

SALARY EQUITY COMMITTEE  
Campus Commons 2200  
January 8, 2024 | 3:00-4:00 p.m.  
MINUTES

Present: Barkley, Cobb, Greene, Kyle, Senbet, Stutler, Vaughn

Guest:

Present: via Zoom: McCamey, Schaberl, Shafie

Absent: Applegate, Bauer, Fischer, Loveless, Wiegand

Call to Order:

The meeting was called to order at 3:01pm.

Approval of the Agenda

The agenda was approved without objection.

Approval of the November 27, 2023, Minutes

Committee Volunteers added to minutes.

Chair's Announcement

**Kyle:** Dale Pratt is invited to the next SEC meeting.

Unfinished Business

- Administrative/educational salary distribution
- Shift date for Equal Pay Act adjustments
- Adding a distinguished/super professor category?
- Multi-year compensation plan
- **Chair/director compensation policy**

DISCUSSION:

- The HSS model did not incorporate Graduate majors or Graduates certificates, but Kyle has added them to the current model.
- Columns for satisfaction based on color code.
  - Red: Unhappy; Yellow: Slightly unhappy; Green: Neutral; Blue: Very Happy
  - Adjustments should be made to produce more green/blue.
- Adjustments can be made to change the formula so that more chairs will be happy with the new model.
- Descriptive Statistics for library can be ignored, data was not provided. MCB is under compensated compared to other colleges.
- Thresholds can be changed, or a new model can be made for smaller departments to get more compensation, or to adjust up the compensation for everyone.
  - If we are trying to consider every possible measure of complexity the formula will become very complicated.
- All formulas should be considered to determine the best model.
- Sharing with college deans will allow for specific feedback or comments on how things should be adjusted before asking for feedback from current chairs/directors.

MOTION: Kyle: Bring forth the model to Dean's Council and receive feedback.

VOTE: Approved unanimously by voice

- **Compensation outcomes report**

- We are expecting to receive the compensation outcome report by the end of the week.

New Business

- **Language changes in compensation letter**

- Phillipp suggested adding an inflation factor instead of a flat rate.
  - Will discuss this more next time.

Comments to the Good of the Order

Thank you for all your work on the model Britney!

Adjournment

The meeting was adjourned at 3:55pm