Meeting Minutes

Faculty Compensation Committee

August 24, 2018, 1:00 pm

In attendance: Antonio Perez-Nunez, chair; Deanna Caveny; Angela Flenner; Mark Long; Janine McCabe.

- Antonio Perez-Nunez called the meeting to order and asked if we approved the meeting minutes from April 18, 2018. The minutes were approved unanimously.
- Antonio Perez-Nunez reviewed the background of the committee, beginning with the resolution offered in 2013 with the goal of meeting or exceeding peer institution’s median salaries as an institution and at each rank and discipline by September of 2018. He also discussed that Institutional Research performed a gender salary gap study last year. Deanna Caveny gave additional background, stating that since the committee doesn’t have access to individualized salary, so all studies are performed by the Office of Institutional Research, which does have access to that data. She suggested than a possible action item be to invite Jim Posey from IR to have him review the analyses their office has done, and perhaps the committee could have input into what type of analysis they do in the future.
- Next, the discussion moved to the merit pay increase that the College announced over the summer. Deanna Caveny stated that there is a desire in administration for relatively targeted pay increases, rather than across-the-board, but that as far as she knows, nothing has been firmly established yet. Janine McCabe weighed in with concerns that since this was the first merit increase in at least five years, and that there hasn’t been cost-of-living increases every year, there could be morale problems for those faculty who do not get any increase in pay. Mark Long asked if there was any indication of when the next merit exercise would occur, because morale could be improved if faculty felt that there was a commitment to future raises. Deanna Caveny said that the committee could take a position on the allocation of the merit increases, and there was a discussion of who to address the concerns, and at what point in the process. The committee decided that the first step would be emailing the Provost to inquire if the administration has codified any principles for disbursing the merit increases, and to be ready to attend a Dean’s meeting to discuss the concerns with them.
- The meeting concluded at 2:15.