

SALARY EQUITY COMMITTEE
Campus Commons 2200
April 14, 2025 | 3:00-4:00 p.m.
MINUTES

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

Call to Order: 3:03pm

Approval of the Agenda: approved without objection

Approval of March 31 Minutes: approved without objection

Chair's Announcement—The meeting with Hanover went well. They are currently gathering ideas and will meet with stakeholders with their findings. Hanover will attend the 4/28 meeting, where they will give a presentation followed by Q&A. The Hanover team was attentive and engaged, and they appreciated our parity model. They indicated that most institutions they worked with are also pursuing parity.

Unfinished Business

- **FY26 Faculty salary distribution model**

- Kyle and Senbet hoped to receive more information on the data that includes the CIP code and unit integrated into one file.
- From the last meeting, the proposed models were
 - 3% across (percent raise), 0% parity
 - 2.5% across (present raise), 0.5% parity
 - 2% across (percent raise), 1% parity
 - 0% across (percent raise), 3% parity
- Kyle proposed a 1% for parity and a 2% across-the-board raise at first.
 - She now agrees that a 3% increase across the board would benefit most people.
 - 77% would be better off with an across-the-board raise
- Next year, there will need to be a discussion about the impact of non-tenure track Assistant, Associate, and full professors who were grouped into our contract renewable instructors and lecturers.
 - They used to be grouped with tenure tracks.
- MOTION: Fischer moves to accept the proposal of raises being 3% across-the-board, seconded by Elkins
- DISCUSSION:
 - It mentioned that we would be left behind since President Feinstein is planning to distribute raises in January.
 - Senbet believes that faculty should be exempt from the January raise date, given that we are already lagging our peers.
 - The downside could be faculty being perceived as not team players, though this is a matter of advocating for what the faculty deserves.
 - It was asked if this request should be brought by the Faculty Senate instead of Salary Equity
 - Senbet disagrees since this involves salaries.
 - Kyle also thinks it should come from SEC because the goal is to achieve

both internal and external parity.

- MOTION: Fischer moved that the Salary Equity Committee recommends the effective date of the raise be August 2025 instead of January 2026, seconded by Elkins
- DISCUSSION:
- Raises should be distributed in august.
 - It's important to consider what is in the best interest of faculty.
- VOTES: Motions approved unanimously

New Business

- SEC Officer Nominations
 - Chair – Fischer nominates Dawit Senbet (nomination accepted)
 - Vice Chair – Senbet nominates Joe Elkins (nomination accepted)
 - Elections will take place at the next meeting
- 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.*
 - Senbet stated that a possible stipend for distinguished professors could be \$10,000.
 - This would be a uniform amount, not affected by CIP
 - Faculty Welfare would have to discuss further criteria and their connection with the current evaluation process.
 - Barkley will run this by Provost Fleming for feedback.
- Step-back policy revision
 - Discussion will begin at the next meeting.
- Schaberl went through the Excel spreadsheet that was shared with faculty.

Comments to the Good of the Order

Adjournment 4:01pm