

# **SALARY EQUITY COMMITTEE**

September 5, 2017

## **Minutes**

Members present: Carson, Clinefelter, de la Torre, Haberman, Hayden.

Members Absent: Burgett, Iyer, Morgan, Parks.

### **Call to Order**

The meeting was called to order at 3:00 p.m.

### **Approval of the Agenda/August 21, 2017 Minutes**

The agenda was approved without objection.

The August 21, 2017 minutes were approved unanimously.

### **Chair's Report/Announcements**

- **Parking Research:** Haberman updated the Senate on the Committee's research on parking, and there were suggestions to focus on the revenue from faculty permits only. The Committee agreed to continue research on faculty and staff parking permit revenue. Haberman has forwarded the Committee questions to Ron Eberhard, Director of Parking Services and has invited him to attend a Salary Equity Committee meeting.
- Haberman was contacted by an HSS faculty member, RE: Faculty Compensation pool, with a recommendation for committee discussion of eliminating MOE and putting all of the funds into parity. Information from Parks indicated that by getting rid of MOE, the CUPA parity floor would have been raised from 77 to 81 percent and 30 percent of the faculty would have received parity raises, while 70 percent would not have received any raises. The Committee agreed to also request updated numbers for the next salary discussion.

### **Unfinished Business**

#### **Years of Service Cap**

Haberman will ask Parks for current/updated information.

#### **NCHEMS/Doctoral All Discussion**

The current NCHEMS list was distributed to the Committee (Ball State University, Bowling Green State University, Indiana University of Pennsylvania, Miami University Oxford, Northern Arizona University, Northern Illinois University, SUNY at Binghamton, University of North Carolina at Greensboro, University of North Texas). Haberman will follow-up with Parks to review the current NCHEMS list and determine if it will expand/change in the near future. The Committee also agreed to ask Parks to provide 90 & 95% goal equivalencies, and continue discussion on pros and cons of using only the "Doctoral All" peer comparison. Clinefelter noted that in 2012-2013 the committee presented comparisons to Colorado universities (using IPEDS and AAUP data-see Faculty Senate website) and suggested researching these comparisons again.

#### **Parking Revenue Research**

See also: Chair's Report. The following questions were forwarded to Ron Eberhard, Parking Services Director.

- Yearly revenue from faculty and staff parking permits
- Where does the money go?
- How is the parking fee amount determined?
- Number of faculty/staff that purchase permits yearly (can also determine number who do not by obtaining total number of faculty and staff from HR).
- What is the plan for the future regarding parking spaces, etc. e.g. parking garage?

Discussion will continue at the September 18, 2017 meeting.

#### **University Budget Discussion**

The following documents were distributed for Committee discussion:

- Breakdown of Expenses 2011-2015
- FY18 Pay Distribution
- Faculty Compensation Information and Process Update, September 21, 2016
- Strategic Investments Budget for Fiscal Year Ended June 30, 2016

- Five Year Expense Trends 2010-2016
- FY18 June Book
- Extending Our Reach, Preserving Our Heritage (Message from Provost 2014-2015)
- FY16 University Travel
- Fall 2016 Staffing Report

*DISCUSSION/QUESTIONS:*

- Amount of the current reserves?
- Use of reserves: past, present, future.
- RE: Extending our Reach..2014-2015: How are the enrollment targets reconciled (if missed)?
- RE: FY18 June Book: Define “cash balance”, “forecast”
- Is the final FY17 budget information available?
- RE: Athletics Section of FY18 June Book, what is “Other Wages/Compensation”?
- RE: Fall 2016 Staffing Report: Are GA’s and TA’s included in the part-time faculty numbers?
- RE: Fall 2016 Staffing Report: Discussison of staff numbers versus faculty numbers (growth).

Discussion will continue at the September 18, 2017 meeting. It was also noted that Michelle Quinn will attend the October 9<sup>th</sup> Faculty Senate meeting.

Faculty Compensation Equity Campus Wide: Topic not discussed.

**New Business**

**Adjournment**

The meeting adjourned at 4:00 p.m.

Aaron Haberman  
Chair

Lori Riley  
Recording Secretary