

How would this help? Other institutions have both COLA and equity raise considerations. However, it is difficult to speak of the issue if HR is reporting to the person who makes the financial decisions for the university. It would be easier if HR reported directly to the Provost or the President who are not directly responsible for making those decisions. There is a conflict of interest that could be removed.

Another example came from some recent attempts to hire faculty. The candidate needed accessibility accommodations that would cost money. Planning and Finance told the unit doing the hiring that they would be required to pay for the accommodations out of their operating budget. The point was made that budget should not be the primary concern when hiring the best person for the job but HR should drive such decisions.

It would appear that this topic requires further discussion, possibly with the President and the Provost as part of the conversation. It will be added to the agenda for the next meeting.

Faculty and Staff Salary Concerns (30 minutes)

1. Update on salary data on 56 individuals who received more than an 7% pay raise
2. An Internal Audit investigation has been launched. HR is providing data on all salary adjustments from July to October of 2021. We can expect to hear results in coming weeks.
3. What concerns does Senate have going forward?
4. Discussion

Senate President Luna discussed that the salary data was shared with President Oldham some

they looked at employees who had remained in the same position but who received raises above the 7% approved by the Board. She has also been able to confirm the current salary of these individuals using the current salary database
part of the internal audit investigation, AVP Vedder has been asked to pull the monthly salary amounts for several months for all university employees, including staff, so that it can be confirmed when the raises went into effect and what they were attributed to.

There was a comment about the situation in ITS with even more recent substantial raises this semester and that these are related to the explosive v*nBp(r)-6(e)4(a)4(tt)-3(ria9.13 Tm0 g0 G{thi58nsds.)]1(5Tf

classes. If these individuals are not in the category, then the raise they received could not be due to equity. We need answers, these are strong issues.

Senate President Luna share that she asked AVP Vedder in a meeting for his definition of equity. His response was that it is an adjustment for underrepresented groups. This is an issue for follow up.

One senator raised the question of how a faculty member would go about requesting a raise if they feel they are deserving. Can he/she approach the chair? Are the chairs aware of a pathway to ask for faculty raises? Is there a documented process? There does not appear to be any such policy or process.

Senate President Luna said that this circles back. HR is not aligned with academic affairs. The processes are unclear when it comes to hiring or asking for raises looking for a position at another institution just to get a raise. Salary concerns, like inversion and compression, should be evaluated annually. If it got out to the rest of the faculty, it would be demoralizing. President Oldham saw this data on March 8 and he has taken no action.

The Senators were reminded that years ago there was an equity committee. They worked to create a model that included national norms. It was adjusted a number of times and then dropped. How can President Oldham be surprised? There have been signs of issues since about 2012 or 2014. Things come to head when salaries are involved. Then we care and that makes us

