Faculty Compensation Committee Minutes 8/29/13

Committee members present: Devon Hanahan, chair; Zeff Bjerken, Joshua Bond, Stephane Lafortune, Bill Olejniczak, Jason Overby, Susan Rozzi; Deanna Caveny-Noecker, ex officio

The meeting began at 4:30 with the approval of minutes from May 7, 2013

I. Discussion of glossary of terms for committee members
What distinguishes compression vs. conversion? Deanna Caveny-Noecker will send some information to Devon about this distinction, which can be fuzzy. Deanna will also look at past reports and find what criteria were used to explain how we developed our list of CUPA-HR peers.

II. Update on Salary Proposal
How can we keep this proposal on the agenda and in the awareness of the Board of trustees (BoT)? Last year we got some traction from BoT on merit increases in salary. A presentation was made to the Academic Affairs committee; there wasn’t a great response to the report in that committee meeting. Subsequent to that meeting, the College initiated a study of staff salaries, and in June the BoT approved a budget that included a 1% merit increase for faculty and staff, a 1% market increase for faculty and staff, and approximately $840K to meet a potential 1% state-mandated cost-of-living (COLA) increase. Since there was no COLA in the final state budget, it remains uncertain whether the BoT will commit the $840K to salary increases this year; they will revisit this topic at their October meeting.

Zeff asked whether we should recommend to the Provost that the merit/market increases be made in light of CUPA-HR data? Deanna explained why it would be timely to make such a recommendation soon. Bill suggested that we review the language used in past proposals from 2011-13 to help us craft the language for the renewed recommendation to the Provost. The committee considered whether we want to modify our proposal to take into consideration faculty rank, not just discipline; proposal should include specific language on market percentage based on proportion of associate and full professors. We can also request that the Provost make recommendations to Deans about how they distribute the funds. Devon and Susan will schedule a meeting with the Provost, Bev Diamond, and Deanna.

Four Year Faculty Salary report
Deanna decoded it for new members of the committee; data is generated every February.

There was also some discussion of the merit review process, which was implemented by President Benson. Deanna reported on the Provost’s workshop last spring that addressed whether to return to a 3-year rolling evaluation cycle.
for certain faculty; proposals resulting from this workshop will be developed in consultation with appropriate faculty committees sometime this fall.

III. Projects for 2013-14

**Chair compensation:** Stephane and Zeff will work with Deanna on the Chair compensation project, which will involve collecting more data from the CUPA peer institutions, perhaps by contacting those institutions with phone calls.

Devon raised the topic of **Soft Benefits,** which might include parking benefits, reduced tuition for faculty children, faculty/staff tuition reimbursements for children, complimentary tickets to sporting events; access to work out facilities.

Josh raised a concern about **additional cost expenditures, e.g. health insurance,** which are mandated by the State, and whether there some way to bring this to administration’s attention. Also, regarding 403B, could institution match our contributions? We will revisit this subject in future meetings.

Respectfully submitted,

*Zeff Bjerken*