

SALARY EQUITY COMMITTEE
Campus Commons 2200
February 10, 2025 | 3:00-4:00 p.m.
MINUTES

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

Call to Order 3:03pm

Approval of the Agenda approved without objection

Approval of January 27 Minutes approved without objection

Chair's Announcement – Asking for feedback and thoughts from the last Faculty Senate meeting.

- The discussion was interpreted as a direct response to the provost's email.
- A member stated that the email could've been read in two ways 1) acknowledging faculty concerns while reaffirming budget constraints or 2) where 55% was aspirational and was never spent, they will write a policy to fit the current situation.
 - Other members interpreted the letter in the second way and questioned whether this would be a priority.
- It was felt that the comment from the NHS senator about moving away from the university budget and faculty salary discussion was not representative of the NHS faculty.
- The administration acknowledges the differences but has not addressed how they plan to fill the gap.
- Britney Kyle sent a follow-up email after the Senate meeting; she received 16 responses where:
 - One-third wanted to move on and let the administration do what they said they would do.
 - One-third felt that faculty salary is an important topic and should not be dismissed.
 - One-third would like to see concrete examples.
 - Some believe this issue is important but should be revisited periodically.
 - Others would like a different and collaborative approach.
 - Two senators felt uncomfortable based on the tone of Senbet and President Feinstein.
- Senbet asked the committee if they would like him to continue being the voice of SEC and address their concerns. Committee members agree that he continues to do so.
- It is believed that this committee has an opportunity to facilitate a path forward while representing constituents.
- The issue was raised that staff are often treated as one category, but the focus should be on higher administration salaries rather than grouping all staff together. Average staff members face similar challenges, and lumping them together can be misleading.
 - The lack of disaggregated staff salary data for upper management and other staff members makes it difficult to analyze disparities within the staff.
- A previous committee member questioned how staff raises are distributed, this could be explored further through PASC.
- Can Senbet and Kyle meet with the President and Provost to discuss the budget and the gap?
 - Both had multiple meetings to resolve this issue before it became public. But both Senbet and Kyle are open to further meetings if it helps.

Unfinished Business

- **FY 25 Compensation Outcome**
- **Adjustments to the year in rank for full professors (from 10 to 6-7 years)**

New Business

- Step-back policy revision
- FY26 Faculty Salary Distribution Model (continued brainstorming)
- SEC Questions and Suggestions on FY25 Compensation Outcomes Report
 - **Reviewing the Classified sheet of the outcomes report:**
 - Barkley noted that column headers vary each year, making comparisons difficult. He suggested using the same headers each year.
 - With the work and time that goes into the report, how much time would it save compared to a parity approach?
 - The compensation outcomes report is an easy report to put together compared to the others
 - Add “Notes” column
 - Column L: What is the STEP increase?
 - The STEP increase is a pay raise given to eligible state employees based on their years of experience in their jobs.
 - Can it be separated from 3% from the STEP increase?
 - HR is uncertain because payroll initially inputs the data this way, and it's unclear how it will be handled moving forward since the state has not yet determined how raises will be distributed.
 - Suggestion: Clarify what STEP increase means in the Notes section.
 - Column K: MISC Change Amount raised some confusion
 - Suggestion: Review this column to provide clarification (either rename the column or add a comment in the Notes section).
 - **Summary Tables:**
 - Concern was raised that “% of Total Salary Increase” might cause confusion. For example, one might believe it reflects a 32% salary increase when it actually refers to 32% of the available pool.
 - Suggestion: Rename or remove the column.
 - Robert is open to suggestions
 - Kyle is open to deleting the column, its purpose is unclear and raises most questions.
 - The committee decided the column would be deleted.
 - The Median Salary Increase (%) column by Area for Classified Staff and Professional Admis is 3% for every category except for one at 19.2%. Check for the accuracy of these numbers.
 - Those numbers are accurate.
 - **Reviewing the Professional Admin Sheet**

- Clarify the Compression/Inversion column.
 - Should be Inversion if compression is not being addressed (Column K).
- Columns L and N: What is the difference between GROSS Change Amount and OTHER Change Amount?
 - Suggestion: Have clear titles that differentiate the two columns or combine the two columns.
 - The committee decided the two columns will be combined and labeled “OTHER Changes”
- *Senbet had this question but didn’t get to it before the meeting time was over.*
 - Question: Is the 3% FY ATB Increase applied to the starting salary (which I assumed was the case), the ending salary, or is there some other consideration?
 - For example,
 - Row 71, 247, 331, 332, 473, etc., have their 3% ATB applied to their starting salary.
 - Row 7, 176, 525, 540, etc., have their 3% ATB applied to their ending salary.
 - Row 53, 183, 328, 355, etc., the 3% ATB increase doesn’t match the starting or ending salary.
 - The 3% increases are seen at different points due to timing issues.
 - The salary adjustments are made as of June 30. So, there could be differences depending on when these increases were effective.
- 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 4:01pm