

SALARY EQUITY COMMITTEE  
Campus Commons 2200  
November 18, 2024 | 3:00-4:00 p.m.  
MINUTES

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

Call to Order 3:01pm

approved without objection

approved without objection

Chair's Announcement – No report

Unfinished Business

- It is emphasized that the resolution accurately displays why we want to share the information, and this is something the faculty need to see.
- Big picture comments include:
  - Faculty pay is low, and there is a need for equal treatment of faculty and staff. The title itself indicates that education is the core mission and deviating from this focus is not beneficial. Faculty should remain central to the mission.
  - The Board Policy Manual (BPM) states that 55% of the budget should be allocated to instruction, but this does not appear to be happening.
- The BPM provides guidance on budget allocation, with 55% recommended for instruction which have not been met in over 20 years.
  - Data shows that the institution spends less on instruction than suggested.
- A decrease in instruction funding are followed by decreases in student services funding and asked, where do sports fit into all this?
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