Faculty Compensation Committee (FCC) Meeting

April 25, 2016

11:00 a.m.

Attendance: Abuhakema, Ghazi; Bjerken, Zeff; Booker, Keonya; Guiliano, Michael; Janech, Kathleen; May, Cindi; Milner, Ryan; Oprisan, Sorinel

Call to Order

The meeting was called to order by Chair Cindi May at 11:07 a.m.

Old Business

Chair May presented an overview of the work of the Faculty Compensation Committee for the 2015-16 academic year. She reviewed common terms such as CUPA-HR and how the peer group was established. The CUPA-HR peer group was last updated in 2008, so she suggested the committee might discuss asking for an updated version of the list moving forward. She cautioned that median analyses are no longer used since Associate Vice President of Institutional Research, Planning, and Information Management Jim Posey noted that there were errors in calculation, so now mean-to-mean analyses are provided annually.

In 2015-16, the FCC discussed and analyzed data pertinent to the following items:

- Chair compensation (Provost McGee took this over through the Council of Chairs)
- Summer teaching (Currently faculty are paid 7.5%; the FCC discussed raising the rate but tabled the conversation to select a charge that would affect a larger number of faculty)
- Compression/PTR (Conversation is still ongoing, with little action from the administration)
- Adjunct pay (Data were collected to compare the College of Charleston to other South Carolina institutions; the findings were presented to the Faculty Senate in April; it was recommended to raise all adjunct pay to $3,425 per course regardless of teaching load)
- Gender inequities (Data were collected to compare gender differences in pay by ranks at the College of Charleston; the findings were presented to the Faculty Senate in April; additional data are needed)
- Ongoing 2013 salary resolution (Progress previously made seems to be regressing; it was recommended to target issues of market and merit-based increases for Associate and Full Professors)

New Business

In light of the presentation made to the Faculty Senate, Chair May provided suggestions for future directions of the FCC. Continued progression toward the 2013 resolution is necessary.
The Committee also needs to make traction with adjunct compensation and gender inequities. Another area for data collection and analysis is with respect to librarian pay. Finally, the Committee should compare our salary bump to those of our peers. Committee Member Ryan Milner, also a Senator, suggested that the Committee make a motion before the Senate on some of the aforementioned issues in order to get the items on a path of action.

The members from the 2015-16 Committee exited while the 2016-17 Committee convened. After a brief discussion, the group appointed Committee Member Keonya Booker as Chair for the 2016-17 academic year. Committee Members also expressed an interest in prioritizing two or three major issues in order to gain forward movement in a significant way. Committee Member Bjerken suggested exploring how becoming a member of the CAA changes our peer group affiliation via pay and compensation issues. Committee Member Janech suggested contacting Jim Posey and Associate Provost Deanna Caveny-Noecker early in the semester to request the appropriate data reporting needs. Committee Member Booker said she would contact outgoing Chair May to ensure a smooth transfer of information and protocols.

Adjourn

With all of the agenda items being discussed, the meeting was adjourned at 11:55 a.m.

Respectfully submitted,

Keonya Booker

Keonya Booker
Committee Member and Recorder