

3-7-2017

## Minutes, Faculty Affairs Committee Meeting, Tuesday, March 7, 2017

Faculty Affairs Committee  
*College of Liberal Arts, Rollins College*

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### Recommended Citation

Faculty Affairs Committee, "Minutes, Faculty Affairs Committee Meeting, Tuesday, March 7, 2017" (2017). *Faculty Affairs Committee Minutes*. 16.  
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**Faculty Affairs Committee  
Minutes for March 7<sup>th</sup> Meeting**

**Committee Members Terms and Affiliation:**

Michele Boulanger, Spring 2017 (filling in), Business Representative  
Martha Cheng, Spring 2017 (filling in), at Large Rep  
Bobby Fokidis, 2016-2017, at Large Rep  
Eric Smaw, 2016 – 2018, Humanities Rep  
Marianne DiQuattro 2016-2018, Expressive Arts Rep  
Stacey Dunn, 2016-2018, Science Division Rep  
Joshua Hammonds 2016-2018, Applied Social Sciences Rep  
Amy McClure, 2016 – 2017, at Large Rep  
Yusheng Yao, Spring 2017 (filling in)

**Committee Members in Attendance:**

Michele Boulanger, Spring 2017 (filling in), Business Representative  
Martha Cheng, Spring 2017 (filling in), at Large Rep  
Eric Smaw, 2016 – 2018, Humanities Rep  
Marianne DiQuattro 2016-2018, Expressive Arts Rep  
Stacey Dunn, 2016-2018, Science Division Rep  
Joshua Hammonds 2016-2018, Applied Social Sciences Rep  
Amy McClure, 2016 – 2017, at Large Rep  
Yusheng Yao, Spring 2017 (filling in)

**Guests in Attendance:**

Sharon Agee, Compensation Taskforce Committee Member  
Jennifer Cavanaugh, Dean of Faculty  
Christopher Fuse, Faculty-Student Collaborative Research Grants  
Udeth Lugo, Compensation Taskforce Committee Member  
Anne Murdaugh, Compensation Taskforce Committee Member  
Emily Russell, EC

**I. Call to order:** Meeting called to order at 12:30 pm.

**II. Approval of Minutes:**

a. Approved minutes from February 7<sup>th</sup>.

### **III. Old Business:**

- a. None.

### **IV. New Business:**

- a. Christopher Fuse provided the guidelines for reviewing the Faculty/Student Collaborative Research Grants. (See Addendum).
- b. Selected March 28<sup>th</sup> for reviewing F/S Collaborative Grants as well as other grants from the library and instructional design (e.g., FITI).
- c. Faculty Salary Study – ran through presentation and committee offered suggestions for improvement:
  - i. Include all visitors, artists in residence, librarians, and lecturers in AAUP analyses. Re-run numbers with everyone but Crummer (include Olin faculty) to provide more equivalent comparison since these faculty roles are included in AAUP data.
  - ii. Make it clear that the limitation in our gender analysis is because of limitations in the data available to us.
  - iii. Explain that the length of the bar (in the gender figure) indicates the amount of the gender discrepancy.
  - iv. Move information about factors that affect base salaries to beginning of data presentation to orient faculty to them at the outset.
  - v. Until we have an analysis with a clear conclusion we should not show preliminary findings about salary and time in rank. These slides do not present an accurate, clear picture that leads to meaningful conclusions. Instead, they provide an incomplete picture that compromises confidentiality.
  - vi. Include statement that salary corrections have been made all along in the past, even without faculty requests (i.e., admin has bumped individual salaries after internal analysis showed compression).

### **V. Adjourned:** Meeting adjourned at 1:56 p.m.