

SALARY EQUITY COMMITTEE
Campus Commons 2200
December 2, 2024 | 3:00-4:00 p.m.
M I N U T E S

Present: Barkley, Elkins, Fischer, Greene, Kyle, Senbet, Shafie

Zoom: Applegate, Schaberl, Vaughan

Absent: Castro, Henke, Hepperle, Lovewell, McCamey

Call to Order 3:03pm.

Approval of the Agenda approved without objection

Approval of the November 18 Minutes approved without objection

Chair's Announcement – The discussion went well, with a strong focus on the big picture. While data and methodology may differ, the overall big picture remains the same.

Discussion of the first reading of Resolution on Budgetary Realignment:

- It was agreed that the discussion went well and noted that salary-related topics brought up diverse issues, and, at times, the discussion went off-topic. We should stay focused on the big picture and the actual meaning of the resolution.
- It is also emphasized that there is a need to focus discussions on the big picture rather than data specifics and have President Feinstein and Provost Fleming clarify their goals.
- It was noted that the change of Instruction from 45% to 35% of the budget in the span of 5 years is one of the strongest arguments supporting the resolution.

Unfinished Business

- **Adjustments to the year in rank for full professors (from 10 to 6-7 years)**
- **Status of external firm?**
 - The current status of the external firm needs to be determined before the committee can move forward.
 - It seems that the external firm is willing to do whatever they can. They were asked to provide example reports which were mostly for staff instead of faculty with redacted information.
 - Contracting with the external firm will begin in January. Regarding the redacted reports, they don't have any faculty examples, only examples of previous projects that institutions allowed them to share. The staff analysis may serve as the framework for faculty. This specific type of project has not been done by the team before.
 - There are some concerns about whether the team has compensation expertise or the resources to complete the project
 - What is the reason asking a team without clear compensation expertise to handle this project?
 - It was suggested looking into the AAUP team since they do have compensation experts that can be brought to campus.
 - Some expressed his confusion over the purpose of the firm and what a successful project is.
 - The results will be based on what the institution asks for and the stakeholders they work with.

- No specific questions have been asked yet.
 - If the firm is okay with sharing the redacted results Barkley will share them with the committee.
- Concerns were raised about tying to policy and putting faculty salaries in the hands of administration that may not consider faculty contributions.
- Budget constraints have shifted the goal administration set.
- As a committee should this be tabled or continue with a recommendation.
 - It was mentioned that Provost Fleming might not approve the median adjustment until an analysis is done.
 - It is important to know where administration is with raises and budget.
- A suggestion was made to approve a recommendation of adjusting full professors' median year in rank but holding off on implementation until we know where we are with other developments.
 - If approved, that means half the pool will go to professors or professors' parity will decline by 3%.
 - Kyle recommends tabling the discussion in case a new model is proposed and causes challenges.
- The committee will continue this discussion next semester.

New Business

- Distinguished Professor category rank (Welfare Committee working on criteria)
 - **Suggested promotion stipend**
 - Faculty Welfare will determine the criteria. Once established, Salary Equity can move forward with a suggested 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, and see you all in January!

Adjournment 4:01pm

