

SALARY EQUITY COMMITTEE  
Remote Meeting - Zoom  
August 24, 2020 | 3:00-4:00 p.m.  
MINUTES

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

**Call to Order**

The meeting was called to order at 3:01PM.

**Approval of the Agenda**

Approved with the addition of Pay Reduction Models under new business.

**Approval of the April 20, 2020 Minutes**

Approved without objection.

**Chair's Announcements (Greene) –**

- Thanks to Joan for agreeing to serve as vice-chair, and thanks to Betsy for her work behind the scenes.
- Over Summer, the Faculty Senate Executive Committee voted to approve the option for temporary pay reductions in 20/21. At this time, the administration has not chosen to implement pay reductions. However, we will be examining pay reduction models.

**Unfinished Business**

- **Policy for administrator retreat to faculty**
  - The policy is with Codification and Dan Satriana.
  - Once they complete their review, we will examine the policy again in Salary Equity before bringing it forward to Senate.
  - HR is already conceptually applying the principles of the policy.
    - Parks received some feedback from Nancy Matchett and can share that with Satriana.

**New Business**

- **Pay reduction model**
  - The committee reviewed three models: 1, 2, and 3 million-dollar savings options.
    - Each model uses a progressive bracket, with the order/rank of salaries remaining the same.
    - Faculty and staff (exempt and classified) would all be included in pay reductions, if implemented.
    - Anyone earning less than 45k is not included in the pay reduction.

**DISCUSSION:**

- Several universities, including MSUD, CU, and CSU, have already implemented pay reductions.
- Potential impacts to parity should be considered, although it may be too complicated to address parity in the pay reduction models themselves.
  - One option might be excluding those who have below x-threshold of parity from reductions.
    - This option is applicable to faculty, but there is not a good way to apply the similar principle to staff.

- A clear rationale would need to be established for deciding a parity threshold for exclusion.
  - Since the salary reductions would be a temporary measure, it might not be an appropriate avenue through which to address parity issues.
- If pay cuts are implemented, Salary Equity should address how the cuts impact parity.
- Members are encouraged to reach out to their colleagues to get feedback regarding temporary pay cuts and the pay reduction models.
  - It is OK to share the models as there is no identifying data.
- Keep in mind, the models were built on the assumption of cuts starting at the beginning of the fiscal year; the longer we go without implementing cuts, the deeper the cuts would need to be in order to reach a targeted savings goal.
- Parks will bring additional data to review next time.

### **Other New Business**

**Placeholders** – *Compensation Identity Update* will be carried over for next time, to review where we've been and orient new members to parity and the work of the committee.

### **Comments for the Good of the Order**

### **Adjournment**

The meeting was adjourned at 3:55PM.

David Greene  
Chair

Betsy Kienitz  
Recording Secretary