

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