EXECUTIVE COMMITTEE CHARGES FOR 2019-2020

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 campus salary levels using CUPA data, turnover data, and data from regional peer institutions. (Spring) *(Ongoing)*
   a. Audit and update CUPA categories for each department/discipline

4. Review compression and inversion in salaries. (Spring) *(Ongoing)*

5. Review findings from the faculty hiring summit. (Fall) *(Continuing)*

6. Review gender equity in faculty salary. (Spring)

7. Follow through on the salary bump for successful 3rd year review that was approved at the Faculty Senate. (Fall)

8. 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. (Fall)

9. Follow up with university legal counsel to review changes in the contract language for early retirement. (Fall) *(Continuing)*

10. Review suggested changes in PPM 3-26 Leave Related to Birth, Adoption, and Foster Child Placement *(Continuing)*

11. Ensure that the language of generated policies is inclusive.