

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