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## Minutes, Arts & Sciences Finance and Service Committee Meeting, Thursday, October 18, 2007

Arts & Sciences Finance and Service Committee

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## **Finance and Services Committee Minutes for Thursday October 18, 2007**

Committee members present: Vidhu Aggarwal, Mark Fetscherin, Mike Gunter, Rachel Newcomb, Marc Sardi, Rick Vitray (Chair)

Also in attendance: Maria Martinez

### **I. Old business:**

Concern was expressed regarding the lack of student representation on the committee.

R. Vitray promised to contact the student president regarding this issue.

M. Gunter discussed problems regarding RCC. Recruitment of faculty is a problem. Currently one third of the classes are taught by administrators or staff. A major issue is compensation since faculty have earned less for the RCC than for a one week intersession course (although that may be changing). Faculty recruitment is also deterred by having to reduce summer break by a week (which for many curbs time for research), an increased advisee load, extra contact hours, and having to teach outside of their comfort zone. In addition, the program has expanded, 60 additional students and 10 additional classes, without a corresponding expansion of funding for field trips and group activities.

Debate then turned to discussion of COLA (cost of living allowance). Rick Vitray gave more background on discussions of weekly budget meetings on Tuesday mornings. Mike Gunter emphasized need to use this term COLA, or college will be right back to where we are today in three or so years at best. Salaries will mean less and less each year if we are just talking about a one time temporary adjustment. Maria Martinez suggested use term "market adjustments" instead of COLA due to political reasons. Rick Vitray noted board will make final decisions for the following academic year 2008-2009 in February.

R. Vitray discussed the report he plans to present to the faculty at next Tuesday's meeting. The report will consist of a description of the budget and planning committee process, a comment regarding administrative support for adjustments to faculty salaries beyond cost of living increases, and an analysis of gender differences in compensation subdivided by rank. He will use a regression comparative analysis of gender. He will also compare Rollins faculty salaries to peer institutions as well as utilize AAUP statistics. An extended statistical methods debate then ensued between Marc Fetscherin, Rick Vitray, and Marc Sardy.

M. Martinez asked to be put on the agenda for the next meeting to discuss the health of health care at Rollins. She noted that employees are not taking sufficient advantage of the preventive care which is provided by the health care plan. This may contribute to the occurrences of high cost long term health problems. It was suggested that she send an email to all employees summarizing those benefits.

Vitray then asked Maria Martinez to share her report on benefit and retirement packages at Rollins and how they compare with other institutions. Maria began by explaining that Rollins, in general, compares very well. She detailed statistics of comparison from 17 colleges plus Rollins, including ACS and aspiring institutions. In summary, for retirement benefits, 11 schools used the 10% benchmark that Rollins uses. Six schools were better and one was worse. Maria then went on to explain our health program ran at a deficit last year and a discussion about ICUBA and health program more generally ensued.

Sardi inquired as to what progress had been made regarding the proposed exchange program. Vitray and Martinez responded that the issue had been brought to the table at the budget and planning committee; however, B&P had decided not to adopt the program because the potential cost was too great. Sardi stated that he thought the cost did not involve any additional cost. Vitray suggested that Sardi revisit the program and make a clear argument supporting his position.

## **II. New business:**

Next meeting 12:30 November 27.