

SALARY EQUITY COMMITTEE
Remote Meeting - Zoom
September 8, 2020 | 3:00-4:00 p.m.
MINUTES

Present: Athanasiou, Clinefelter, Dyer, Fischer, Greene, Kyle, Martin, Trask

Absent: Parks

Call to Order

The meeting was called to order at 3:03PM.

Approval of the Agenda

Approved without objection.

Approval of the August 24, 2020 Minutes

Approved without objection.

Chair's Announcements (Greene) -

- Apologies for allowing the pay reduction models to be distributed with identifying information.

Unfinished Business

- **Policy for administrator retreat to faculty**
 - Codification will review the step back policy this week and return it to us.
 - The revision will be distributed to members and posted on the Teams SharePoint for review prior to the next Salary Equity meeting.
- **Pay reduction model**
 - The administration is not planning to implement pay cuts at this time; however, enrollment numbers will impact any final budget decisions.
 - The budget is set to be finalized by the BOT at the end of September.
 - The savings data is based on 12 months of reductions. If implemented now or later in the year, there would be fewer months to generate savings.
 - Only base salary would factor into the pay reductions; other monies (such as overload, Summer teaching, etc.) are not included.
 - Consider how Summer 2021 pay may be impacted beyond the scope of potential pay reductions. Changes to Summer pay should come before the Salary Equity committee.

DISCUSSION: *Fairness versus Parity*

- Given that pay reductions would be temporary, do we want to address parity?
 - Is it fair to spare faculty with higher pay/lower parity from pay reductions when those with lower absolute salary will be included?
- There is no parallel to parity that can be equitably applied to the staff side.
 - The main concern facing staff is increased workload as a result of cut positions, while also potentially facing pay cuts.
 - Staff may submit a desk audit through HR to request position reallocation and explain how their new workload merits a pay increase.

- The general sentiment across the University is that employees are being asked to do more with less.

New Business

Placeholder

- Compensation Identity Update – Address at the next meeting

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 3:57PM.

David Greene
Chair

Betsy Kienitz
Recording Secretary