

C-FSC Finance & Policy Planning Committee
Report of Meeting Held Oct. 10, 2019
Submitted Oct. 16, 2019

The undersigned chair submits this report of the C-FSC Finance & Policy Planning Committee (FPP) Meeting held on Oct. 10, 2019, at 8:15 am. Members attending in person: Michael Breaux, Leila Jahangiri, Noelle Molé Liston, & Larry Slater. Member attending by phone: Shaline Rao.

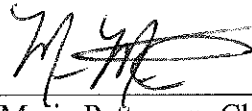
The chair summarized the meeting of the Senate Financial Affairs Committee from the previous week, which not all members were able to attend. In reviewing the University budget, FAC members emphasized the need for granularity in how numbers were presented. Further, there was a reminder that the FAC would like to meet with the Trustee investment committee from time to time as was discussed and suggested last year.

The FPP Committee also reviewed the status of the salary compression/inversion study and the Oct. 7 letter from the Provost to Nicholas Economides, chair of the Tenured/Tenure Track Faculty Senators Council. The letter stated that an outside consultant would complete the study of salary equity with respect to gender, race and ethnicity, and that the study of equity regarding salary compression and inversion would be completed internally. There is no timetable for completion of either study. The Committee discussed why there were two studies and concluded that it was a result of conversations over the summer in which a member of the Committee participated as Committee nominee. The Committee further concluded that the Committee's efforts should be directed, as noted below, toward making sure the study was what the Committee had asked for rather than question why two studies were being done.

The Committee established the following priorities and associated actions for this academic year:

- Emphasize to the University the importance of completing the salary studies referred to above in a timely fashion and ensuring that the data is presented and broken down in a meaningful way – school, faculty title, etc. As part of this priority, remind the University that the request for the compression/inversion study was from the faculty and therefore the University should communicate with us and attempt to address our concerns.
- Continue to request that annual reports of items such as average faculty salary are broken down by tenured/tenure track v. contract faculty and that faculty ranks are broken out as well, to the extent practicable (since ranks are not the same across the schools)
- Continue to highlight that salary increases must be communicated to faculty in a transparent manner. Apparently in some schools, faculty reappointment letters were not clear.

- Request that the University provide the impact on the budget if the minimum salary for contract faculty were raised to \$65,000 and \$70,000. This is preparation for a request that minimum salaries be raised, that an additional amount(s) be added to the salary of those faculty who had been employed for some period(s) of years, that the University work with the deans to enforce any increase, and that minimum salary increases be considered every three years. (The suggested increases are based on national data from 2017 available from the Chronicle of Higher Education, among other information.)



Maria Patterson, Chair