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

Faculty Affairs Committee
College of Liberal Arts, Rollins College

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

II. Approval of Minutes:
   a. Approved minutes from February 7th.
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 28th 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.