To: Faculty Senate Executive Committee
From: Leah Murray, Chair – Salary, Benefits, Budget, and Fiscal Planning Committee
Date: May 5, 2020
Subject: 2019 – 2020 Report of the Salary, Benefits, Budget and Fiscal Planning Committee

Accomplishments of the Committee

The full committee met eight times during the 2019-2020 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.
3. Examine the dollar amounts of equity and merit adjustments each year.
4. Review campus salary levels using CUPA data, turnover data, and data from regional peer institutions.
5. Review compression and inversion in salaries.
6. Review findings from the faculty hiring summit.
7. Review gender equity in faculty salary.
8. Follow through on the salary bump for successful 3rd year review that was approved at the Faculty Senate.
10. Follow up with university legal counsel to review changes in the contract language for early retirement.
11. Review suggested changes in PPM 3-26 Leave Related to Birth, Adoption, and Foster Child Placement.
12. Ensure that the language of generated policies is inclusive.

Charges 1, 2 & 3 – examine salary options for compensation and prioritize recommendations; review the dollar amounts of equity and merit adjustments from the previous year; examine the dollar amounts of equity and merit adjustments each year.
These charges were 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 Kendal Beazer (representative from Health). This negotiating committee met with Brad Mortensen (President) and Ravi Krovi (Provost) on March 24th, 2020.

The full committee examined multiple options for distribution of this year’s 3% Market Adjustment increase. The committee collaborated with Human Resources to conduct a survey that demonstrated that, while equity issues did matter to faculty, merit was still the primary concern. We also reported to the Provost the results of the awarding of merit and equity from the year prior, explaining that while the methods of awarding merit had been improved, there was still not much standardization across the campus. The survey also reflected that faculty preferred this approach.

The committee’s recommendation regarding the market increase was:

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

Charge 4 – review campus salary levels using CUPA data, turnover data, and data from regional peer institutions

This charge was addressed by a subcommittee headed by Rick Ford (representative from Science) and composed of Kendal Beazer (representative from Health), Sarah Steimel (representative from Arts and Humanities), and Loisanne Kattelman (representative from Business).

Rick Ford presented at the February Faculty Senate meeting a presentation of this review that was in line with previous presentations. Ford and his subcommittee recommended using a new WSU equitable salary that did not adjust to 94% as had been adjusted as the subcommittee demonstrated the cost of living in Ogden is no longer significantly lower than other places. With the old equitable salary model, CUPA was at 99.48%. Under the new model, CUPA is at 93.79%.

Charge 5 – Review compression and inversion in salaries

This charge was addressed by a subcommittee composed of Kristin Hadley (Dean of Education), Spencer Hilton (representative of EAST), Shaun Adamson (representative of Library), and Luke Fernandez (representative of EAST).
Using the definition of inversion and compression created by the SBBFP committee in 2016 and the algorithm created by students in Spencer Hilton’s class, this subcommittee conducted a data query for the current equity model available through the eWeber Portal. In February, the subcommittee reported to the faculty senate that it found 62 faculty members inverted, which represents 11.3% of all faculty. The total amount of salary inversions was $825,822.

Charges 6 & 10 – review findings from the faculty hiring summit; follow up with university legal counsel to review changes in the contract language for early retirement

This charge was addressed by a subcommittee composed of Leah Murray (Chair of SBBFP, representative from Social and Behavioral Sciences), Tim Herzog (Faculty Senate Chair), and Kendal Beazer (representative of Health).

On October 15, 2019, the subcommittee met with representatives of Human Resources and Legal to discuss hiring and retirement practices across campus. Given that many of the issues raised the previous year had been addressed, this group felt that HR was more amenable to being a partner to faculty in the work of hiring good employees. HR, under new leadership, was planning on managing a number of diverse hiring practices across the campus. During the meeting, HR and Legal committed to making early retirement practices more transparent.

Charge 7 – Review gender equity in faculty salary

This charge was addressed by a subcommittee composed of Kristen Hadley (Dean of Education), Spencer Hilton (representative of EAST), Shaun Adamson (representative of Library), and Loisanne Kattelman (representative of Business).

In February, this subcommittee reported to Faculty Senate that there were issues of gender equity across the colleges. On the whole, female faculty made $0.86 to male faculty $1.00. Also, in ranks, 66% of full professors are men while 60% of instructors are female. The full committee reported these findings to the Provost, with the expectation that, with Deans, the Provost will address these issues.

Charge 8 – Follow through on the salary bump for successful 3rd year review that was approved at the Faculty Senate.

This charge was addressed by Leah Murray (Chair of SBBFP). University Counsel provided the language which was placed on the Provost’s website. Our understanding is this will apply for this year’s third year reviews.

Charge 9 – Examine transparency of budgetary processes and general five-year and ten-year trends of budget percentages. Specifically look at correlation of spending versus stated priorities.
This charge was addressed by a subcommittee composed of Leah Murray (Chair of SBBFP), Vincent Bates (representative from Education), and Doris Geide-Stevenson (Faculty Senate Vice Chair). The subcommittee met twice during the fall semester and asked specific budgetary questions of the VP Administrative Services, Norm Tarbox. VP Tarbox answered the committee’s questions with follow up from President Brad Mortensen. As a committee, we decided to establish a formal relationship with VP Tarbox’s office going forward. Toward that end, the committee met in April with VP Tarbox to learn the process going forward. He committed to checking in with the committee quarterly with regard to information he collects throughout the fiscal year in preparation for the next budgetary year.

Charge 11 - review suggested changes in PPM 3-26 Leave Related to Birth, Adoption, and Foster Child Placement

This charge was addressed by the whole committee. We asked Provost Madonne Miner to let us know if any changes were forthcoming. She never did.

Charge 12 – ensure that the language of generated policies inclusive

This charge was addressed by the whole committee. We did not generate any policies so we did not specifically address this.

Future Directions
We recommend asking the committee to follow up with charge 8 again next year to ensure the process worked and that deans are looking at the differential incomes that were created. We recommend asking the committee to continue charge 9 – making sure that a relationship is built.

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.
### SALARY, BENEFITS, BUDGET, AND FISCAL PLANNING COMMITTEE 19-20
### Attendance

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