

SALARY EQUITY .

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 Announcement (Greene)

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

Faculty Trustee Report (Fischer)

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

Unfinished Business

- x Policy for administrator retreat to faculty
- x Out-of-state remote work policy
 - o Parks will bring the latest version of the policy for review if it is ready next time
 - o The hope is to have a policy in place for January 1.
- x Compensation Identity update: Consideration for the staff side as well as the faculty side
 - f Recalculate and reexamine distribution models
 - o Invite the President to the next Salary Equity meeting to discuss compensation planning.

New Business

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

x Wackememo = \$1576
x