## SALARY EQUITY COMMITTEE Campus Commons 2200 August 26, 2024 | 3:00-4:00 p.m. MINUTES

Present: Applegate, Barkley, Ekins, Greene, Hepperle, Kyle, McCamey, Senbet, Shafie, Vaughan

Zoom: Bauer, Castro, Henke, Schaberl

Absent: Fischer

Call to Order 3:00pm

approved without objection approved without objection

There is an ongoing discussion with the administration about the growing gap between faculty and staff compensation. In the early 2000s, the aggregate compensation of faculty was more than that of staff. As time went on, there was a switch where the aggregate staff compensations began to overtake the faculty compensations. However, the gap remained relatively stable between the early 2010 and 2019 Academic Years (with an average of about \$2.7 Million). Since 2019 AY, the gap between staff and faculty aggregate compensation increased from about \$1.8 million to \$19.2 million (a 967% increase in six years). Pratt is working on compiling data on administrative pay, and I plan to work together to find the root cause of this pay disparity.

In 2021, we embarked on a 5-year compensation model

QP codes used 2 years ago are different than the QP codes faculty uses now, the use of the new QP codes makes the data look incorrect.

o MOTION:

Use old  $\mbox{QP}$  code and add the new  $\mbox{QP}$  codes in the comment section. Use the new  $\mbox{QP}$  code and add the old  $\mbox{QP}$  codes in the comment section.

o VOTE

4 votes - Use new QP code and include a note about old QP codes. 3 votes - Use old QP code and include a disclaimer that old QP codes have been used.

Adjustments to the year in rank for full professors

Comments to the Good of the Order Adjournment 4:03pm