Faculty Compensation Committee Minutes, January 23, 2014

Meeting began at 5:15 pm with Devon Hanahan, chair; Zeff Bjerken, Stephane LaFortune, Bill Olejniczak, Jason Overby, and Susan Rozzi present. Jim Posey joined us mid-meeting.

1. Note on market/merit raises--faculty letters were sent out on time, dated 12/13/2013, with market/merit raises effective January 1, 2014.

2. Devon reported on the Committee Chairs’ meeting, which addressed the faculty survey on the President Search and merging with MUSC. Speaker Lynn Cherry will present a summary of the survey results to the BOT next week, and then it will be presented to the Senate on 2/4.

3. A) Sam Jones was asked about data trends in compensation, and especially what percentage of the overall budget goes to faculty compensation? Sam still hasn’t been able to get to this topic because he’s been busy with the market/merit raises. We will return to this topic next month.

B) Sam Hines also endorsed the value of a recent external salary study that was conducted at the Citadel by the Sibson Consulting Company. Bill noted that this is an important topic and strategy for our committee to pursue, one that is long overdue. Susan asked what extra value is gained from an external study when the salary data is often the same that is used in any internal study? Jim Posey answered that that while external salary studies often use a lot of the same data, their position as outside reviewers can add an objective perspective and lend more legitimacy to faculty committee salary studies--administrators often take external salary reports quite seriously.

4. Zeff provided an update on the Chair Compensation project. On 12/17 Deanna Caveny-Noecker, Bev Diamond and Zeff spoke with representatives from the Education Advisory Board (EAB) to request that they conduct a custom research project on the compensation packages for department chairs. EAB was provided with an extensive list of questions (similar to those used on a previous FCC survey) about compensation packages for chairs, and they were asked to contact our (CUPA) peer institutions; if it were necessary to move beyond that list to complete the research, EAB was advised to turn next to our Colonial Athletic Association cohorts. Upon receipt of the official request from Academic Affairs on 1/3/2014, EAB will provide the results of their research to Deanna in six weeks.

5. New Business included a review of Margaret Cormack’s letter about PTR “Superior” rating. It was pointed out that her complaint about retirement only applies to those faculty who participate in the State Plan. Her letter raised the question about whether we could pursue a comparative study of in-state institutions that conduct post-tenure review: what salary increase do faculty earn with an “outstanding” PTR?

Action items: Susan Rozzi will create some questions to pose to institutions in SC about salary bumps after the post-tenure review.

Devon will contact Sam Jones again about when he can share the updated salary data with Jim Posey. She will also draft a letter to the Provost endorsing the external salary study after consulting with Deanna.

Regarding “soft benefits,” Zeff will contact someone on the Welfare Committee about whether faculty/staff will be allowed access to the new George Street Gym in the morning.

The meeting adjourned at 6:15 pm. Our next meeting is scheduled for 2/20 at 5 pm in 128 JC Long.
Respectfully submitted,
Zeff Bjerken