

College of Arts & Sciences  
**Budget Advisory Committee**  
MINUTES  
Wednesday, March 20, 2013

Present:

Voting members: Professors Naomi Cameron, Matthew Johnston, Jay Odenbaugh, Harry Schleef and Ellen Seljan

Ex-officio: Tuajuanda Jordan - Dean of the College, Gary Reiness - Associate Dean of the College

Guests: Robert Nayer - Director of Operating and Capital Budgets and student representative - Justin Midyet

Absent: George Battistel - Associate Vice President of Finance

Recorder: Anne Boal - Mathematical Sciences

The minutes from the December 17<sup>th</sup> meeting were approved as written.

Chair Cameron passed out sheets showing the details of faculty salary and compensation compared to our 16 peer colleges. There was also a handout with comparisons of many colleges' endowment and faculty/staff position types. Professor Seljan and Chair Cameron compiled this data using IPEDS and data from Lewis & Clark. They are working on a presentation on faculty salaries for the upcoming faculty meeting in April.

Professor Schleef asked what we are trying to accomplish with this data. If we are trying to show that LC faculty salaries are lower than our peers, do we still need to show this? Once we establish this case, is it worth pursuing and how do we pursue?

Mr. Vance noted that the college used an outside consultant in about 2008-09 to select a peer group of colleges. This group was pared down to 15 colleges plus another school that had a law school, Washington & Lee. The Board of Trustees approved this list to be used for all comparisons.

Associate Dean Reiness added that there was an article in the Chronicle of Higher Education recently that noted that colleges do not normally list each other as their comparisons. Instead a college tends to list its aspirational colleges as its comparison colleges.

Mr. Vance commented that the salary data from IPEDS combines salaries from CAS, Grad and Law schools, within each college. Chair Cameron thought that they could adjust the LC amounts to adjust for this, and take out the two colleges with law schools, Washington & Lee and Willamette. Dean Jordan reminded the members that she had sent out a report on LC CAS faculty salaries last fall, which would be helpful to utilize.

Chair Cameron would like to create a document for future members of this committee on what's been done and what issues they could still pursue.

Mr. Vance knows that LC is #14 in amount of endowment among our 15 peer institutions. He noted that the amount of endowment per student is important to consider for salaries, because it shows how much discretionary spending a school possesses. Also he responded to a question that it would be most helpful to compare LC salaries to colleges with similar endowment amounts.

Chair Cameron noted that we will need to explain the definitions of faculty/staff positions at the upcoming faculty meeting and that the LC data is better than the comparison school's data.

Mr. Vance commented that the titles of many positions on campus are not consistent over time and between colleges and are difficult to compare. He has tried to do some LC administrative salary comparisons over time, but has not had much success comparing to other colleges. When he has compared overall LC faculty to administrative salaries, he observed that faculty salaries are slightly higher.

Professor Schleef wanted to know where we go from here. He concludes that faculty salaries at the assistant and associate levels are a little low, and that the committee should ask the college to remedy that.

Chair Cameron thinks that the presentation at the faculty meeting in April should suggest how we should proceed.