

SALARY EQUITY COMMITTEE  
Carter Hall, 4<sup>th</sup> Floor Boardroom  
February 17, 2020 | 3:00-4:00 p.m.  
MINUTES

**Present:** Clinefelter, Dyer, Fischer, Greene, Kyle, Martin, Morgan, Parks, Trask

**Absent:** Burgett

**Call to Order**

- The meeting was called to order at 3:00pm.

**Approval of the Agenda**

- Approved with addition of ASC/reorganization discussion.

**Approval of the February 3, 2019 Minutes**

- The minutes were approved without objection.

**Chair's Announcements** - Clinefelter

- Bylaws are done; Codification is examining whether other updates needed.
- Loan Policy will be on the Senate agenda next Monday.
- Meeting with Andy tomorrow afternoon to discuss salary pool and parity issues
  - Asking to consider that promotions be funded separately; if promotions are removed from the 2% pool, it would increase the pool ~100k
  - Asking if there is any way to increase salary pool for faculty and staff, even by half percent
  - Other questions: what the relation is, if any, between raises and the ASC model; promotion increase between assistant to associate professors is not enough; how to address inversion issues within colleges

**Unfinished Business**

- **Review salary models to distribute 2% pool**
  - Flat rate model for faculty based on the average salary by rank
    - Professor - \$1750
    - Assoc. Prof. - \$1650
    - Asst. Prof. - \$1200
    - Inst./Lect. - \$1000
  - Flat dollar amounts will most benefit those at the lower end of their rank classification
  - Compensation plans: would like to get ahead and, if possible, develop a longer-term plan (5-year plan)
  - Usually Salary Equity makes recommendations for how parity should be distributed
    - Cap parity amounts based on salary
  - Parks – new CUPA data should be available at the end of February
  - Review numbers next time

**New Business**

- **Discuss policy for administrator retreat to faculty**
  - New proposal would codify current practice
  - Three types of administrators with faculty status:

- New employee hired into an administrative role with faculty status as part of the terms of their employment
- Faculty member moved into an administrative role who retains faculty status as part of the terms of their employment
- Faculty member moved into an interim or temporary administrative assignment who retains faculty status as part of the terms of their employment
- Voluntary step-back needs to be treated differently than step-back prescribed by the University
- The committee will review a revised draft at the next meeting.

### **Other New Business**

- ASC/reorganization discussion

### **Placeholders**

- Compensation Identity Update, April 2018
- Faculty Compensation Outcomes, 2018-19
- Staff Compensation Outcomes, 2018-19
- Salary Equity Report on Compensation Nov. 2018
- Fall 2017 Staffing Report

### **Adjournment**

- The meeting was adjourned at 4:00pm.

Joan Clinefelter  
Chair

Betsy Kienitz  
Recording Secretary