

CFC Minutes
May 21, 2012

Attending: Laura Davis (ISD for R. Donovan), Garrett Smith, Sabine Smith (Foreign Languages for L. Fedeli), Steve Collins, Chuck Aust, Daniel Rogers, Mel Fein, Susan Rouse, Rich Vengroff (Visitor)

1. Dean Vengroff explained that he asked this committee to meet in an emergency session to address the issue of how compression money recently made available by the President might be distributed. President Papp allocated \$200,000 University-wide to be used for addressing salary compression at the associate professor level, and instructed colleges to come up with plans to distribute these funds. HSS's share is \$50,000. The college cannot add to these funds. Compression adjustments will be added to the base-salaries of faculty who are 1) associate professors and 2) have served at least 5 years at KSU and who meet other criteria established by the colleges. After discussions with his staff, the Dean proposed that the third criterion of our college be that the individual's 9-month salary be below the median salary for associate professors. (A similar rule was applied last year in the college to address compression at the full professor level.) The median is currently \$55,749. There are 29 associate professors falling below the median. The proposed plan would add \$1,655 to base salaries of the 29, and \$2,000 to the salary of one full professor whose salary could not be adjusted last year due to lack of funds. This amounts to around 3% for each of the 29. The HSS proposal must be to the Provost by May 22.
2. There were some questions as to why 5 faculty who began as lecturers and then completed PhDs but whose salaries were never adjusted to reflect the earned degree were not part of the plan. Rich stated that remedying these cases would take the entire \$50,000 and still not bring these individuals' salaries to where they should be; furthermore, these cases are being pleaded separately by the chair and dean. He is optimistic that the Provost will address these cases.
3. In response to another question, Rich stated that the money must be used for documented cases of compression and may not be applied across the board to all associate professors. He also said that he is optimistic there will be continuing efforts to remedy salary compression at the full professor level.
4. Rich thanked the committee for meeting at such short notice and then left the meeting.
5. After discussion of some alternative plans, the consensus of the committee was to endorse the proposed plan, with the following stipulations:
 - We urge the Provost to address the clear salary inequities of the 5 former lecturers as quickly as possible.

- We also urge that those associate professors not included in this additional compensation (and especially those just above the median salary) will receive salary increases soon to address their low salaries and the fact that they may now be among the lower paid associates.
6. Susan reminded the committee that she will contact the new Dean early in July and set a meeting with him and the CFC as early in fall semester as possible. The meeting was adjourned.

Susan Rouse
Chair, HSS CFC