

SALARY EQUITY COMMITTEE  
Campus Commons 2200  
November 18, 2024 | 3:00-4:00 p.m.  
MINUTES

Present: Barkley, Castro, Elkins, Fischer, Greene, Kyle, Senbet, Shafie  
Zoom: Henke, Schaberl, Vaughan  
Absent: Bauer, Hepperle, Lovewell

Call to Order 3:01pm

**Approval of the Agenda** approved without objection

**Approval of the November 4 Minutes** approved without objection

Chair's Announcement – No report

Unfinished Business

- **Faculty Senate Resolution on Budgetary Realignment**
  - It is emphasized that the resolution accurately displays why we want to share the information, and this is something the faculty need to see.
  - Big picture comments include:
    - Faculty pay is low, and there is a need for equal treatment of faculty and staff.
    - The title itself indicates that education is the core mission and deviating from this focus is not beneficial. Faculty should remain central to the mission.
    - The Board Policy Manual (BPM) states that 55% of the budget should be allocated to instruction, but this does not appear to be happening.
  - The BPM provides guidance on budget allocation, with 55% recommended for instruction which have not been met in over 20 years.
    - Data shows that the institution spends less on instruction than suggested.
  - A decrease in instruction funding are followed by decreases in student services funding and asked, where do sports fit into all this?
    - Compared to other institutions, UNC spends much less on sports. The football coach makes the most but is still less than his predecessor.
    - Sports funding can fall under "institutional support," a broad category.
  - Are there any major changes or concerns to address in the resolution?
    - Should there be first and second readings, or is one reading sufficient?
    - Does it need to be passed before the Board of Trustees (BOT) meeting?
    - It is suggested we have two readings on the Faculty Senate to allow for robust discussion.
    - For the upcoming December BOT meeting, the presentation with the CFO will be an informational presentation. If the BOT takes it as an action item, it will be part of the February meeting, which will allow for public comment
      - There is some confusion around the fact that "no public comment" is allowed for this presentation. According to BOT bylaws public comments are allowed on agenda items.
    - Henke suggested revising the first "whereas" statement to align with the strategic plan and include language about enhancing and investing:
      - *"Whereas, the University of Northern Colorado (UNC) is dedicated to its*

*Rowing, Not Drifting 2030 strategic plan, prioritizing a student-first mission with high-quality instruction, mentorship, and academic excellence at its core, as well as investing in faculty's sense of well-being and belonging."*

- Fischer recommends including two more charts in the resolution, charts 4 and 9.
- Kyle suggests minor changes.
- MOTION: Fischer moves to accept the resolution as presented with the addition of Henke's suggestion, Kyle's minor changes, and the addition of the two slides (chart 4 & chart 9), seconded by Elkins.
- FURTHER DISCUSSION:
  - It was observed that Chart 2 resembles the "gap" chart.
  - It was asked why FY25 data is not included in the charts shared by the CFO.
    - It was clarified that there is no peer data for FY25.
  - It was asked if this is the first time the administration is seeing the information and data in the resolution.
    - The administration are already familiar with the data and the stance of faculty.
  - It was highlighted that faculty have been asked to do more with less compared to other parts of the university, with most concerns focused on middle and upper administration.
- VOTE: The motion is approved with unanimous vote and the resolution will be brought to Faculty Senate.
- **Adjustments to the year in rank for full professors (from 10 to 6-7 years)**

#### New Business

- Distinguished Professor category rank (Welfare Committee working on criteria)
  - **Suggested promotion stipend**
  - **How to calculate year in rank**
    - *There are 114 full professors with 4 YIR or above, 105 with 5 YIR or above, 97 with 6 YIR or above.*

Comments to the Good of the Order

Thank you for your hard work Dawit and Britney!

Adjournment 3:58pm