

SALARY EQUITY COMMITTEE
Campus Commons 2200
March 25, 2024 | 3:00-4:00 p.m.
MINUTES

Present: Barkley, Greene, Hepperle, Kyle, Senbet, Vaughan
Zoom: Applegate, McCamey, Schaberl, Shafie, Stutler
Absent: Bauer, Fischer, Lovewell, Wiegand

Call to Order 3:02pm

Approval of the Agenda approved without objection

Approval of the March 4, 2024 Minutes approved without objection

Chair's Announcement

- Compensation outcomes reports
 - Robert is working on this – it should be available and sent soon.
 - Since we asked for the report based on positions instead of individuals it will take some extra time.
 - We did not receive the compensation report last year, so we requested this years and last year's reports.
 - The most recent report did not list all positions, we are working with IM&T to determine those missing positions.
 - Can we receive the data in an excel file instead of PDF?
 - Yes, intentionally asked for excel
 - The data as of Nov 1, 2023 is the most current
- Updated salary data
 - Our peers gave more than a 3% salary increase
 - With this information we will reach about 89% of parity with a 3% salary pool.
 - A meeting with Dale has been scheduled to discuss the 3% pool.
 - Biggest challenge is state and federal mandates that will affect staff.
 - The gap between staff and faculty pay continues to increase.
 - It was suggested that a revised plan for the next few years based on where we are now is taken into account.
- Median years-in-rank for full professors
 - Seven years
 - Setting the median at 7 years will be beneficial for full professors, however majority of the 3% will go to full professors.
 - A different approach to distribute raises should be determined if the 7-year median is used.
 - With the adjustment it would take about 725K to get professors to 90% parity

Unfinished Business

- Administrative/educational salary distribution
- Shift date for Equal Pay Act adjustments
- Adding a distinguished/super professor category?

- Multi-year compensation plan
- Compensation outcomes reports
- Adjunct pay policies
- Language changes in compensation letter

New Business

- Resolution for how to divide salary pool
 - Flat rates and percentages can be adjusted to visualize salaries such as adjusting the flat rates and parity to add up to 3%.
Ideally, we give a larger percent to parity since the University is trying to get faculty to 100% of parity, and this promotes salary equity among faculty.
 - We discussed whether to use a flat rate or percentage-based raise
It is not possible to make everyone happy, but a flat rate raise benefits more people
With flat rate raises, some people receive very small raises as a percentage of their salary
 - It was suggested that although parity is still a goal, for morale everyone should receive some type of raise.
It is important to remember that as the Salary Equity Committee the goal is to make recommendations to achieve parity.
- Discussion will continue at the next meeting.
- CIP-codes need to be updated with the new changes that Barkley received.

Comments to the Good of the Order

Adjournment 4:02pm