Faculty Compensation Committee (FCC) Meeting

September 8, 2015

3:00 p.m.

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

Call to Order

The meeting was called to order by Dr. Cindi May at 3:10 p.m.

Old Business

Elections

Dr. May welcomed everyone to the committee, requested all present introduce themselves, and asked for a vote to elect a chair. She was elected unanimously by the committee. Chair May then asked for a nomination for secretary. Committee Member Keonya Booker agreed to serve as recording secretary.

Reading and Approving of Minutes

Chair May asked last year’s committee members as well as Associate Provost Caveny-Noecker to read over the minutes from the April 2015 meeting and approve them via e-mail.

Salary Resolution

Chair May relayed the previous committee’s resolution to bring College of Charleston faculty salaries to CUPA-HR salary peers—institutionally and at each rank and discipline--by September 2018. The resolution was passed by the Faculty Senate in March 2013. Handouts were provided that listed salary median by rank, five-year salary trends of peer institutions, and two-year institutional salary data.

There was a request for background regarding the CUPA-HR and IPEDS data. Associate Provost Caveny Noecker relayed the historical perspective of using these data points for comparison and agreed to bring a CUPA-HR peer group list to the committee for their review. IPEDS data are aggregated across rank and discipline, but disaggregated among institutions. CUPA-HR values can go up and down depending on which schools report within a given time period, whereas IPEDS data are required yearly. Chair May will get the 2014-15 IPEDS data to update the charts provided in the meeting.
Chair Compensation

The previous year’s FCC discussed the process for reviewing chair compensation. Associate Provost Caveny-Noecker said that Provost McGee will work with the Council of Chairs on that initiative. She will also give EAB data to the Council of Chairs to illuminate the discussion.

Summer Teaching

Summer teaching salary is 7.5% of base faculty salary. Associate Provost Caveny-Noecker discussed a study conducted on peer institutions’ summer pay rates. The College of Charleston is generally in line with other institutions (with about ½ paying slightly more). The Summer School Revenue Sharing Program gives general direction to the how funds are distributed to Dean and then chairs. Chair May told the committee that since the primary charge of the FCC is to get all faculty salaries to CUPA-HR peer levels, taking on the issue of increasing summer school pay would benefit a smaller number of faculty and is not considered a priority at this time.

Current Year Raises

Faculty did not receive a 1.5% raise this year due to overall budget cuts. In this political climate, it is difficult to raise tuition. The previous year’s committee entertained the possibility of tuition remission for children of College of Charleston faculty. Because the state would have to approve this initiative, the discussion was tabled by the FCC; however, the Faculty Welfare Committee may revisit this option at a later date.

New Business

Faculty Compression

In addition to continuing progress toward the 2018 salary resolution, faculty pay compression is another area of focus for the 2015-16 FCC. Prior to the meeting, Chair May distributed an online article about how Coastal Carolina University is addressing faculty compression. The faculty at CCU are connecting recruitment and retention efforts to faculty pay increases. If faculty actively support recruiting students and then retaining them at a higher rate, their effort will be reflected in higher salaries.

The question was raised if the reason we have not made substantive traction on the salary resolution is because of the lack of a strong case or there is simply no money available for COLA or Merit Pay raises. Chair May opened it up to the group for discussion.
Adjunct Pay

Committee member Janech inquired about adjunct pay. Associate Provost Caveny-Noecker relayed that the College’s pay rate for adjunct faculty is in line with other peer institutions. She will obtain CUPA-HR data on this, but warned that data are not always reliable due to the types of questions asked and the response rate.

Committee member Ivey asked if anecdotal evidence would support that faculty are leaving due to faculty compression. Associate Provost Caveny-Noecker said that it would not be prudent since there are not that many faculty members who leave per year and the Board would want to see empirical evidence of the need for increased pay. Dr. Ivey also expressed hesitation with assuming that the CUPA-HR data are accurate representations of peers in his discipline. Associate Provost Caveny-Noecker offered the benefits of keeping the peer list the same and strongly encouraged members of the FCC to read all the reports.

Future Data Reporting Needs

Associate Provost Caveny-Noecker also urged the committee to stay “always watching and reporting.” The FCC will need to continue to obtain the most reliable sources of data in order to make a strong case for the salary resolution to move forward. Chair May encouraged the committee to think of faculty compensation broadly and not just as pay. Related to this, variable insurance options, lack of affordable housing, and higher parking rates are three issues that were raised by Drs. Ivey, Janech, and Abuhakema. Chair May will invite Dr. Jim Posey to the next meeting to provide additional data and a more substantive context for our future discussions.

Meeting Times

The committee agreed that Tuesdays at 3:10 p.m. would be acceptable for a standing monthly meeting time.

Adjourn

With all of the agenda items being discussed, the meeting was adjourned at 4:20 p.m.

Respectfully submitted,

Keonya Booker

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Committee Member and Recorder