

12-1-2016

Minutes, College of Liberal Arts Executive Committee Meeting, Thursday, December 1, 2016

College of Liberal Arts Executive Committe

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EXECUTIVE COMMITTEE MEETING
December 1, 2016
Agenda

12:30 in CSS 167

Lunch will be served

1. Approve Minutes from November 3, 2016
2. Business
 - a. Discussion of FYRST Grants and budgetary support for professional development (**Attachment #1**)
 - b. Discussion of Benchmarking Methodology c/o FAC (**Attachment #2**)
 - c. Discussion of committee vacancies for AY 2016-2017
 - d. Set Agenda for December 7 Faculty Meeting
 - e. Update on Line Requests Process
3. Committee Reports
 - a. Student Government Association
 - b. Curriculum Committee
 - c. Faculty Affairs Committee
 - d. President
 - e. Provost



EXECUTIVE COMMITTEE MEETING
December 1, 2016
Minutes

PRESENT

Dexter Boniface, Emily Russell, Grant Cornwell, Mario D’Amato, Ashley Kistler, Rick Vitray, Eric Smaw, Robert Vander Poppen, Matthew Cassidy, Jennifer Cavanaugh, David Richard, James McLaughlin, Marc Fetscherin. Excused: Susan Rundell Singer. Guest: Udeth Lugo

CALL TO ORDER

Dexter Boniface called the meeting to order at 12:33 PM.

APPROVAL OF MINUTES FROM 11/3/16

EC unanimously approved the minutes from the 11/3/16 meeting.

BUSINESS

Discussion of FYRST Grants and budgetary support for professional development
(Attachment #1)

Dexter Boniface

Faculty were upset over this year’s FYRST funding procedures as it represented an unanticipated change in practice. Additionally, the FYRST Grant funding pool has remained static even though the faculty has expanded by more than 10%. Finally, past decisions to increase the value of the funds awarded means we cannot fund as many faculty members as when the award was smaller. Historically, full-year sabbaticals have not resulted in salary savings because we have had to hire faculty to replace faculty on full-year sabbaticals. Boniface urges administration to use any savings to increase the scope of what we can offer to faculty.

Singer: Regarding the transparency issue, she and Cavanaugh were diligent at looking at available funds, met with Bill Short in Finance, and sent out a detailed letter to faculty about how much money was available this year. FYRSTs are budgeted at \$75,000 per year. In the past, we have overspent these funds almost every year. The excess has been charged against the adjunct/overload budget which contributed to overspending that budget by almost \$1,000,000.

Faculty development funds remain a high priority and we need to think about how we move forward to create the resources we need while being careful not to look at surface level explanations to solve problems. Singer asks EC for guidance and support to encourage faculty to also seek external funding support for research.

Cornwell: We also need additional clarity and rigor to clearly define the purpose of sabbaticals. This may be a cultural change for Rollins, but believes it would be a good change. Sabbaticals are to advance one's scholarly agenda. It appears that for some faculty, sabbaticals are a time of restful and creative exploration of things that are not necessarily advancing a scholarly agenda.

Boniface: Believes faculty can have that conversation, but this year faculty feel a bit blindsided by the change in funding practices.

Smaw: FAC discussed this and heard from faculty that this was unexpected, even though it was clearly stated in a faculty meeting that we have less money to award than the number of proposals we typically receive. Because it was a cultural practice to approve almost all proposals even though we did not have the money, it became an expectation. For now, we need to show the faculty that historically we did not fund all proposals, we have been losing money, and often we hired visitors as replacement faculty and sometimes those visitors stayed on after sabbaticants returned, which compounded the money loss.

Boniface will task the FAC with establishing a clear set of criteria for proposals. Singer is happy to lead grant writing workshops.

Cornwell: Eventually we will discuss merit salary increases. I am enthusiastic about a change in thinking in how we might approach this at Rollins. The Board wants to see compensation based on merit in some fashion. Perhaps we could rationalize competitive grant support and course releases to show we have dimensions of merit compensation that are rigorous, robust, valuable, and have nothing to do with annual salary increases. Endowed chairs, FYRSTS grants, Cornell awards, releases are all rigorously allocated based on merit.

Cavanaugh: Would like to see a future conversation about Critchfield, Ashforth, Individual Development Grant and new faculty start-up funds.

Discussion of Benchmarking Methodology c/o FAC

(Attachment #2)

Dexter Boniface

EC discussed the resolution to endorse the creation of a list of benchmarking institutions and the criteria and methodology used to establish the list. Boniface proposed EC endorse the methodology. Russell moved to endorse the methodology and Smaw seconded the motion. The motion passed unanimously.

Russell: Before going to the faculty, the resolution needs to specify that we endorse the methodology used to create the list.

Boniface: A revised resolution will be crafted and presented at the next faculty meeting.

Discussion of committee vacancies for AY 2016-2017

Dexter Boniface

There is one vacancy on the Curriculum Committee and two on the Faculty Affairs Committee. Vander Poppen will work on finding a replacement for MacKenzie Ryan and Kistler is tasked with replacing Julian Chambliss.

Set Agenda for December 7 Faculty Meeting

Dexter Boniface

The agenda for the December 7th faculty meeting will include the announcement of Cornell Distinguished Faculty Awards (CDFAs), approval of minutes, announcements, FYRST Grant business, Benchmarking Methodology/Resolution, and reports from FAC and CC.

Update on Line Requests Process

Dexter Boniface

We will schedule an irregular meeting of the faculty members of EC to review line requests and the creation of an FEC ad hoc committee.

ADJOURNMENT

Dexter Boniface

Boniface adjourned the meeting at 1:45 PM.

ATTACHMENT 1

FIRST Grant Awards

Year	Proposals	Approved	Spending Pool	Spending Actual	
2007-08	6	4	\$51,909	\$45,000	
2008-09	2	2	\$54,401	\$30,000	
2009-10	10	10	\$56,033	\$120,000	
2010-11	6	5	\$57,714	\$65,000	
2011-12	9	9	\$59,445	\$100,000	
2012-13	8	8	\$61,228	\$95,000	
2013-14	4	4	\$69,815	\$70,000	
2014-15	10	10	\$71,909	\$165,000	
2015-16	4	4	\$74,066	\$35,000	2 of the 4 ended up not using
2016-17	7	7	\$76,288	\$140,000	
2017-18	8	5	\$78,577	\$85,000	2 pending IRB approval
			\$711,385	\$950,000	

Critchfield, Ashforth, Cornell, Course/Individual Development Grant Awards

Year	Proposals	Approved	Max Spending Pool	Grant Dollars Requested	Spending Actual
2007-08	40	37	107,950	137,586	100,955
2008-09	34	28	107,950	111,081	91,077
2009-10	41	31	107,950	150,844	98,670
2010-11	29	21	107,951	109,898	66,327
2011-12	42	27	107,950	158,489	91,754
2012-13	29	21	107,952	122,164	72,949
2013-14	34	25	107,950	129,207	78,151
2014-15	33	21	107,953	119,325	82,696
2015-16	35	23	67,950	102,355	76,641
2016-17	28	24	67,950	104,608	80,522
				1,245,557	839,742

NOTES:

Max spending pool for 2007-08 through 2014-15 reflects our base budget of \$67,950 plus the Cornell infusion of \$40,000.

We were allowed to spend UP TO \$40,000 on proposals that met the Cornell Research Grant requirements, but we did not necessarily receive \$40,000 in proposals that met those requirements each year, so our actual spending pool for those years was \$67,950 plus whatever amount we needed to fund Cornell grants.

The President's Office pulled the Cornell infusion in 2015-16.

Salary Savings

Year	Full-Year Sabbatical Salary Savings	VAS Hires	FYRST Grants	Savings/Loss
2011-12	\$334,241	\$252,000	\$110,000	(\$27,759)
2012-13	\$352,074	\$307,000	\$95,000	(\$49,927)
2013-14	\$158,496	\$150,000	\$70,000	(\$61,504)
2014-15	\$340,743	\$351,500	\$180,000	(\$190,757)
2015-16	\$76,545	\$53,000	\$35,000	(\$11,455)
2016-17	\$289,418	\$96,000	\$125,000	\$68,418
	\$1,551,517	\$1,209,500	\$615,000	(\$272,984)

NOTE:

2015-16 does not include data for the Alon's and Foster (they are not on Udeh's list)

VAS hires includes only those hired as sabbatical replacements

Salary savings includes all full-year sabbaticals whether they received a FYRST grant or not

ATTACHMENT 2

Institution	City	State	Carnegie Classification	Size and Setting	Enrollment/Selectivity*	Graduate Degree or Certificate Offered	Continuing Adult Education Program
Maclester College	St Paul	MN	Baccalaureate Colleges	Small, highly residential	2185	36.3%	
Furman University	Greenville	SC	Baccalaureate Colleges	Small, highly residential	3318	68.7%	Y
Northwestern University	Geneva	NY	Baccalaureate Colleges	Small, highly residential	2457	47.5%	Y
St Olaf College	Northfield	MN	Baccalaureate Colleges	Medium, highly residential	3192	51.3%	
Clark Lawrence College	Bronxville	NY	Baccalaureate Colleges	Small, highly residential	1913	53.1%	Y
Ohio Wesleyan University	Delaware	OH	Baccalaureate Colleges	Small, highly residential	1899	74.3%	
University of Puget Sound	Tacoma	WA	Baccalaureate Colleges	Small, highly residential	2929	79.3%	Y
Portland State University	Canton	NY	Baccalaureate Colleges	Small, highly residential	2633	47.6%	Y
Illinois Wesleyan University	Bloomington	IL	Baccalaureate Colleges	Small, highly residential	2028	60.4%	
Rhodes College	Memphis	TN	Baccalaureate Colleges	Small, highly residential	2155	60.0%	Y
Muhlenberg College	Allentown	PA	Baccalaureate Colleges	Small, highly residential	2609	52.8%	
Staus Adolphus College	Saint Peter	MN	Baccalaureate Colleges	Small, highly residential	2465	61.1%	
Allegheny College	Meadville	PA	Baccalaureate Colleges	Small, highly residential	2222	71.8%	
Saint Anselm College	Manchester	NH	Baccalaureate Colleges	Small, highly residential	2031	76.1%	
Whittier College	Whittier	CA	Baccalaureate Colleges	Small, highly residential	2585	61.9%	
Rollins College	Winter Park	FL	Master's Colleges & Universities	Small, highly residential	3416	57.3%	Y
Willamette University	Salem	OR	Baccalaureate Colleges	Small, highly residential	3220	81.3%	Y
Bryant University	Smithfield	RI	Master's Colleges & Universities	Medium, highly residential	3657	75.1%	Y
Luther College	Decorah	IA	Baccalaureate Colleges	Small, highly residential	2505	71.2%	
Jesuit University	Sellingsgrove	PA	Baccalaureate Colleges	Small, highly residential	2332	78.2%	
Emerson College	Boston	MA	Master's Colleges & Universities	Medium, highly residential	4972	49.2%	Y
Roanoke College	Salem	VA	Baccalaureate Colleges	Small, highly residential	2132	69.3%	
Hope College	Holland	MI	Baccalaureate Colleges	Medium, highly residential	3610	77.4%	
Augustana College	Rock Island	IL	Baccalaureate Colleges	Small, highly residential	2569	53.6%	
Wagner College	Satatan Island	NY	Master's Colleges & Universities	Small, highly residential	2342	72.2%	Y
San Diego State University	San Rafael	CA	Master's Colleges & Universities	Small, primarily residential	2404	80.9%	Y
Eckerd College	Saint Petersburg	FL	Baccalaureate Colleges	Small, highly residential	2627	72.7%	
Manhattan College	Riverdale	NY	Master's Colleges & Universities	Medium, highly residential	4030	66.5%	Y
Pacific University	Forest Grove	OR	Master's Colleges & Universities	Medium, highly residential	4013	80.5%	Y
Trinity Lutheran University	Tacoma	WA	Master's Colleges & Universities	Small, highly residential	3830	75.0%	Y

*Rounded by dividing the number of students accepted by the number of applicants.

Proposed Resolution Language
CLA Faculty Meeting
December 7, 2016

Establishing a Data-Derived Benchmarking Group

Resolved, That the Faculty of the College of Liberal Arts of Rollins College endorses the creation of a list of benchmarking institutions based on a rigorous data-driven methodology for use in institutional decision-making; and

Resolved, That, once adopted, any changes in the criteria or methodology employed in the establishment of a benchmarking group shall be presented to the Faculty of the College of Liberal Arts of Rollins College.