

SALARY EQUITY COMMITTEE
Campus Commons 2200
September 23, 2024 | 3:00-4:00 p.m.
M I N U T E S

Present: Applegate, Barkley, Bauer, Castro, Fischer, Greene, Hepperle, Kyle, Senbet, Shafie
Zoom: Henke, McCamey, Schaberl, Vaughan
Absent:

Call to Order 3:02pm

Approval of the Agenda approved without objection

Approval of the September 9 Minutes approved without objection

Chair's Announcement – There is ongoing conversation regarding equitable compensation between staff and faculty.

Discussion:

- The question, "What if errors were made 10 years ago, but the current approach is correct?" was asked.
 - It was noted that while past actions are important, the primary focus should be ensuring that current decisions align with the best interests of the university.
 - It is important to analyze current trends to better understand ongoing developments.
- Based on the table that will be shared with Dale, questions that may be asked include:
 - What is the reason behind the growth in the staff and faculty compensation gap?
 - Where are we going based on the direction or the trend?
- It was stated that without placing faculty at the center of budget considerations, the university may not be heading in the correct direction.
- There is some frustration due to the continued reoccurrence of this topic after efforts made to address these matters.
- A shared governance situation was noted and whether it is in the university's best interest to share certain data with faculty. Input from administration was deemed essential in making this decision.
 - The committee agreed that faculty have a right to know how decisions are being made, but the way this information is communicated is critical to avoid demoralizing the efforts of faculty members.
- Salary analysis has been done differently and there are efforts to make things consistent with College of Osteopathic Medicine (COM).
- There are areas of the gap that are out of the committee's control due to factors like the impact of COVID-19, new compliance regulations, and specific hires within the COM.
- The questions of who does the work and who makes the decision were raised.
 - Since SEC is a recommending body, we can bring these issues to light and have this discussion with relevant parties, with the hopes of positive impact.

- It was reminded that the role of SEC is already making an impact based on the changes made from last year and that things are happening by sharing this data.
- Questions for consideration include:
 - How do we see this continuing?
 - What will it look like with the addition to the positions hired for the COM? Or if COM is removed from the analysis?
 - Where are the university's priorities going forward?

Unfinished Business

- Adjustments to the year in rank for full professors (from 10 to 6-7 years)

New Business

- AY22 and AY23 compensation outcomes.
 - For clarification AY 22 is AY 23 and AY 23 is AY 24
 - Bauer will confirm the reports are accurate.
 - Discussion:
 - Shafie raised concerns regarding two positions listed under Applied Statistics and Research Methods, noting discrepancies in Lines 49 and 51:
 - Shafie addressed that there are two positions in the Applied Statistics and Research Methods that differ and may be positions that are no longer in the department: Lines 49 and 51
 - These positions may no longer be part of the department as of AY 22.
 - STAFF data: AY 24 – 22-1101
 - A question was raised about the possibility of adjusting the percent increase by FTE.
 - It was noted that while adjustments can be made, this would affect the transparency of the data.
 - The negative values present will be clarified.
 - MOTION: Fischer motions to send the compensation reports to Faculty Senate, seconded by Castro.
 - VOTE: The motion is approved unanimously. The compensation reports will be presented to Faculty Senate.
- Distinguished Professor category rank (Welfare Committee working on criteria)
 - Suggested promotion stipend
 - How to calculate year in rank

Comments to the Good of the Order

Happy Homecoming!

Adjournment 3:59pm

