

SALARY EQUITY COMMITTEE
Campus Commons 2200
February 19, 2024 | 3:00-4:00 p.m.
MINUTES

Present: Barkley, Greene, Hepperle, Kyle, Senbet, Shafie, Stutler
Zoom: Cobb, Fischer, McCamey, Schaberl
Absent: Vaughan

Call to Order: 3:00pm

Approval of the Agenda approved without objection.

Approval of the February 5, 2024, Minutes approved with minor revision.

Chair's Announcement

- **Compensation outcomes reports**
 - Still waiting on report
- **Request for CUPA data and updated salary data**
 - Gained access to CUPA and awaiting data, the data should be available by 3/25/24 Salary Equity Committee meeting.
- **Salary Equity bylaws**
 - A few changes have been made and will bring forth to Faculty Senate.

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 (Schaberl)**
 - Schaberl has proposed including information on how raises are calculated and distributed either in the raise letters or in an email sent around the same time. Kyle agrees this could be useful.
 - There was no information about the raises when letters were sent last year.
 - In the past raises were percentages instead of flat rate and parity.
 - Even with a 1% raise, the impact can vary significantly between those who earn more and those who earn less.
 - Before any changes are made it was suggested that we wait until we receive data from Human Resources.
 - Kyle would like to have CUPA data to see possible outcome before making a decision.
 - We should continue to push for 100% parity before thinking of splitting the pot into 3 portions.
 - The role of the Salary Equity Committee is to effectively represent the faculty.
 - Senbet reminded everyone that we must prioritize parity to keep equity.

- Discussion about the charts and graphs.
 - Shafie: Where did we get the 10 years in rank for a full professor to get to median from? We need to include where we get the time frame from.
 - The 10 years is an estimate of the CUPA median, which goes by rank.
 - Hepperle will look more into the calculations of the median years in rank for full professors.
 - Consider breaking down the catch all column for other increases.
 - Should the aggregated and “Gap” charts be included in the letter?
 - Why are we doing it? There must be some change, what are we doing to effect change?
 - We should determine a way to explain how we are effectively making a change without the charts and include them if we really need to.
- Discussion will continue at the next meeting.

New Business

Comments to the Good of the Order

Adjournment 4:00pm