

**College of Humanities and Social Sciences  
College Faculty Council (CFC)**

November 12th, 2007, 2:05pm-3:00pm, SO 3020

*Attending:* Cindy Bowers, Michael Firment, Tim Hedeem, Susanne Kelley, LeeAnn Lands, Harry Trendell, Rich Vengroff  
*Excused:* Mel Fein, Deanna Womack

1. HSS CFC bylaws development: The assembled reviewed suggestions concerning Article II - Purpose, noting that dean and chair review could be added, pursuant to Faculty Senate consideration and approval of such.

Members considered expanding the CFC membership to having greater representation by larger departments; given that meetings are open (except for the yet-to-be defined executive sessions) and that many faculty feel they have very heavy committee assignments, it was decided to maintain present structure.

Topics for discussion at the next meeting include Summer functioning of the CFC as well as a provision for executive sessions. **LeeAnn Lands will prepare draft policy on the latter; all members will consider approaches for Summer.**

2. Salary compression: The CFC reviewed Provost Black's letter and tables on last Spring's compression and equity raises.

Dean Vengroff explained HSS practices last year, which included a focus on Assistant Professors, the use of both internal HSS funds and earmarked equity funds from the President, and the development of decompression priority lists from each chair. Fifty continuing Asst Professors received equity raises to address compression, raising the lowest salary to \$50K prior to the January 1 merit increases; for reference, many new HSS hires at the Assistant level were at or around \$50K.

As Assistants were the focus last year, the focus for coming budget cycles will be the Associate and Full ranks. It appears that KSU will not repeat last year's earmark of one-percent (of the BoR increase of three-percent) for compression issues, thus there likely will not be anywhere near the \$186K invested in equity and compression last year. The dean shared a chart showing present minimum, maximum, median and mean salaries for Associate and Full professors, noting that these are not competitive and require increase.

**CFC members are requested to canvass colleagues for recommendations concerning the college's approach to salary compression.** How would you recommend HSS address compression? What guidelines or formulas would be appropriate?

The council also discussed merit increases--how these are determined, how they are connected to performance assessments. As these are initiated at the department level, it was expected that DFCs might take this up with chairs.

3. Performance review of deans, chairs, and provost: A memo from the AAUP@KSU Executive Council will be posted to the HSS CFC files.kennesaw.edu folder for information purposes. The memo is directed to the KSU Faculty Senate for consideration of systematic, regular reviews of academic administrators across campus.

4. Teaching evaluations: Cindy Bowers relayed concerns among English faculty about the new evaluation forms; a memo outlining these will be posted to files.k.edu shortly.

5. Next meeting: To be scheduled in January. Agenda will be emailed prior to meeting; please forward any suggested/requested topics to Tim.

[Minutes prepared by Tim Hedeem]