Committee Members
- Deanna Caveny (ex oficio)- Academic Affairs
- Wes Dudgeon- (Chair) Health and Human Performance
- Devon Hanahan- (Chair/Secretary) Hispanic Studies
- Courtney Murren- Biology
- Charlie Colvert - Theater & Dance
- Carlos Lavin - Teacher Education
- Kris Ghosh - Computer Science
- Ariel Hartwig - English
- Deb McGee - Communication

Summary
The committee convened 5 times during the academic year. Traditionally the focus of this committee was to justify the need for increased pay across the board for faculty (including adjunct faculty). However, since President Hsu has made it a point to include annual cost of living adjustments in his yearly budget, the focus of the committee will need to pivot. President Hsu has also built MERIT pay into the annual budget, and the strategy for implementing these monies will be made at the senior leadership level. In lieu of these budgetary changes, the compensation committee began to focus its efforts on the following:
- Addressing salary compression
- Create a more centralized & recognized web portal for non-monetary faculty
- Determine the need for a Faculty Compensation Manual

Faculty Compensation Committee 2021-22
Meeting Minutes
September 8th, 2021

In Attendance:
Wes Dudgeon, Devon Hanahan, Charlie Colvert, Courtney Murren, Carlos Lavin, Kris Ghosh, Ariel Hartwig, Deb McGee, Deanna Caveny.

- Introduction of members

- RCM funding model to be discussed at President’s meeting.
  - The RCM Steering Committee is working with consultants. So far most work has been understanding our costs: now the focus will shift to prioritizing expenses.

- Recap of 2020-21 FCC discussions
  - D. Caveny will send list of raises that were distributed this past year.
• Review of FCC 2020-21 Year end Goals to determine focus of this board. The following areas were discussed as goals:
  o Create a more centralized & recognized web portal for non-monetary faculty benefits and keep it updated.
    • E.g. discounts on area attractions, etc.
  • Refine “other” compensation items to focus attention on
    • ECDC Expansion
    • Lower Parking Fees
    • Faculty/Staff Wellness Opportunities
  • Continue work on Compensation Manual Project

• Review of FCC Survey from April 2021
  o Committee decided to edit the survey based upon results
  o Will distribute in February 2022.

Faculty Compensation Committee 2021-22
Meeting Minutes
October 6th, 2021

In Attendance:
Wes Dudgeon, Devon Hanahan, Charlie Colvert, Courtney Murren, Carlos Lavin, Kris Ghosh, Ariel Hartwig, Deb McGee, Deanna Caveny.

• Concerns from Adjunct faculty regarding timing of pay
  o Deanna gave detailed explanation
• Discussed location of faculty/staff “benefits” not pertaining to financial
• Review of President’s Council budget discussions

Faculty Compensation Committee 2021-22
Meeting Minutes
February 11th, 2021

In Attendance:
Wes Dudgeon, Devon Hanahan, Charlie Colvert, Courtney Murren, Carlos Lavin, Kris Ghosh, Ariel Hartwig, Deanna Caveny.

• The president has consistently stated that improving faculty compensation is a priority. A question posed by him to the advisory panel was how this should be divided between cost-of-living adjustments and merit. The consensus was that we need to have five years or so of cost-of-living adjustments before we start to move more of those funds to merit.

• While cost-of-living adjustments will help us all, it is not specifically address compression. It means of tackling this issue might be increased pay bumps for tenure and promotion milestones.
- I have asked Deanna for this info. Once we have this, we can discuss how we (CofC) might adjust these pay buds as a way of helping offset compression
- Discussion of re-issuing survey to faculty with modifications

**Faculty Compensation Committee 2021-22**
**Meeting Minutes**
March 14, 2021

**In Attendance:**
Wes Dudgeon, Devon Hanahan, Charlie Colvert, Courtney Murren, Carlos Lavin, Kris Ghosh, Deb McGee,

- President is building COLA into the budget
- FCC could turn its focus to salary compression.
  - One area we have discussed is looking at raises for meeting milestones ([https://academicaffairs.cofc.edu/facultysalaryincrements.pdf](https://academicaffairs.cofc.edu/facultysalaryincrements.pdf))
  - We also need to address those faculty who are meeting expectations but (for various reasons) are not choosing to apply for promotion to full
  - Don’t just compare CofC to peers for assistant professor pay, but also for associate and full.
    - Adjustments can’t all come from schools/depts