College of Charleston
Faculty Compensation Committee End of Year Meeting

April 21, 2017 / 3:00 PM / 212 ECTR

Attendees
Committee members: Keonya Booker (Chair), Edward Chauca (new), Michael Giuliano (incumbent), Kathleen Janech (incumbent), Joshua Minor (new), Luci Moreira (incumbent)
Other attendees: Deanna Caveny-Noecker

Minutes

● There was not a quorum, so the minutes from the last meeting on 11/4/16 could not be approved.

● Keonya noted that she has been the chair of the committee for this past year, but will be moving to the Faculty Welfare Committee next year, so this committee will need to select a new chair as soon as possible. She noted that much of the work of the committee chair is behind the scenes. Since not all of the new members were present, this transition plan could not be carried out today so she will attempt to find some consensus on email.

● Keonya summarized the work of the Faculty Compensation Committee this past year. She started with the fact that the committee’s main focus was the Faculty Senate Salary Resolution from March of 2013, which mandated that the College of Charleston wanted to reach the salary mean of our peer institutions in 5 years. This means that we need to present data and an update next March.

● To that end, Keonya has been meeting with Deanna, as well as Jim Posey, to try to obtain those data.

● The CUPA-HR data are in, and show that while the pay for assistant professors is ahead of both the mean and the median compared to our peer institutions, the pay for associate professor and professor have fallen behind those of peer institutions. It was noted that this is still highly variable across disciplines as well, due somewhat to market demands (languages vs. computer science, for example). Keonya also included data showing the cost to the College to be able to reach the mean of our peers. The Senate resolution from 2013 specifically mandates the reporting of the mean, but the committee has determined that the median is also helpful to have.

● Edward asked if we have specific data for salary amounts here at CofC, and Deanna replied that yes, we do, but they are for use only within the committee and are not to be shared outside of it.

● Another item of importance to the committee that came up last year was the potential of gender inequities in salary at CofC. Michael has done some research into this on behalf of the committee, and has put forward an analytical proposal, where the salary data would be
normalized based on the most recent year’s index report from CUPA-HR. This means that certain disciplines with higher market-directed pay scales, or with fewer men or women in their ranks, would have a less biased influence on the analysis, but would still be included.

● The analytical proposal from the office of IRP is a little different. They propose using an analysis similar to a study performed by Washington and Lee University, which compares individual salary data to the market median, and accounts for differences in salaries affected by time in rank as well as rank differences within disciplines. This method uses a compa-ratio.

● Recommendations for next year’s committee:
  ○ Decide which path the committee wants to focus on - Gender pay discrepancies, compression, adjunct pay, PTR compensation or other priorities
  ○ Continue working closely with staff in IRP to analyze long-standing salary compression and inequity matters
  ○ Partner with other committees, such as Faculty Welfare and Budget, to study issues affecting the compensation of the College’s instructional faculty

● Meeting adjourned at 4 p.m.