

Faculty Welfare Committee Meeting  
October 12, 2017

**SUBCOMMITTEE REPORT**

No quorum – so members met as a subcommittee.

Attendees: Jacqueline DeChabert-Rios, Cheryl Dudasik-Wiggs, Lee Johnson, Cali Pacheco, and Wendy Sergeant.

Guests: Donna Kain (Vice Chair of the Faculty), Lori Lee (University Program Specialist, Faculty Senate), and Karin Zipf (Department of History).

Agenda Item: Salary compression and salary inversion

Discussion: Karin Zipf passed around a handout on State employee salary increases. She gave a summary of the data and presented concerns on salary. She had spoken to John Stiller about the resolution on salary inversion and salary compression and asks that the committee send the resolution to the Faculty Senate for consideration.

Issues: Faculty promoted in the past few years may not have received pay increases because of the State budget. But new faculty members were still hired at competitive rates, causing a discrepancy in pay.

The recent salary equity pay study had a little helpful effect for those grossly underpaid due to inversion and compression. Karin Zipf brought salary data for her department as an example: She got a raise when she was promoted to full professor but still makes the same or less than some associates and far less than all full professors. Where money for promotion/tenure raises is coming from is unclear.

Karin Zipf and Donna Kain requested that the committee formally ask Faculty Senate to appeal to IPAR for a new salary study. However, IPAR may already be working with the faculty budget committee on gathering data on salaries. Beverly King is person in IPAR who would handle/organize the new salary data gathering.

Action: Wendy Sergeant will invite Beverly King to the next meeting. Those present requested that a Faculty Welfare Committee member be part of a larger committee looking in to this issue.

Assignment: Lee Johnson will compile a draft search parameter for Beverly King.

Respectfully submitted,  
Jacqueline Chabert-Rios