Meeting Minutes
Faculty Compensation Committee
February 1, 2019, 3:00 pm

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

- The minutes from the January 18th meeting were approved, with one amendment – Deanna Caveny clarified that cost of living can be extrapolated from the IPEDS data, not that the IPEDS data includes cost of living.
- Antonio Perez-Nunez reported that he met with the Faculty Advisory Committee, and the President said that he would report merit increase data to Institutional Research. He also acknowledged that salary inversion is a problem. Antonio brought up the question of other ways to compensate faculty outside of their salary, particularly for extra work they do such as grants, bachelor essay work, independent study, assessment. An action item for the committee is to come up with a full list of this type of extra work that could be eligible for extra compensation.
- Another action item is to compare full time adjunct pay with food stamp eligibility level, to illustrate the low rate of pay for adjuncts. One issue is that the adjuncts are considered temporary, even if they have worked in that capacity for many years. Janine McCabe mentioned that the senior lecturer title exists, but there is no extra pay for the title. Deanna Caveny reported that adjunct pay is gradually increasing as funds are added to the adjunct pool. The goal of the increase is to get a flat per-course rate. Currently, adjuncts who teach 3 courses make more per course than those who teach 1-2. Over the next several years, the idea is to raise the per-course rate gradually for all instructors, but more for those who teach 1-2 courses, so that eventually there is a flat per-course rate. Deanna estimated that this would take 5 years or more to get there, depending on how much the adjunct pool increases each year. She stated that administration would rather complete this leveling before making any other changes like extra compensation for senior lecturers. Chris Starr asked about turnover for adjuncts each year, and Deanna estimated it was about 25%.
- Antonio also asked at the Faculty Advisory Committee about when the next raise was expected, and the President said that the state is considering a mandatory raise of 3% for all employees this year. The President said that if the 3% doesn’t get passed, he would want to allot some money for faculty compression instead.
- Also at the Faculty Advisory Committee, Antonio learned that incoming President Hsu would want to meet with them in March, and Antonio would like to present the results of the committee’s survey on faculty merit increases at that time.
- Antonio reported that there has been 200 responses to the merit increase survey so far, and the committee decided to leave the survey open for about another week.
- The committee discussed how to analyze the results of the survey. Chris Starr brought some examples of how we could use a natural language tool from Watson to gauge sentiment and emotion from the qualitative responses. The committee was very interested in this type of analysis.
- Antonio and Chris decided to meet after the survey closed to analyze the responses, and then each member of the committee will write a part of the report. Antonio would split up the report by question and send out a Google doc for committee members to volunteer. Each part of the
report is due back to Antonio by February 25th, and the committee’s next meeting will take place at 3 pm on March 8th.

- The committee adjourned at 3:51.