Meeting Minutes
Faculty Compensation Committee
January 18, 2019, 3:00 pm

In attendance: Antonio Perez-Nunez, chair; Deanna Caveny; Angela Flenner; Mark Long; Janine McCabe; Sorinel Oprisan; Kate Owens; Chris Starr.

- Antonio Perez-Nunez called the meeting to order at 3:00, and suggested we begin the discussion of the merit increases that were disbursed in fall 2018.
- Deanna Caveny reported the details of the merit increase. The increase was 0.869% of the salary pool. The rules for awarding an increase were that no employee could receive more than a 5% increase or $2500, whichever was larger. She reported that the disbursement was very shallow, meaning that a large number of faculty received an increase, though they were not very large.
- Janine McCabe reported that as a department chair, she felt in a tough position since there were very few rules for awarding the raises, and each dean could make their own recommendations/rules, meaning each school has different results. In some schools, only a few faculty in each department could receive a merit increase. She also reported that it was difficult because the increase was so small, and that there is no telling when another merit increase will happen.
- Deanna Caveny responded to Janine’s comments by clarifying that the Provost’s instructions to deans did encourage fewer faculty raises to be awarded, so that each could be larger, but that was not an official requirement, which did result in differences among the schools.
- Janine McCabe also observed that the instruction to look at the most recent 3-year merit evaluation is unfair if merit increases are not awarded at least every year, because a faculty member’s best year could come in a time that is not eligible for merit pay increase.
- Antonio Perez-Nunez suggested the committee send out a survey to faculty to get their feedback on the exercise, so that the results could inform future merit exercises. He presented a draft of a faculty feedback survey, and the committee made suggestions and edits. A primary concern was to maintain the anonymity of the responses, so the committee discussed making the faculty member’s department either an optional response, or removing the question altogether. The committee also decided to make the “Years at the the college” question multiple choice with brackets of years (0-3 years, 4-6 years, etc.) instead of free text, also in the interest of preserving anonymity. We decided to keep the survey brief, so as to encourage as many responses as possible.
- Chris Starr had several questions about faculty pay in general. Deanna Caveny answered his question about our pay compared with cost of living by explaining the two databases of faculty salary we have access to: IPEDS has information about the cost of living of comparable institutions, but is not discipline-specific. CUPA-HR data is discipline-specific, but is not institution-specific, so cost-of-living is not available. Therefore it is difficult to get a direct apples-to-apples comparison of faculty salary compared to cost of living. She also answered a question about faculty turnover, stating that 40-50 faculty members leave each year, including retirements. That is out of a population of a little more than 500. Antonio Perez-Nunez said that he would bring several more of Chris Starr’s questions to the Advisory Committee to the President.
- The committee adjourned at 4:30.