SALARY EQUITY COMMITTEE
Campus Commons 2200
October 16, 2023 | 3:00-4:00 p.m.
Minutes

Present: Greene, Barkley, Fischer, Kyle, Loveless, Shafie
Guest: Senbet
Present via Zoom: McCamey, Schaberl, Vaughan, Wiegand
Absent: Bauer

Call to Order:
The meeting was called to order at 3:03pm.

Approval of the Agenda:
The agenda was approved without objection.

Approval of the October 2, 2023 Minutes:
The minutes were approved without objection.

Chair's Announcements:

- Kyle – compensation investment rationale
  - Thank you for your feedback. This document will go to FSEC today.
- Barkley – adjunct pay and dependent tuition
  - SEC reviewed the draft Barkley brought to the meeting.
    - Some graduate program have a thesis option and an exam option, each with separate codes, while other programs have these same options but are coded as one program.
    - NHS & HSS deans explained they have formulas for accounting for summer pay and number of course releases.
      - PVA directors are all on 12-month salaries (they can teach classes if they want to, but do not receive additional pay)
      - PVA director contracts have teaching classes built in.
  - Finance showed support for the idea to reinstate staff/faculty dependent tuition discounts. SEC should draft a proposal for this.
  - The question was raised about how adjunct pay increases could be funded.
    - If the division funds it, number of adjuncts that can be hired may go down
  - Barkley looked at a rolling three year average (do no harm model).
  - SEC can come up with an increase percentage and Barkley will create a feasibility study
    - SEC members are concerned about equitable pay to adjuncts
    - Prioritize adjunct pay analysis at regional peer institutions.
  - Recommend to Administration that when giving raises to faculty and staff, adjuncts should also receive pay increase
    - There is concern about getting to 100% of parity in the next two years.
    - Separate budgets for adjunct and faculty raises?
    - Chair Kyle to draft something and bring it back to SEC.

There is a motion to recommend including adjunct pay increases with faculty raises. Fischer firsts, Greene seconds.