Faculty Compensation Committee (FCC) Meeting

October 15, 2015

12:15 p.m.

Attendance: Abuhakema, Ghazi; Booker, Keonya; Caveny-Noecker, Deanna; Delay, Cara; Ivey, Thomas; Janech, Kathleen; May, Cindi; Milner, Ryan; Oprisan, Ana; Posey, Jim

Call to Order

The meeting was called to order by Chair Cindi May at 12:17 p.m.

Old Business

Chair May asked for agreement on a meeting time for the one remaining fall semester meeting. There was a motion to keep the meeting time at 12:15 p.m. on Thursday until the spring semester. The motion was seconded and unanimously approved.

Salary Resolution

Associate Vice President of Institutional Research, Planning, and Information Management Jim Posey presented data to the committee regarding peer group comparisons by salary, rank, and discipline. There was discussion amongst the group about the benefits of median-to-median rankings vs. mean-to-mean rankings. While median rankings are the most robust statistically, the data are still primarily reported via means.

Jim Posey discussed the differences between the IPEDS and CUPA-HR datasets. IPEDS is a national reporting system that is mandatory. CUPA-HR is voluntary, so the dataset is not as “full” as the IPEDS. Based on 2014-15 IPEDS data, the College of Charleston has made progress in our standing among peer institutions across all ranks (ranked #10 out of 20; salaries are based on a 9-month salary). The 2015-16 data will not be available until the spring.

Associate Provost Deanna Caveny-Noecker suggested that the FCC record the raises (Merit and COL) over the past few years for data-tracking purposes. It is important to consider raises and when they go into effect. For example, if a raise is recorded in the fall that “bump” might not be reflected in the next crop of datasets; also, increments for promotion could alter the data in a significant way. Jim Posey suggested Chair May contact Sam Jones in the Payroll department to assist in compiling information on year-to-year raises. Associate Provost Caveny-Noecker volunteered her office to provide data as well.
CUPA-HR data are disaggregated by discipline by peer group; whereas IPEDS is just by rank. The CUPA-HR data presented in the meeting was unweighted for comparison. Associate Provost Caveny-Noecker maintained it was more informative to calculate based on a combination of the discipline and rank, not just by the aggregated data. The committee was shown 2- and 4-digit index data that listed College of Charleston faculty by rank and discipline.

Chair May recognized that there was a great deal of data presented thus far and asked the committee how to proceed. Her suggestions: (1) a targeted approach would be to focus on one area of concern (e.g., PTR raises, adjunct pay) vs. (2) requesting a broader pay raise for all faculty. Associate Provost Caveny-Noecker noted that, historically, the FCC has made suggestions about certain initiatives but then the follow-through on either the committee or administration’s end had not materialized. In response, Chair May suggested merit pay may be a better option to consider. Jim Posey contended that, with a 1.5 million dollar budget shortfall, waning out-of-state enrollments, and frozen faculty lines, the committee needs to seriously contemplate what is realistic for the College at this time.

Associate Provost Caveny-Noecker reminded the group that the FCC’s charge is to track and report progress toward the 2013-2018 resolution. The FCC has a chance to be proactive as long as the group recognizes the financial state of the College and makes recommendations accordingly.

Committee Member Cara Delay asked about the circulating AAUP petition regarding cuts to academic programs. Associate Provost Caveny-Noecker relayed information about the cuts and how they are being proportioned. Overwhelmingly, the majority of the 1.5 million dollar reductions will be taken from Academic Affairs. Chair May suggested creating a chart to show the percentage of the overall operating budget that goes to faculty compensation so all constituent groups are aware of the impact of budget cuts to certain areas of the College.

Committee Member Ryan Milner asked for clarification on what constituted “Academic Affairs.” Associate Provost Caveny-Noecker responded that all schools, academic support units, and financial aid are under the purview of Academic Affairs. Provost McGee was able to get a two-year budget spread approved. However, only a small portion, approximately $250K, of what would have been this year’s cuts will be deferred into next year. Some faculty searches have been put on hold indefinitely while a few have moved forward.

Possibilities to Address Salary Compression

Chair May asked the committee to consider how recruitment and retention may impact faculty compensation. Jim Posey disclosed we lose more students between 30-60 credits than at any other time. Freshman-sophomore year retention is strong (especially as compared to other
masters institutions) at 79-80%. He suggested those interested in more information can go to irp.cofc.edu and use the comparative data box.

Considering faculty time demands, budget shortfalls, and diminishing returns, Committee Member Ryan Milner stated the committee’s time is better spent looking at other ways to deal with the problem of compression and lagging salaries.

**New Business**

**Gender Salary Gap**

Chair May presented the committee with data from the *Chronicle of Higher Education* which showed a severe gender gap in pay across all ranks at the College. She requested Jim Posey run additional data reports to help inform the committee’s decision moving forward as it relates to gender pay inequality. He agreed to do so with the caveat that there are many moving parts that have to be considered in the discussion.

**Post-Tenure Review (PTR) Compensation**

Chair May also shared with the committee an impassioned letter from Dr. Meg Cormack regarding PTR raises, salary compression, and the loss of marketable junior faculty who leave the College prior to tenure. A brief discussion ensued about the benefits of a one-time fix vs. a multi-year resolution for those in the PTR process. As the meeting was running long, Chair May asked the committee to think about all of the data presented and to come to the next meeting ready to act upon some of the ideas discussed. Associate Provost Caveny-Noecker urged the group that if they wanted to use a data-based argument for changing the PTR compensation process, they would need to obtain PTR-specific data from other peer institutions to strengthen the case.

**Adjourn**

With all of the agenda items being discussed, the meeting was adjourned at 1:30 p.m.

Respectfully submitted,

*Keonya Booker*

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Committee Member and Recorder