

SALARY EQUITY COMMITTEE  
Campus Commons 2200  
November 13, 2023 | 3:00-4:00 p.m.  
MINUTES

Call to Order

In attendance:

Members: Applegate, Barkley, Fischer, Greene, Kyle, Shafie, Stutler

Present via Zoom: Cobb, McCamey

Absent: Bauer, Loveless, Schaberl, Wiegand, Vaughan

Guest: Senbet

Approval of the Agenda

*approved by consensus*

Approval of the October 30, 2023 Minutes

*approved by consensus*

Chair's Announcement

*Data has been loaded into the Chair/Director workload documents.*

Unfinished Business

- Resolution to increase adjunct pay

*There was much discussion about what any resolution should look like due to the existence of salary ranges and because in current operation, college deans make decisions about adjunct pay for their colleges. Perhaps a resolution from us should not be directed toward the central budget process, but to College Deans and the Provost's office to explore options. Proposed language was developed.*

New Business

*None*

Comments to the Good of the Order

*Fischer commended Kyle for representing us well at the full faculty senate meeting in which the adjunct pay resolution was discussed.*

Adjournment

No action nor discussion of:

- 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**

- Years of being chair (vs. base salary) or perhaps minimum wage for chairs
- Number of students served
  - Majors
  - Minors
  - Grad students
- Student credit hour production (SCH)
- Number of programs
  - Supervising research/service centers
- Number of people supervised (faculty/staff/adjuncts)
- Number of scheduled sections
  - Service/LAC sections
- Other considerations
  - Leading various efforts across campus (community engagement, inclusive pedagogy, assessment work)