differences in pay between A&S and Holt overload compensation
 - Emily - Isn't MLS compensation different?
 - Deb - Yes. I brought it up to all the directors as something to look at and was told they were happy with it and to leave alone.
 - Emily - What is it?
 - Deb - I believe that it is \$5,000 for any full professor to teach any MLS course.
 - Emily - I'm concerned that we have competing principles for how we're applying compensation to these various things.
 - Claire - Why can't we have access to MLS overload list?
 - Marc - What about A&S directors?
 - Deb - They should be on there. Typically they receive a course release or overload pay (their choice).
 - Claire - I need to do some more investigation on that. Can we look at other issues?
 - Emily - I have a question about compensation more broadly. Our role (more generally) would be that we would make a recommendation to you (Interim Dean Wellman) and then you would make a determination taking into account that recommendation?
 - Deb - Yes.
 - Steve - AAC noted this problem (one faculty but two schools) and changed the language to reflect the oversight of Holt. They added continuing ed, graduate school and holt. Might be that PSC wants to follow their lead.
 - Emily - Thinks hinky things are being done.
 - Claire - We have a huge monster we have to look at. We've got the whole question of Holt, we've got questions about equity within departments. we have questions about Maymester... What do we do about this? It seems like every time we meet, we end up going around in circles without going anywhere.
 - Dick - I think we need to start by figuring out what oversight we have and then I think Holt will have to be split between under graduate and graduate courses.

- David - I feel that we have a responsibility to tell our colleagues, to inform them about these significant differences in compensation.
- Claire – We already recommended that we raise adjunct pay by 25%. It seems like we've got an additional six or seven issues here. What I'd suggest is that next time we meet, we break them apart, pick one particular problem and try to tackle it.
- Deb – Let's do chairs first.
- Claire - I will look into Holt oversight. Giselda will be in next to talk about faculty compensation for Field Study then Devon Massot will be in because we need to add a faculty behavior clause for federal grant monies (ethical).

Adjourn 4:00 pm