Meeting Minutes
Faculty Compensation Committee
March 8, 2019, 3:00 pm

In attendance: Antonio Perez-Nunez, chair; Deanna Caveny; Angela Flenner; Mark Long; Janine McCabe; Sorinel Oprisan; Kate Owens; Kelly Ann Wiechman; Chris Starr (via Skype).

- The minutes from the Feb. 1st meeting were approved.
- Kelly Ann Wiechman shared a report on comparing adjunct pay to the county’s poverty line and income limit for SNAP (Supplemental Nutritional Assistance Program)
- Next, the committee reviewed the analysis of the faculty survey on morale and the merit-based raise.
  - Questions 2 and 3 of the survey showed morale low across the schools, but highest in the Library and lowest in the School of Languages, Cultures, and World Affairs. The results also showed that faculty who were here the longest, had the lowest level of morale.
  - Question 4 and 5 asked faculty to report how their morale had been before the merit-based raise, and after. On average, morale decreased after the raise process. One possible explanation for this is that expectations were high, but many faculty were disappointed by either not receiving a raise, or in the small amount of increase.
  - Question 6 asked about how well-informed faculty felt they were about the process. 50% said information was scarce. There was variety between the schools: Faculty in the Library felt most informed, while the School of Languages, Cultures, and World Affairs felt the least-informed.
  - Question 7 was a free text field, and Kate Owens felt the sentiments were summed up by the comment “More information, more money, more frequency.” Antonio Perez-Nunez said that he would share the sentiment analysis Chris Starr performed, and the committee discussed how to select comments for inclusion in the final report. Chris reported that the keyword analysis was not overly helpful, since the most common words were all pretty neutral – merit, faculty, raise, etc. He also reported that the comments were perceived by sentiment analysis as quite negative, even by those people who rated their morale as high. Deanna Caveny suggested separating comments by rating or sentiment, then choosing representative comments from each.
  - Antonio said that he wants to have the report ready for meeting with President Hsu in April, and he plans to finish writing it over Spring Break.
- Next, the committee discussed the issue of work faculty do without extra compensation.
  - The committee contributed suggestions to a Google Doc. Antonio proposed surveying faculty on how much time they spend doing these tasks. Janine wondered whether to ask about very department-specific tasks like serving as artistic director of the theater season. She knows that the chair of the Music department has a similar role, but there could be others. Sorinel Oprisan asked if grant-writing should be included. Antonio asks whether faculty should be compensated for grants they have written, or only grants that were awarded. Deanna pointed out that there are different types of grants – some serve the department, like the purchase of shared equipment, but some serve only the faculty who receive them. She said that there are institutions that award a small stipend for
having written a grant in a certain year. Mark Long asked whether Letters of Recommendation should be included, and Janine asked about non-course mentoring, which she pointed out is hard to quantify. Mark suggests that we might have more success in getting compensation for these activities if we focus on tasks that affect more faculty members.

- Antonio suggests that the tasks included in the survey should have the following attributes: cannot anticipate the time they will take, don’t count as teaching, research, or service, and not required by the job.

- Deanna says that she has a few comments about Kelly Ann Weichman’s adjunct pay report, including that it is better to report the pay data by semester rather than year. She will discuss other edits with Kelly Ann.

- The meeting adjourned at 4:05 pm.