

SALARY EQUITY COMMITTEE
Campus Commons 2200
February 24, 2025 | 3:00-4:00 p.m.
MINUTES

Present: Barkley, Greene, Hepperle, Kyle, Senbet, Shafie

Zoom: Castro, Dong Saul, Elkins, Fischer, Henke, McCamey, Schaberl, Vaughan

Absent: Applegate

Call to Order 3:01pm

Approval of the Agenda approved without objection

Approval of February 10 Minutes approved without objection

Chair's Announcement – No report

Unfinished Business

- **FY 25 Compensation Outcome**

- Thank you, Robert, for getting us an updated report!
- Once CUPA data is received, it will be shared with the committee.
- Questions were raised about how senior lecturers are compensated at other universities.
- Data from CUPA and YIR are not available for senior lecturers. Therefore, we opted to increase their salary by 10% above lecturers/instructors.
- According to parity analysis, instructors, lecturers, and senior lecturers generally have a robust parity approaching 100%.
- Summary page:
 - “Percent of personnel” will be added to the other two pages
 - Is that a name change?
 - Hepperle will have to look into it
 - Those who want to know the percentages should be able to calculate based on the personnel numbers in each category.
 - Add a disclaimer explaining how the 59 administrators are calculated.
- Faculty Outcomes report:
 - The following rows will require more investigation by Hepperle and his team:
 - Rows 100-104 - parity
 - Row 258 - parity
 - Row 230 – parity and equity
 - Row 210 – parity and salary increase, possible CIP change after raise
 - Row 174 – over budgeted
 - Banner report is what they payroll received
 - Would it help to invite someone from the payroll to address questions?
 - Hepperle will reach out to Kathy Crider regarding the committee's questions.

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

- There have been no updates from the provost yet, but a consultant, Hanover, has been hired.
 - A compensation analysis is at the top of their list of possible projects.

- EAB informed Fleming that they cannot fulfill the requested tasks.
- It was suggested that if passed, the recommendation be implemented in FY 27
- The committee must decide whether the budget should be separate from the salary pool or included within it, as well as the justification of the 1% adjustment.
 - Once new CUPA data is available, the committee should be prepared for questions about the potential cost.
- It was emphasized that efforts should not stop and that these concerns should be brought to the consultant, even though financial constraints may make implementation difficult.
- There is concern that passing and approving the proposal could take money away from potential compensation increases.
- Some questioned the value of pushing forward if the provost is likely to reject it.
 - Moving forward would require recognizing budget constraints and inaccuracies in current numbers while adding language to clarify that any adjustments would come from a separate pool.
- The provost has expressed their openness to supporting distinguished professors
- Shafie suggested drafting the proposal with clear language and passing it as a resolution.
- Kyle and Senbet will look more into the senior lecturer's concerns and the justification for the 10% adjustment above the instructor/lecture salary.

New Business

- 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 4:00pm