Accomplishments of the Committee

The full committee met eight times during the 2020 - 2021 school year, with additional meetings of subcommittees tasked with addressing various charges. A table with committee meeting dates and attendance is attached with this report. Further discussion and committee action were accomplished through email within subcommittees and among the full committee.

The SBBFP charges for 2019 – 2020 are listed below.

1. Examine salary options for compensation increases and prioritize recommendations.
2. Review the dollar amounts of equity and merit adjustments from the previous year. Examine the dollar amounts of equity and merit adjustments each year.
3. Review equity issues: CUPA, compression and inversion, gender equity, race/ethnicity equity, and review whether there are other underrepresented groups that are missing and review the equity.
4. Conduct and then review findings from the faculty hiring summit.
5. Work with VP Administrative Services Norm Tarbox to continue transparency of budgetary processes and general five-year and ten-year trends of budget percentages.
6. Review suggested changes in PPM 3-26 Leave Related to Birth, Adoption and Foster Child Placement.
7. Ensure that the language of generated policies is inclusive.
8. Follow up with APAFT 19-20 Charge 8: Continue to benchmark institutions and make recommendations regarding PPM 8.6 for WSU options for career opportunities for non-tenure track contracted instructors.
9. Review with Provost Ravi Krovi to come up with a university-wide standard for deciding on merit pay.
10. Review with Provost Ravi Krovi the idea of increasing adjunct salaries and hiring fewer adjunct faculty.
11. Review with Provost Ravi Krovi how to increase pay for and retain faculty.
12. Review with Provost Ravi Krovi pay for online and overload.
**Charge 1:** Examine salary options for compensation increases and prioritize recommendations.

This charge was addressed by the full committee.

As per policy, the full committee nominated a negotiating committee that was composed of Committee members Tim Herzog (Chair of Faculty Senate), Leah Murray (Chair of SBBFP), and Vincent Bates (representative from Education). This negotiating committee met with Brad Mortensen (President) and Ravi Krovi (Provost) on March 10th, 2021.

The full committee examined multiple options for distribution of this year’s 3% Market Adjustment increase. The committee relied on survey data collected by Human Resources that demonstrated that merit was still a primary concern. We discussed with the Provost that we respected our colleagues who were staff and supported their prerogative to make a recommendation in their salary increase that was separate from ours.

The committee’s recommendation regarding the market increase was:

1. 2.5% of the increase in salary funding should be applied to all faculty as a percentage of their current salaries.
2. 0.5% of the increase in salary funding will be assigned for merit increases, as determined by the Deans in consultation with the Provost.

**Charge 2 (and charge 9):** Review the dollar amounts of equity and merit adjustments from the previous year. Examine the dollar amounts of equity and merit adjustments each year.

This charge was initially assigned to a subcommittee: Vincent Bates (representative from Education) and Shaun Adamson (representative from the library).

This subcommittee did not have to do extra work for this charge as we scheduled a workshop with Provost Ravi Krovi for our October meeting that covered this. Provost Krovi reported that, while there was improvement on the transparency, there was still a lack of standardization with regard to merit across the campus. As a result of this October conversation, the Provost invited the committee to assign a new subcommittee (Doris Geide-Stevenson (representative from Business), Marek Matyjasek (representative from Science), and Sarah Steimel (representative from Arts and Humanities)) to work with the Provost and the Dean's Council on addressing a new merit policy. This subcommittee then took on **Charge 9:** Review with Provost Ravi Krovi to come up with a university-wide standard for deciding on merit pay. They created a policy in tandem with Dean’s Council, presented it to the Faculty Senate, and we expect the Provost to implement this new policy in the next year.
**Charge 3:** Review equity issues: CUPA, compression and inversion, gender equity, race/ethnicity equity, and review whether there are other underrepresented groups that are missing and review the equity.

This charge was assigned to a subcommittee: Loisanne Kattelman (representative from Business), Kristin Hadley (Dean of Education), and Kendal Beazer (representative from Health).

This subcommittee did the bulk of the work of the SBBFP committee over the course of the academic year. They continued the work of the committee from previous years.

First, the subcommittee implemented the recommendation of last year’s committee to use 100% CUPA to determine CUPA rates. This year the University is at 93.7% overall, with Business at 111.6% and all others below 100%.

Second, they continued using the definition articulated by the SBBFP committee in 2016 and tracked inversions. There are 55 faculty members inverted this year, which is down from 62 in the previous year. The total amount of money needed to fix the inversions is $732,940.

Finally, they addressed gender equity and added race/ethnicity, with the help of HR. With regard to gender equity, not much has changed since last year. Women faculty make $0.86 to $1.00 for male faculty. This becomes worse or better depending on the college and the rank, and those details are in the equity presentation. With regard to race/ethnicity, the data depended on which college, meaning there was not a clear across the university equity issue as in some colleges non-white were higher in CUPA than whites and in others it was the reverse.

This data was presented to the Committee in January, to the Executive Committee in February, and to the Faculty Senate in March. It was then given to the Provost to review with Deans.

**Charge 4:** Conduct and then review findings from the faculty hiring summit.

This charge was handled by the entire committee.

Given that the SBBFP committee has fostered a good relationship with HR, we conducted this summit as a committee of the whole throughout the year. HR Director Jessica Oyler is an *ex officio* member of the committee.

**Charge 5:** Work with VP Administrative Services Norm Tarbox to continue transparency of budgetary processes and general five-year and ten-year trends of budget percentages.

This charge was handled by the entire committee.
VP Tarbox met with us four times through the year, presenting budget guidelines, data, findings, and inviting the faculty to join in the conversations. This relationship will continue as VP Tarbox will continue to meet with the SBBFP going forward.

**Charge 6:** Review suggested changes in PPM 3-26 Leave Related to Birth, Adoption and Foster Child Placement.

This charge was handled by the entire committee.

The committee discussed that this charge may be a holdover from previous administrations in that the people who were considering this are no longer with the University. Our recommendation is that the executive committee drop this charge going forward.

**Charge 7:** Ensure that the language of generated policies is inclusive.

This charge was handled by the entire committee.

**Charge 8:** Follow up with APAFT 19-20 Charge 8: Continue to benchmark institutions and make recommendations regarding PPM 8.6 for WSU options for career opportunities for non-tenure track contracted instructors.

This charge was assigned to a subcommittee: Ricky Orr (representative from EAST), Sarah Steimel (representative from Arts and Humanities), and Doris Geide-Stevenson (representative from Business).

This subcommittee did quite a bit of work this year, collaborating with APAFT and the Provost. With regard to this charge, we have positioned it to be sent back to APAFT for consideration next year.

**Charge 9:** Review with Provost Ravi Krovi to come up with a university-wide standard for deciding on merit pay.

Addressed in the report in Charge 2.

**Charges 10, 11, 12:** Review with Provost Ravi Krovi the idea of increasing adjunct salaries and hiring fewer adjunct faculty, how to increase pay for and retain faculty, pay for online and overload.

These charges were handled by the entire committee in concert with Provost Ravi Krovi, who is an *ex officio* member of this committee. We held a long conversation with the Provost on these issues in our October meeting. The Provost then presented findings in our April meeting as to what was going on with regard to pay and the voluntary separation program.
Future Directions
This committee tackled quite a bit this year. The most controversial conversations were around working with the Provost and the Dean’s Council on a transparent merit process. One member of the committee asserted that evaluating faculty was a problem, which made us think that APAFT may have to address these standards. Given that SAC and administration would like to have merit in pay going forward, we advise that APAFT ensures our process for awarding merit is fair and transparent. We advise that the SBBFP committee continue its monitoring of equity issues and hiring issues. We advise that the SBBFP committee continue its relationships with HR and VP Norm Tarbox.

Committee Member Service
Every member worked well on this committee. We could not have functioned as well as we did without Patti Glover, who, quite frankly, helped keep us on task. Every person on the committee was excellent – there was not a single person who did not deliver. If I could, I would work with this exact group again next year.

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