

SALARY EQUITY COMMITTEE
Remote Meeting - Zoom
November 16, 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 3:01pm.

Approval of the Agenda

Approved with the addition of a report from the Faculty Trustee.

Approval of the November 2, 2020 Minutes

Approved without objection.

Chair's Announcements (Greene)

- The Step Back policy will be reviewed at Codification this week; it will likely be ready for the next Senate meeting, 11/23.

Faculty Trustee Report (Fischer)

- The overall message regarding the budget was positive at the BOT meeting last Friday.
 - The amount in reserves for FY21 is estimated to be better than in FY19.
 - The State has committed to supporting higher education at the same levels as FY19.
- The President announced that all employees will receive a bonus on their December paychecks: \$500 for classified/exempt/full-time faculty and \$250 for adjuncts.

Unfinished Business

- **Policy for administrator retreat to faculty**
- **Out-of-state remote work policy**
 - Parks will bring the latest version of the policy for review if it is ready next time.
 - The hope is to have a policy in place for January 1.
- **Compensation Identity update**
 - The committee discussed issues in designing the next long-term compensation plan.
 - How to measure/compare against our peers; reach agreement about what peer group(s) to utilize: Doc All versus Hanover
 - Consideration for the staff side as well as the faculty side
 - Recalculate and re-examine distribution models
 - Invite the President to the next Salary Equity meeting to discuss compensation identity planning.

New Business

- **Adjunct/Overload pay rates**
 - The committee reviewed a 2016 memo by then-Provost Wacker and a new memo drafted by Provost Anderson.
 - The Wacker memo had raised rates but didn't change policy, which led to an inconsistency between overload payment practice and the published overload rate:

- Wacker memo = \$1576
- UR = \$1545
- Provost Anderson's draft memo keeps the overload rate as published in UR and recommends a common schedule of adjunct pay for all colleges, with pay ranges that allow more flexibility/market sensitivity in adjunct rates.
- The committee will continue discussion next time.

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 4:00pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary