

SALARY EQUITY COMMITTEE

September 18, 2017

Minutes

Members present: Burgett, Carson, de la Torre, Haberman, Hayden, Morgan.

Members Absent: Clinefelter, Iyer, Parks.

Call to Order

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

Approval of the Agenda/September 5, 2017 Minutes

The agenda was approved without objection.

The September 5, 2017 minutes were approved unanimously.

Chair's Report/Announcements

Campus Recreation Use Research: The Faculty Senate Executive Committee has remanded research on Campus Recreation use to the Salary Equity Committee (June 12 Summer Senate meeting motion). The Committee agreed that in order to prioritize committee business, the topic would be tabled until the current agenda items are completed.

Unfinished Business

Years of Service Cap: Topic postponed.

NCHEMS/Doctoral All Discussion: Topic postponed.

Parking Revenue Research

Haberman asked for Committee input on the parking report received from Ron Eberhard/Michelle Quinn. The Committee discussed the report information and next steps.

- Financial Context
- Parking Finances FY16-17
- Parking Services Monthly Report 06/30/17
- Answers to Salary Equity Questions:

What is the yearly revenue from faculty and staff parking permits? [In FY17 the total was just over \\$300,000. See attachment A for more permit and revenue details.](#)

Where does that money go? Is that money for the parking services budget or is it turned over to the central administration? [The money is separately accounted for in a parking fund so that as a university we can accurately track the financial results of the parking function. However, there is no direct flow of the revenue to parking office for operations. The parking operating budget is proposed annually by the parking manager, just as is any other university budget. The proposal is considered in the same decision-making process as all other university budgets. In addition, part of the revenues generated by parking permits and fines are a\) used to paydown debt for historical parking projects and b\) transferred to capital reserves for parking capital projects. See Financial Context and Parking Finances sections above for more details.](#)

How are the parking fee amounts determined? [Parking fees and fines are established like any other university price. We consider the full costs of the parking function \(direct, indirect and capital maintenance and renovation\) as well as the market prices \(admittedly, in Greeley, paid parking is uncommon\). Additionally, the price of fines is set to provide an equitable way to allocate scarce resources, that is, it ought to be more expensive to risk parking without a permit than to responsibly purchase a permit. Fines for behaviors that are dangerous \(e.g., parking in handicapped or fire zones\) are intended to act as a deterrent to those behaviors.](#)

Roughly how many faculty/staff purchase permits each year? [In FY17 we sold a total of 958 annual permits of various types to Faculty/Staff. \(See attachment A\)](#)

What plans are there for future campus parking spaces and/or a parking garage? [This fall the university will \(with the help of a consultant\) be developing a parking, circulation, and transportation study to assess our current needs and project future needs. With regard to a parking garage, as a rule of thumb, the cost to construct a parking garage is 5-10 times more expensive per space than the cost of a ground lot. The parking, circulation and transportation study is one of the strategic investments approved as part of the FY18 budget.](#)

Additional Committee Discussion:

- NCHEMS Peers: Parking Comparison (Morgan research-includes all amounts listed online*).
University of Northern Colorado \$320 \$340

Ball State University	\$171	
Bowling Green State University-Main Campus	\$130	
Illinois State University	\$108	
Indiana University of Pennsylvania-Main Campus	\$200	\$475
Miami University-Oxford	\$275	\$375
Northern Arizona University	\$435	
Northern Illinois University	\$135	
Suny at Binghamton	\$175	\$450
University of North Carolina At Greensboro	\$333	\$490
University of North Texas	\$225	

*Committee calculation: 90% of mean=\$205

- Alternate Parking Options: Student permit amount versus faculty/staff amount (lower staff/faculty amount to equal student amount), incremental parking, salary based fee, rotating basis of free permits, pro-rated parking.

Next Steps: The Committee agreed that the task to research the financial and peer details of parking have been completed. Haberman will provide a progress update to the Senate Executive Committee today. Additional follow up questions can also be presented to Quinn at the October 9th Faculty Senate meeting.

University Budget Discussion

The Committee discussed the previously distributed budget documents, specifically the university reserves (patterns/trends)-Quarterly Financial Reports http://www.unco.edu/acctservices/asp/pubs_alpha.asp

DISCUSSION/QUESTIONS:

- Current amount of reserves
- Use of reserves: past, present, future.
- Can the Salary Equity be more involved in the budget process (attend meetings) or is the Committee purview to review the university budget? (de la Torre).
- What is the budget scensrio that would help raise the salary pool amount?
- Other avenues to increase compensation.

Discussion will continue at the October 2, 2017 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