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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 as 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)