

SALARY, BENEFITS, BUDGET, AND FISCAL PLANNING (SBBFP)

Annual Report 2022-23

PPM 1-13, Article B-V, Section 4.10: The Committee on Salary, Benefits, Budget and Fiscal planning shall study, evaluate and make recommendations on faculty salaries, benefits, budgets and fiscal planning issues.

This Committee shall not exceed nine members with representation from each organization unit. The Faculty Senate chair shall serve as the Executive Committee liaison. A subcommittee shall serve under the direction of this Committee and represent the faculty in salary and related negotiations with the University administration. No two members of this subcommittee shall be from the same organizational unit. This subcommittee shall consist of the Faculty Senate chair, the chair of the Committee on Salary, Benefits, Budget and Fiscal Planning and a third member nominated by the Committee and approved by the Faculty Senate.

Progress made on 2022-23 Charges noted below:

1. Examine salary options for compensation increases and prioritize recommendations.
 - a. Completed during the Spring 2023 semester. The committee and negotiating sub-committee reviewed the faculty survey data and equity/CUPA data to determine recommendations for compensation increases.
2. Review the dollar amounts of equity and merit adjustments from the previous year. (Fall)
 - a. We reviewed the amounts awarded overall last year, but did not review actual amounts awarded by each college or to each faculty member.
3. Review campus salary levels using CUPA data, turnover data, and data from regional peer institutions. (Spring)
 - a. The committee did not receive the salary data until the spring semester due to circumstances beyond our control, so we did the analysis as quickly as possible. It was not as extensive as the previous year, but still provided the data related to CUPA which includes peer institutions. We did not analyze turnover data.
4. Review equity issues
 - a. Review compression and inversion in salaries. - Completed
 - b. Review gender equity in faculty salary - Completed
 - c. Review race/ethnicity/other equity in faculty salary - Completed (Spring) (Ongoing)
5. Review faculty hiring process in conjunction with HR. (Fall) (Ongoing)
 - a. Not completed - Please carry this charge over to the 2023-24 AY and provide context regarding the issue.
6. Work with VP Administrative Services Norm Tarbox to explore budgetary processes and trends. (Fall and Spring) (Ongoing)
 - a. Norm Tarbox presented the university's financial priorities to the

- committee at the January 2023 meeting and answered questions.
7. Review faculty feedback regarding specific benefits (e.g. nursing, changing facilities, dental insurance and dropping of EMI).
 - a. Discussed issues, particularly those related to EMI. Encouraged faculty to continue to share issues they encountered, but the university has decided to remain with EMI dental insurance for now.
 8. Review the structure of online/adjunct/overload pay across all academic units and CE (in conjunction with Provost Ravi Krovi).
 - a. Identify and address inequities in overload compensation.
 - i. The committee spent the bulk of their time this year working on this very complex issue. We developed a list of questions that we need to answer and grouped them by topic. We developed sub-committees to work on each topic. Unfortunately, we were unable to get most of the data we needed to answer these questions due to staffing issues, so this charge will continue into the 2023-24 AY. Valerie and Loisanne will work to assemble the data over the summer if possible so that the committee can focus on developing a report and recommendations next year.
 9. Ensure that the language of new or updated documents are inclusive. Review those documents to see how they may inadvertently impact particular communities in an adverse manner. Consult with EDI taskforce for guidance (*Ongoing*)
 - a. The faculty survey and salary data reports were reviewed to ensure that the language used was inclusive. No other documents were revised.
 10. Monitor how various colleges allocate merit pay and poll faculty to determine if decisions are fair and transparent.
 - a. The committee made recommendations to the Provost and President to encourage colleges to review the Faculty Senate Resolution document related to allocation of merit pay. Deans were asked by the Provost to review their current process and refine it to ensure that it is more transparent and fair. This work is still ongoing in several colleges. This charge should continue in 2023-24 to determine if improvements have been made.
 - b. If possible, the committee should request next year (as a charge) that each Dean share their merit pay process and rubrics for review by the committee so that we may provide feedback before the next merit pay cycle.
 11. Review open ended comments supplied in faculty survey to identify potential issues that may be addressed by SBBFP
 - a. There were a large number of comments in the faculty survey related to the allocation of merit pay, which is being addressed in Charge 10.
 12. Prioritize an initial study of adjunct pay by reviewing the pay structure across all academic units (in conjunction with Provost Ravi Krovi).
 - a. Determine if CUPA data is available for Adjunct pay scales
 - 1) We could not locate CUPA data for adjunct pay scales
 - b. Benchmark peer institutions to develop and prioritize recommendations for adjunct compensation
 - 1) Benchmarking was completed by one of the sub-committees, but was not very useful as many universities would only share limited data and there was significant variability between and within institutions.

- c. Review equity issues associated with Adjunct pay scales
 - 1. Review gender equity in adjunct pay
 - 2. Review race/ethnicity/other equity in Adjunct pay scales
 - 1) The committee did not find any equity issues related to gender or race/ethnicity in adjunct pay scales. Adjunct and overload pay is determined by program, course delivery method, enrollment, and college.
- d. Work with VP Administrative Services Norm Tarbox to explore budgetary processes and trends for adjunct compensation to assure adjunct pay periods commence in a timely manner each semester.
 - 1) This was investigated, but unfortunately, no changes could be made. Adjunct and overload pay amounts are not finalized until after the third week of classes when students can no longer receive refunds for dropped classes.

Committee meetings held since August 2022 = 7 (3 in fall, 4 in spring)

Outstanding Committee Members: All committee members attended regularly and contributed meaningfully to the discussions. In particular, the following committee members were exceptional:

Loisanne Kattelman - CUPA and equity analysis and presentation

Marek Matyjasik - Served on the negotiating committee

Kurt Ward - led his sub-committees work on adjunct/overload compensation benchmarking data

Deana Froerer - advocated for adjuncts and was instrumental in the 5% pay increase granted this year.

Would recommend that one of the Faculty Senate Committees be charged to finalize and implement the promotion process for instructors, but this is likely more suited for APAFT.