

Charges September 15, 2022

EXECUTIVE COMMITTEE CHARGES FOR 2022-2023

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 faculty feedback regarding specific benefits (e.g. nursing, changing facilities, dental insurance and dropping of EMI).
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.
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*)
10. Monitor how various colleges allocate merit pay and poll faculty to determine if decisions are fair and transparent.
11. Review open ended comments supplied in faculty survey to identify potential issues that may be addressed by SBBFP

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
- b. Benchmark peer institutions to develop and prioritize recommendations for adjunct compensation
- 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
- 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.