

College-Level Salary Equity Committee 2021-22 Annual Report

Faculty Committee Members: Clay Calvert (chair) from Journalism, Myiah Hutchens from Public Relations, Geoff Thompson from Media Production, Management, and Technology (MPM&T), and Kasey Windels from Advertising.

Report: The committee considered three applicants – one from Journalism, one from MPM&T, and one from Public Relations. The committee reviewed the application materials submitted by all three applicants. For one applicant, required application materials were incomplete and the committee requested and promptly received from the applicant’s direct supervisor the missing materials.

The committee also met with the direct supervisors for all three applicants to hear the supervisors’ advice and recommendations. The committee met in person on October 27, 2021, and unanimously agreed on its own advice and recommendations to provide to Dean Hub Brown regarding two of the three applicants. The committee again met in person on November 15, 2021, and unanimously agreed on its advice and recommendations to provide to Dean Brown regarding the third applicant. On November 18, 2021, the committee’s unanimous advice and recommendations regarding all three applicants was presented to both Dean Brown and Executive Associate Dean Kiouisis.

At the request of Executive Associate Dean Kiouisis, the committee also drafted and proposed revisions to the College’s “Salary Equity Review Procedures & Criteria.” The document was last previously revised and adopted on May 1, 2015. The committee’s proposed changes did not affect the substance of the criteria for evaluation. The committee’s proposed changes involved updating the correct article number in the Faculty Collective Bargaining Agreement, revising procedures for the delivery of documents, revising procedures to allow for meetings by computer interfaces such as Zoom, and eliminating gender-specific pronouns and replacing them with “their.” On November 4, 2021, the chair of the committee presented the proposed revisions to the College’s Faculty Senate for review. The College Faculty Senate approved forwarding the committee’s proposed revisions for review as an informational item at the end-of-the-semester College Faculty Senate meeting on December 9, 2021. The proposed revisions were then set to be voted on as an action item at the College Faculty Senate’s April 21, 2022, meeting.

Respectfully Submitted,

Clay Calvert, Chair, College-Level Salary Equity Committee, 2021-22