

EXECUTIVE COMMITTEE CHARGES FOR 2023-2024

Valerie Herzog, Chair
Jason Francis, Liaison

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

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.

1. Examine salary options for compensation increases and prioritize recommendations. (Spring) (**Ongoing**)
2. Review the dollar amounts of equity and merit adjustments from the previous year. (Fall) (**Ongoing**)
3. Review campus salary levels using CUPA data, turnover data, and data from regional peer institutions. (Spring) (**Ongoing**)
4. Review equity issues
 - a. Review compression and inversion in salaries.
 - b. Review gender equity in faculty salary
 - c. Review race/ethnicity/other equity in faculty salary(Spring) (**Ongoing**)
5. Review faculty hiring process in conjunction with HR. (Fall) (**Ongoing**)
6. Work with VP Administrative Services Norm Tarbox to explore budgetary processes and trends. (Fall and Spring) (**Ongoing**)
7. 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.
8. 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**)
9. 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.

10. Based on the best practices for merit pay document available on the Faculty Senate resolutions web page, investigate the feasibility of sharing some best practices and the creation of an area to share the information.

11. Finalize and implement the process for promotion of instructors and ensure that the changes to PPM 8-7 regarding these promotions is implemented.

12. Re-evaluate PPM 3-21a related to Sick and Family Leave, specifically explore the viability of changing the 12 weeks of paid leave to a full semester.

13. Prioritize a comprehensive one-year study to review adjunct compensation and equity issues. This review should address the full spectrum of the adjunct experience including the following:

- Regional practices for adjunct pay; in particular, review structures that separate adjunct pay from overload pay and align with NISS findings suggesting that WSU proceed with separating associate-seeking student activities (largely taught by instructor, adjunct representatives) from bachelor or higher seeking student activities (focused more on the tenure track, overload system)
- Equity issues in adjunct pay both in general and by subgroup populations (e.g. gender, race/ethnicity, etc)
- Approaches to institute a tiered compensation system that supports retention/promotion of high quality adjunct instructors.
- Options for timing of adjunct pay
- Trends in adjunct pay over time