

C-FSC Finance & Policy Planning Committee Report
Submitted January 29, 2021

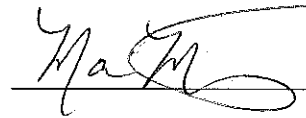
The undersigned chair submits this report of the C-FSC Finance & Policy Planning Committee to update members of the C-FSC regarding the faculty salary equity and compression/inversion studies. Committee members are Chris Dickey, Leila Jahangiri, Noelle Molé Liston, Sylvia Maier, Marlene McCarty, and Jon Ritter.

At the meeting of the Senate Financial Affairs Committee (SFAC) on Nov. 17, 2020, there was a presentation by Vice Provost for Resource Planning Anthony Jiga on the studies. Since that date, members of the Committee have discussed the issues on several occasions via email and on Zoom. In general, your Committee members are quite disappointed in what we learned on Nov. 17.

The compression/inversion study was not presented. Instead, Mr. Jiga informed the SFAC that data is being presented to the deans first so that they can comment and determine how to evaluate the data. Purportedly, summary results will be presented to the SFAC in February.

The equity study was performed by a consulting firm under the supervision of outside counsel in an effort to ensure that the study will be protected by attorney/client privilege. To avoid breaching that privilege the university does not wish to provide the study, the data, or the methodology to the SFAC. Apparently, however, data has been shared with school deans to make any necessary corrections although Mr. Jiga assured the SFAC that there was no systemic disparity in salaries.

Your Committee has been discussing what our response should be to the lack of information provided. We will probably meet on Feb. 4 in advance of the C-FSC meeting and can provide an oral update on our discussions.



Maria Patterson, Chair