Faculty Compensation Committee February 20, 2014

Meeting began at 5:05 pm with Devon Hanahan, chair; Zeff Bjerken, Joshua Bond, Stephane LaFortune, Susan Rozzi, and Deanna Caveny-Noecker (ex officio) present.

1. Minutes from the previous meeting on 1/23/2013 were approved.

2. Devon presented Sam Jones’ trend analysis of faculty compensation. The cost analysis shows that faculty salaries and fringe benefits have increased steadily from FY 2000/2005/2010 to 2013, but the percentage of the overall budget allocated to faculty salary has remained consistent (ranging from 43.67-45.35%). However these percentage figures do not account for changes in the overall number of faculty positions, which may have increased over the past decade. We might ask Sam Jones to give us additional data based on the total number of employees and faculty. For instance, how many faculty positions have been gained and lost during a five-year period?

3. a) Regarding an external salary study, Deanna and Devon will meet on Friday February 21 to discuss the value of such a study.

b) Regarding the “soft benefit” of whether faculty and staff will be allowed access to the new George Street Gym, Zeff is waiting to hear from Todd McNerny, chair of the Welfare Committee. If we learn that the FWC aren’t already working on this issue, then we might draft a letter to Jeri Cabot with a request for faculty/staff access.

c) Susan generated a concise set of questions for SC institutions regarding salary increases for Post-Tenure Review. Deanna noted that some of the questions may no longer be relevant for us after the Provost’s Workshop on T&P and PTR tomorrow (2/21), but questions 3 and 4 were still relevant. We will return to this topic at our next meeting.

4. 2013-14 CUPA-HR peer data is now available and Deanna has access to all the material that she needs. She will put together a report that takes our most recent salary increases into account so that we can determine how CofC salaries now compare to our CUPA peers.

5. There was some discussion about the best time to make our FCC progress report to the Faculty Senate, whether March 11 or April 1. Consensus emerged that we will report to the Senate on April 1 (March 11 falls right after spring break). We will also ask the Provost to include our data to the BOT for their March 20 meeting, with support from Devon if the Provost chooses to call on her to answer questions.

Our next meeting will be March 13, 2014 to prepare the document that will be presented to BOT. We will also discuss Susan’s questions and the 2013-14 CUPA-HR data that Deanna assembles.

Meeting adjourned at 5:50 pm.

Respectfully submitted,
Zeff Bjerken