

SALARY EQUITY COMMITTEE
Campus Commons 2200
November 27, 2023 | 3:00-4:00 p.m.
MINUTES

Call to Order at 3:02pm.

Approval of the Agenda- *Agenda Approved without objection.*

Approval of the November 13, 2023 Minutes – *Minutes approved without objection.*

Chair's Announcement

Resolution to increase adjunct pay

- *Supported by Faculty Senate*

- *What approach would be best to deliver information?*

-The decision was made to have Senate President send information on behalf of Faculty Senate to Provost and Deans.

- *Accountability and updates from Jordan with Provost Office throughout budget process.*

Unfinished Business

- 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)

New Business

- **Compensation outcomes report**
 - Indicate sabbatical notation for parity explanation
 - CUPA Data questions

- Which year do we use CUPA data from?
- Years in rank need to be adjusted.
- Comparisons for percentages of CUPA need to be updated.
- Megan going to speak with Jordan to consider library contracts (12 month/9 month)
- Speaking with Dale to discuss staff percentage raises

- Adjunct pay increase committee
David, Megan, Jordan, Britney
- Chair compensation Committee
Angular Steve, Jordan, Britney
- **Language changes in compensation letter**

Comments to the Good of the Order
None

Adjournment at 3:59pm