EXECUTIVE COMMITTEE CHARGES FOR 2020-2021

Leah Murray, Chair
Timothy Herzog, 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) Examine the dollar amounts of equity and merit adjustments each year. (Spring) (Ongoing)

3. Review equity issues.

   a. Review campus salary levels using CUPA data, turnover data, and data from regional peer institutions. (Spring) (Ongoing)
      i. Audit and update CUPA categories for each department/discipline
   b. Review compression and inversion in salaries. (Spring) (Ongoing)
      i. Review specifically as to the 3 year bump
      ii. Review specifically as to COVID 19 implications
   c. Review gender equity in faculty salary (Spring) (Ongoing)
   d. Review race/ethnicity equity in faculty salary (Spring) (Ongoing)
   e. Review whether there are other underrepresented groups that are missing and review the equity in salary (Fall)

4. Conduct and then review findings from the faculty hiring summit. (Fall) (Ongoing)

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. (Fall and Spring) (Ongoing)

6. Work with HR to update the Sick and Family Leave policy in PPM 3-21a to make it easier to find and navigate.
7. Ensure that the language of generated policies is inclusive. *(Ongoing)*

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 faculty pay in order to increase retention.

12. Review with Provost Ravi Krovi pay for online and overload.

13. Ensure that the language of new or updated policies are inclusive. Review those policies to see how they may inadvertently impact particular communities in an adverse manner. Consult with DEI taskforce for guidance *(Ongoing)*