

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

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

Call to Order 3:00pm  
Approval of the Agenda  
Approval of the March 25, 2024 Minutes

Chair's Announcement

- **Britney, Dawit, and Jordan met with Dale. The administration is considering an additional increase for faculty due to disproportionate salary increases for staff and also state-mandated increases for staff that will not be available to faculty. A specific figure has not been proposed, because there are many parts of the University budget that are not yet finalized.**

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
- Update median years-in-rank for professors to 7 years/possible super-professor category.
- **Resolution for how to divide salary pool**
  - Various options of distributing 3% for raises have been discussed, starting with the approach from last year.
  - There are three options on how the salary pool will be divided:
    - Option 1: 1% to flat rates or percentage increases, 2% to parity
    - Option 2: 1.5% to flat rates or percentage increases, 1.5% to parity
    - Option 3: 3% to percentage increases, no parity
  - Barkley stated that 15 faculty are eligible for an equity adjustment.
    - There are approximately 78 faculty under 85% parity, it will take about \$227,000 to reach 85% or higher. And about \$441,000 to reach 87% or higher.
    - The question now is how and when do these changes take place? Dale Pratt is working on finding additional funds to help fulfill the administrations objective to get faculty to 100% of parity, but finding additional funds is not guaranteed
  - Very likely, raises won't be proportionate with staff and faculty due to state and federal mandates.
    - The gap between staff and faculty will continue to increase.
  - It was suggested that as a general philosophical approach, the most equitable thing to do is use 3% for raises and if there are remaining funds use that towards parity.
  - Based on the graph you can see professors benefit the most from percentage increases

- The concern of allocating cuts (when adjusting for inflation) instead of raises was raised.
  - The case of a new hire starting at a higher parity is of concern and must be addressed, including the details of parity and compensation.
- We must determine the most urgent thing at hand first, which is parity before addressing the inflation factor.
  - Once parity is reached, a percentage raise can be established and maintenance on parity will continue.
- MOTION: To determine the division of the salary pool. Option 1: 1% to flat rates or percentage increases, 2% to parity, Option 2: 1.5% to flat rates or percentage increases, 1.5% to parity, Option 3: 3% to percentage increases, no parity
- VOTE:
  - 1 vote – Option 1 (1% to flat rates/percentage increases, 2% to parity)
  - 8 votes – Option 2 (1.5% to flat rates/percentage increases, 1.5% to parity)
  - 0 votes – Options 3 (3% to percentage increases, 0% to parity)
- How to distribute the 1.5% as either flat rates or percentage increases?
  - Hold on the distribution and determine at next meeting.

#### New Business

- **Salary Equity Committee Officer Nominations**
  - **Chair – Senbet (accepted)**
  - **Vice-Chair – Applegate (accepted)**

Comments to the Good of the Order

Adjournment 3:58pm