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Minutes, Arts & Sciences Finance and Service Committee Meeting, Wednesday, September 26, 2007

Arts & Sciences Finance and Service Committee

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Finance and Services Committee  
School of Arts and Sciences  
Minutes for September 26, 2007

Committee members present: Richard Vitray, Vidhu Agrarwal, Marc Sardy, Jane Wurzelbacher, Rachel Newcomb, Laura Coar, Jane Wurzelbacher, Maria Martinez, Marc Fetscherin

House Keeping Business
   I. Approval of April 24 minutes
   II. Review of August minutes
       a. The travel budget is being overused. There isn’t enough money. – Georget Herbst
       b. No one asked for increases, and they will not be met with opposition. The percentage of travel is going up compared to the budget set aside form 6 or 7 years ago.
       c. Minutes provisionally approved.
   III. Panel questions why there are no students on the panel.
       a. Officially there should be three. - Vitray

New Business
   I. Report on Budget and Planning Committee
       a. Hamilton Holt School
          i. With 26% tuition increase Holt is still cheaper with FRAG
          ii. A&S discount rate accepted
          iii. Funding will roll
       b. Requests that were brought
          i. Making a new position for grant writing, Equipment and Maintenance
          ii. Endowment contribution to budget – it is going up 3.5% (it should be 3.5-5.5) to meet the minimum requirement.
          iii. Lewis must talk with the Board to make a higher contribution
          iv. Salary Adjustments for Faculty and Staff
             I. There are two parts to increasing salaries.
                a. Budgets must be increased by X
                b. Funding must be available to make adjustments – If we are not making COLA nothing else matters because it is not sustainable.
             II. Martinez – shared that salaries and tuition drive the budget
       v. Our Role
          I. Report to Faculty on budget
             a. Get feedback from office teams
b. We’ll get Rollins numbers and run a dot plot of salaries divided by gender. We will also look at AAUP company salaries and get a median.

II. We will be asked about variances between departments
   a. Look at people promoted to associate without tenure and with a gender split
   b. We should look at departments at other institutions
      1. Do we get paid by department or are we lumped together?
   c. The issue is gender equity. Are males being promoted at a higher rate than females or are they coming in with a higher position.
      1. There was a gender study 2-3 years ago. Looking at full time, associates and assistant. Martinez recommends that the Dean of Faculty conduct a study of how people come in and where they are now.
      2. Two points for study: Are males given preferential treatment before promotion and are people being hired in at the appropriate level?
         1. Find out first is there are gender and race issues.
            i. The number of visiting professors was questioned – but the number are normal.

II. Discussion of Egalitarian Salaries versus Market Adjustments
   a. Egalitarian or not we are below the norm - lowest 10%
   b. The college wants to hold at the pay rate of its peers but if we hang out ay egalitarian we will have trouble keeping people
   c. We want to do a survey to get Faculty’s stance on merit pay or egalitarian.
      i. Gather three areas – gender, years of service, and salary

III. RCC Retention Issues
   a. Sardy presented numbers from Admissions
      i. First year numbers are just like before
      ii. Sardy believes that people are leaving because of tuition
      iii. Rough estimate that students who are leaving are full tuition
      iv. There is no significant difference for transfer students leaving
      v. “RCC is community building” – Sardy
   b. Admissions doesn’t have numbers that show people graduating early.
   c. Loss of students may not be negative. The college may ask people to leave who are not cutting it.
   d.
IV. The question is asked in regards to RCC discussion: “Were are we going with this”? 
   a. Gunter wanted to know what are we paying RCC professors.  
   b. RCC struggles to fill the staffing requirements 
   c. Gunter passes out numbers  
      i. There is a problem in offering $1,400.00 per course when a 5 day intercession course garners $2,000.00

Next Meeting (due to running out of time)  
   I. Know the answer to these questions when coming to the next meeting: Where are we going with the RCC question and what more do we want to know.

The meeting was adjourned at 2pm.

Respectfully submitted,

Jane Wurzelbacher  
(Secretary)