Faculty Compensation Committee April 25, 2014

Meeting began at 5:06 pm, with Devon Hanahan (chair), Zeff Bjerken, Joshua Bond, Stephane Lafortune, Bill Olejniczak, Susan Rozzi, and Deanna Caveny (ex officio) all present. Jim Posey joined us later.

I. Minutes from the previous meeting on 2/20 were approved. Devon reported on presentation to the BOT meeting. BOT members were pleased to learn that CofC had moved up from 18th to 13th position (out of 21) in relation to faculty salaries at our CUPA peers. BOT members have expressed a genuine interest about remaining in contact with faculty members and faculty committees. Devon urged the FCC to report annually to the BOT. Devon also explained that the external salary study at the Citadel essentially accomplished what our FCC does (the Citadel does not have a compensation committee). Nonetheless, the Citadel’s average faculty salaries remain much higher than ours at CofC, which merits further investigation. Jim Posey will ask for disciplinary rank averages and medians from his IR peer at the Citadel.

II. Old Business
* Tuition reduction for faculty/staff children—we should keep this issue on the agenda for next year because it is a topic that would benefit many faculty with teenage children.

* Chair compensation project—Deanna reported that we received a report from EAB, but it only focuses on 3 institutions; one reported on base salaries, another on base plus stipend (like ours). All three institutions have “step down” practices but they are hard to interpret. The Provost will review these reports before they become available to FCC. Stephane will keep the topic of chair compensation on the agenda next year.

* PTR superior rating salary bump—Deanna reported that during a Forum in February the Provost announced some changes in the PTR review process, including the option to defer a review for superior status for a year or two. Still there is no support from the Provost office to raise the PTR amount to $6,000, but perhaps a smaller amount. How can we calculate what amount this would be? Jim could provide us with some data and then we could make a formal request.

* Gym use—Stephane sent an email to Gene Sessoms, who noted that gym use is determined by the VP of Student Affairs. Devon will contact Interim VP Jeri Cabot and ask whether faculty might use the gym during morning hours.

III. New Business

Input for 2013-14 Annual FCC report. Devon will write a draft and distribute it for feedback from committee members.
Chair of the 2014-15 Committee: Susan Rozzi was nominated as chair and there was unanimous support for her chairship. Committee members for 2014-15 include:

- Joshua Bond, Theater
- Cara Delay, History
- Stephane Lafortune, Mathematics
- Cindi May, Psychology
- Ana Oprisan, Physics and Astronomy
- Jason Overby, Chemistry and Biochemistry
- Susan Rozzi, Health and Human Performance

Recommendations for next year’s committee:

- Continue chair compensation project with EAB
- Follow up on proposal to increase PTR superior salary bump
- Follow up on proposal for gym use
- Follow up on tuition reduction at CofC for faculty/staff children
- Work with Faculty Welfare Committee and Budget Committee when possible

Finally, committee members thanked Devon Hanahan for her excellent work as chair of this committee. Committee members are also very grateful for the assistance of Jim Posey, whose statistics and insights have proved invaluable to the committee.

Meeting was convened at 6:03 pm.

Respectfully submitted,

Zeff Bjerken