Faculty Compensation Committee (FCC) Meeting Minutes

First Meeting of the Fall 2016 Semester

Sept. 23, 2016, 1 p.m., MYBK 319

**Attendance:** Zeff Bjerken, Keonya Booker, Barbara Duval, Michael Giuliano, Kathleen Janech, Sorinel Oprisan, Mark Pyles

---Keonya adjourned the meeting at 1:03 p.m., and asked members to introduce themselves. The first item was to approve the meeting minutes from the April 25, 2016 meeting.

---Kathleen motioned to accept the April 25 minutes, this was seconded by all members.

---Keonya asked if anyone wanted to fill the position of recording secretary. No one volunteered, so she asked Kathleen to fill the position for this meeting to get us started.

---Keonya told all members that there is a committee Dropbox available, and that everyone could look at documents from previous years to get up to speed.

---She then gave a background review of the committee’s work last year. In keeping with our charge from the Faculty Senate Resolution in 2013, we are trying to bring faculty salaries at the College of Charleston up equal to that of our peers. Our peers are those found in the CUPA-HR data, and we will need to ask Jim Posey about the latest data from 2015-16.

---Zeff stated that he believed there was a 5 year window in which the committee was to address the resolution.

---Keonya stated that one of the committee’s accomplishments that was presented at the final senate meeting last year was that instead of there being a different pay rate for adjuncts teaching 1 or 2 courses, compared to those teaching 3 or 4, the committee called for the same pay scale per course, regardless of how many were taught. It is believed that this is still on the radar of the Faculty Senate this year, but the minutes were not yet available.

---She also stated that last year’s committee had decided not to pursue an increase in summer teaching salary since the data did not support the effort.

---One of the issues that was still a major concern, however, was faculty compression and PTR. This is not only a concern for senior faculty, as demonstrated by Meg’s letter, but also is a factor for the recruitment and retention of all faculty. The bump from assistant to associate professor is much larger than that from associate professor to full professor. This is also believed to be on the radar of the administration this year. Keonya will ask Deanna if it was discussed at the Faculty Senate meeting.

---Another major concern of the committee was that of gender inequality – data still needs to be studied more to determine exactly what is going on with this. Distinctions need to be made between what is
affected by differences in hiring processes by departments, and individual negotiating skills, and what
the committee or College can actually control.

---Action items for this year:  1. 2013 salary resolution must continue, more data needed from Jim
Posey, Librarians should be included as well.

2. Gender inequality issues – more data need to be obtained from Jim
Posey. Discussion occurred regarding the committee actually meeting with the Provost or President, or
speaking to the Board of Trustees.

---Keonya will talk to Deanna to see what light she can shed on these issues. She will also invite Jim
Posey to our next meeting. We will try to meet on a Friday at 2pm so that all committee members
would be able to attend.

---Zeff said that one issue we could ask Jim would be, is CUPA-HR still an accurate comparison group?
Should we try to compare to our fellow CAA schools more instead?

Meeting was adjourned at 1:45 p.m.