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

Present: Applegate, Barkley, Elkins, Greene, Hepperle, Kyle, McCamey, Senbet, Shafie, Vaughan
Zoom: Bauer, Castro, Henke, Schaberl
Absent: Fischer

Call to Order 3:00pm
Approval of the Agenda approved without objection
Approval of the April 22 Minutes approved without objection

Chair’s Announcement – 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

▪ CIP codes used 2 years ago are different than the CIP codes faculty uses now,
the use of the new CIP codes makes the data look incorrect. o MOTION: x Use old CIP code and add the new CIP codes in the comment section. x Use the new CIP code and add the old CIP codes in the comment
section. o VOTE: ▪ 4 votes - Use new CIP code and include a note about old CIP codes. ▪ 3 votes - Use old CIP code and include a disclaimer that old CIP codes have been
used. x Adjustments to the year in rank for full professors
Comments to the Good of the Order
Adjournment 4:03pm