Faculty Advisory Committee to the President
Minutes
Feb. 1, 2019

Present: Colleen Glenn, Susan Kattwinkel, Deb McGee, Antonio Perez-Nunez, Bob Pitts, Gorka Sancho, Laura Turner, William Veal & President Steve Osborne
Absent: Bob Pitts, Phyllis Jestice

- Compensation Issues:
  - Can the College publish some of the merit data for improved transparency? (Was this percentage-based or lump sums?)

President Osborne stated that departments and schools were given maximum flexibility with a limit of up to 5% increase. Funds were allocated in terms of payroll. For example, if one department is 10% then they got 10% for performance.

Follow-up: President said he would ask HR to create a summary regarding merit data (e.g., % of faculty who received it, etc.)

  - Salary inversion, where colleagues, who are at a higher rank and/or have significantly more experience, make less than newly hired assistant professors in the same department and discipline. How is this ethical problem being identified and rectified?

President acknowledged that overall salaries are in line within discipline, rank and year of experience, which is not desirable. The College is not currently working on identifying and/or rectifying this problem.

  - What are other ways to compensate faculty members besides merit increases or even dollars?

President mentioned opportunities to teach summer school, research stipends, grant opportunities. However committee members mentioned that there are other tasks for which faculty are not currently being compensated and involved a significant increased workload, such as advising independent studies, capstone, bachelor’s essays, mentoring junior faculty, assessment. It was mentioned that due to the lack of compensation some faculty decide not to be involved in some of these tasks. This is an important issue considering the increasing number of students in the honor’s colleague whose bachelor’s essays, independent studies, etc. need to be directed by faculty. Some committee members mentioned the existence of past programs and funding that supported some of these tasks but are no longer available.

Follow-up: President Osborne suggested the Faculty Compensation Committee to create a list of examples and description of additional work that some faculty members are currently doing and not being compensated for.

**Action:** Faculty Compensation Committee will identify and create a list of tasks that faculty are currently doing and for which they are not being compensated for.

  - Should faculty members be encouraged to seek partners/spouses who can support them financially in order to teach at the CofC in the future?
The underlying idea behind this question was that, due to the high cost of living in Charleston, many faculty members rely on support from partners/spouses and those who are single parents, by themselves, etc. are struggling since salaries haven’t kept up with costs of living in Charleston.

- How many full-time adjunct faculty members are currently eligible for receiving food stamps and Section 8 housing assistance at current full-time rate of pay?

President Osborne mentioned that it is not possible to know this since it depends on various factors (household, number of dependents, etc.).

**Action:** Faculty Compensation Committee will create a grid that can Adjunct Faculty can use to assess whether they are eligible or not for receiving food stamps and Section 8 housing assistance at current full-time rate of pay.

- Should the College institute a policy for those who are termed “temporary” [that is, adjuncts], but have worked at CofC for many years (some have been adjuncts for almost 20 years) that allow them to receive further compensation and/or raises beyond $3,300 per course?

President acknowledged that the salary scale is low and that the payscale grid needs to be improved.

- When is the next raise anticipated?

President mentioned that the State is considering a mandatory raise around 3% beginning next fiscal year. It was mentioned that a percentage-based mandatory raise would increase the salary compression issue at the College and would also have an impact on the internal budget of around 2 million dollars. President Osborne mentioned that, if there is no mandated increase, the College will consider allocate some funds to address the issue of salary compression.

**Follow-up:** Contact President as to when the State will decide this question.

- Faculty are being told to get job offers in order to bargain for raises

President expressed his surprise that faculty would have to receive external job offers in order to access retention funds, since that has been shown to not be a good personnel management tactic.

- **Health insurance Issues that affect Women**
  - Reproductive care for women under 26 who are on their parents’ insurance. The state health plan, our only option, does not cover any reproductive care for dependent minors. That means no birth control coverage, no pregnancy care, for young women up to 26 years old. A small group was working on this issue a couple of years ago, but that sort of fell by the wayside. We know this is a state decision, but perhaps CofC could apply pressure? It’s really shameful that young women on their parents’ plan receive no reproductive care at all. And with the recent graduates being underemployed and needing to be carried on their parents insurance this is increasingly an issue. This is true of all state workers, including public school teachers, so it affects a huge chunk of young women.
Gynecological well visits were not covered for several years but now they are allowing for different age groups to be covered every 3 to 5 years. This still does not allow a woman to go to the doctor annually to renew prescriptions for example without paying the whole bill which runs around $300 per visit.

President Osborne mentioned that the College cannot make changes, but can make to PEBA. President said that he will check whether the college can improve the state insurance.

**Follow-up:** Contact President Osborne regarding this question.

- **Enrollment Issues**
  - The enforcement of 70/30 policy of when courses are offered is affecting enrollment negatively.
  - Some departments such as Italian were told to decrease their 100 level coursework that has also negatively impacted enrollment

President Osborne said that this issue is being discussed in Academic Council this semester to determine how well it is working and what difficulties it may be causing.

- **Assessment Budget**
  - Assessment by external auditors used to be funded by the State but is not anymore. Is there a budget for external assessment allocated in current plans?

President said that he would do research on funding allocated for assessment. It was mentioned that funding for assessment stopped in 2001. This money was used to pay experts to do this job. It was mentioned that this job is now being done by faculty, who are not trained to do (nor compensated) for doing this high-stake tasks.

**Follow up:** Contact President Osborne regarding this question.