

SALARY EQUITY COMMITTEE  
Campus Commons 2200  
January 27, 2025 | 3:00-4:00 p.m.  
M I N U T E S

Present: Applegate, Barkley, Elkins, Fischer, Greene, Hepperle, Kyle, Lovewell, McCamey, Senbet, Shafie  
Zoom: Dong Saul, Schaberl, Vaughan  
Absent: Castro, Henke

Call to Order 3:00pm

**Approval of the Agenda approved without objection**

**Approval of January 13 Minutes approved with the correction to the attendance**

Chair's Announcement – Thank you to Robert and Megan for sending us the compensation outcome report!

Unfinished Business

- **Adjustments to the year in rank for full professors (from 10 to 6-7 years)**
  - The question of whether the proposal is ready for a recommendation, given the possibility of hiring a third-party firm, was addressed.
    - It is suggested that if there is no recommendation made at this time, the committee should hold off.
    - If there are adjustments and recommendations made by the third party, it may be best to wait and implement all those changes at once.
      - The provost prefers making all compensation-related changes at once.
  - If postponed until next year, we should consider how funding priorities are determined.
    - A concern was raised that large portions may go to full professors who need them the least.
    - Consider prioritizing those who have not yet received any meaningful compensation adjustments.
  - Instead of implementing changes this year, we could approve the proposal in principle and begin planning without immediate action.
    - The committee must consider:
      - The complexity of this process in the future
      - Timing
      - Where the funds will come from
    - Clear communication with faculty is important; the language must be written carefully.
  - Senbet will present a proposal for discussion with potential options:
    - Table the decision until next year.
    - Approve the proposal this year but delay implementation until next year.

New Business

- **FY 25 Compensation Outcome**
  - The additional \$700K funding to bring all faculty to 89% parity helped balance the raises across faculty and staff last year. However, over time, equivalency may not be maintained, and patterns of additional raises may emerge among

staff but not necessarily among faculty

- Reviewing the Classified sheet of the outcomes report:
  - Column L:
    - What is the STEP increase?
      - Column L includes the change in the STEP increase plus 3%. The STEP increase is applied first, then the 3% mandated by the state.
  - Compression and inversion all depend on situations
    - Compression
      - Occurs when mandated raises result in a smaller pay gap between employees and their supervisors.
    - Inversion
      - Happens when a new employee earns more than their supervisor or someone with more tenure
  - Column K – MISC Change Amount raised some confusion
    - Hepperle will review this column to provide clarification.
  - The concern of whether “% of Total Salary Increase” would cause some confusion was raised
    - Some believe it reflects a 32% salary increase when it actually refers to 32% of the available pool.
    - It was suggested that the column be renamed.
  - The Median Salary Increase by Area for Classified Staff will be reviewed by HR to provide clarification.
- Reviewing the Professional Admin Sheet of the outcomes report:
  - It was clarified that the salaries in athletics are typically determined by the Board of Trustees.
  - Addressing Retention increase – market adjustment in for Row 59
    - There is an external job market that may require adjustments to retain staff.
    - It was stated that each Director should follow a standardized set of guidelines for adjustments.
  - It was clarified that the counseling center has been short-staffed, requiring salary adjustments.
  - The committee noticed a consistency issue that is seen and should be addressed.
  - A committee member asked if there is a way to track or note new positions.
    - It may be possible, but it may take time to implement
  - Faculty reallocations typically only occur if an error was made during hiring.
  - It was suggested that Column L – GROSS Change Amount have a clear title or be combined with Column N – OTHER Change Amount
  - Due to time, the committee will continue reviewing the outcomes report at the next meeting.
- Step-back policy revision
- FY26 Faculty Salary Distribution Model (continued brainstorming)
- 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

Adjournment 4:02pm