

SALARY EQUITY COMMITTEE
Remote Meeting - Zoom
November 2, 2020 | 3:00-4:00 p.m.
MINUTES

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

Call to Order

The meeting was called to order at 3:02pm.

Approval of the Agenda

Approved without objection.

Approval of the October 19, 2020 Minutes

Approved without objection.

Chair's Announcements (Greene) – Thanks to Fritz and Britney for their help with presenting the Step Back policy at Senate. Parks is welcome to join the next Senate meeting to aid in the discussion.

Unfinished Business

- **Policy for administrator retreat to faculty**
 - The committee reviewed the policy and discussed questions raised at Senate.
 - Step-back salary calculation based on 90% of *CUPA Doctoral All* median versus basing step-back salary on the highest salary of departmental colleagues:
 - The committee wishes to keep the sections utilizing “90% of CUPA Doctoral All median for the specific rank and discipline” as they are currently written.
 - Parks will follow up with the President to explain the rationale as it relates to Salary Equity’s overall goals with parity.
 - Question of stopping the tenure/promotion/sabbatical clock:
 - Full-time administrators are not subject to evaluation as faculty, while those in less than full-time administrative assignments continue to undergo evaluation as faculty.
 - Add language to clarify that 3-3-1301(4)(c)(ii) applies to those in full-time administrative positions.
 - Move the section dealing with less than full-time administrative assignments to come directly after that paragraph; renumber as 3-3-1301(4)(c)(iii).
 - Potential issues with the transition period section not allowing enough flexibility in handling individual cases.
 - The committee edited the transition period section to be less prescriptive.
 - Remove both subsections of 3-3-1301(5)(a); new section (5)(a) to read:
“At Step-back, unless negotiated at the time of hire, a paid transition period to permit the Step-back faculty to prepare to return to the faculty may be authorized. Unless otherwise agreed upon in writing prior to the commencement in an administrative position, no transition period shall exceed one (1) full semester.”

MOTION: Kyle – It is moved to approve the revisions as discussed.

VOTE: Approved by voice vote.

- Parks will discuss the revisions with the President and Provost before the policy is considered again at Senate.

- **Out-of-state remote work policy**
 - An updated policy draft will be available soon.
- **Compensation Identity update**

New Business

- **Adjunct/Overload pay rates**

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 3:59pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary