

SALARY EQUITY COMMITTEE
Campus Commons 2200
September, 2023 3:00 p.m.
MINUTES

Present: Barkley, Greene, Fischer, Kyle, Loveless, Vaughan
Present on Zoom: Shafie, Wiegand
Absent: Schaberl
Guest: Senbet

Call to Order

The meeting was called to order at 3:00 p.m.

Approval of the Agenda

The agenda was approved without objection.

Approval of the August 21, 2023 Minutes

The minutes were approved without objection.

Chair's Announcement

- Meetings with HR and CFO's office
 - o Kyle met with HR and some discrepancies were discussed
 - o HR to reissue raise letters to faculty.
 - o We have invited Megan Bauer to join the Salary Equity Committee (SEC)

New Business

- Chair pay policy
 - o Barkley gave background; staff members managed by Chairs are not calculated to the current compensation plan.
 - o The complexity of Chairs responsibilities (number of sections, faculty, staff, etc.) is not currently considered in Compensation.
 - o How do we account for complexity?
 - o How do colleges compare with each other and why do some differ?
 - o How much would it cost if we included staff compensation?
Cost models
 - o HR to adjust freeze date of FTEs to late July /August.
 - o Kyle to invite Academic Affairs Unit Leader Workload & Compensation Plan Committee members to next SEC meeting.
 - o Senbet to bring issue to Deans and ask if current Compensation Plans are being used how workload reassignment and number of weeks of summer pay are calculated
 - o Provost Office's graduate student would be available for SEC research.
 - o Could SEC see NHS workload policy?

Comments to the Good of the: ~~Note:~~

Adjournment

The meeting was adjourned at 3:49pm.