



1100 Marie Mount Hall
College Park, Maryland 20742-7541
301.405.5805 TEL 301.405.5749 FAX
<http://www.senate.umd.edu>

September 9, 2015

Mr. Willie Brown
Chair, University Senate
3369 Computer & Space Sciences Building
College Park, MD 20742

Dear Mr. Brown,

I am writing today on behalf of the Senate Faculty Affairs Committee (FAC) in regards to its charge on the Review of Faculty Salary Inequities (Senate Document #12-13-50). The FAC was charged by the Senate Executive Committee (SEC) with this review in the spring of 2013, and was given an original deadline of December 15, 2013. The FAC was granted an extension until March 31, 2014, and a subsequent extension until December 31, 2014. I am writing to respectfully request an additional extension for the committee's review of this topic.

The Faculty Affairs Committee was charged to review faculty salary inequities after it returned a report on faculty salary step systems in March of 2013. In its report, the FAC noted that salary disparities at UMD should be addressed, although the committee did not recommend instituting a faculty salary step system. After discussion of the committee's report, the FAC was charged with reviewing the specific salary concerns at the University of Maryland, and with considering how best to address salary inequities.

Last year, the FAC was asked to balance many charges with competing deadlines and priority levels, including charges related to guidelines for promotion and evaluation of professional track faculty, updates to classifications of adjunct faculty, and establishment of a new post-doctoral title. Despite necessary work on other charges, the FAC also made progress on consideration of salary inequities, discussing what resources and data are needed to fully understand salary inequities at the University and considering suggestions on how to move forward, particularly in light of the current budget climate. After much discussion, the FAC agreed to draft a report that outlines the inequities that exist at UMD, while noting that incomplete data and budget constraints make it difficult to fully understand and address these problems. In spring 2015, the FAC began drafting a report and decided to conduct peer institution research on practices related to salary equity to further inform its consideration.

The FAC currently is working with its ex-officio representatives to identify potential recommendations the FAC could consider to improve salary equity issues at the University without causing undue financial or administrative burden. The committee anticipates that it should be able to complete its work on this charge in the fall 2015 semester.

The Faculty Affairs Committee respectfully requests an extension on this charge until December 31, 2015. Thank you for your consideration of this request.

Sincerely,

KerryAnn O'Meara
Chair, Senate Faculty Affairs Committee


Enclosure(s):

- Charge from the Senate Executive Committee on the Review of Faculty Salary Inequities (March 26, 2013)

KO/seh



University Senate CHARGE

Date:	March 26, 2013
To:	Ellin Scholnick Chair, Faculty Affairs Committee
From:	Martha Nell Smith  Chair, University Senate
Subject:	Review of Faculty Salary Inequities
Senate Document #:	12-13-50
Deadline:	December 15, 2013

The Senate Executive Committee (SEC) requests that the Faculty Affairs Committee conduct a broad review of faculty salaries at our University.

Specifically, we ask that you:

1. Review existing salary-related policies for faculty at our University.
2. Consider how salary inequities among faculty with comparable records and compression resulting from market-driven inequitable compensation should be addressed.
3. Review the overall principles of distribution of raises devoted to merit, retention, promotion, and salary inequities.
4. Consider whether post-tenure review should be reconsidered. If so, consider ways in which it can be used to detect and reduce inequities in salary.
5. Consult with the University's Office of Faculty Affairs regarding merit distribution.
6. If policy changes are recommended, consult with the University's Office of Legal Affairs
7. If appropriate, recommend whether existing policies should be revised.

We ask that the committee's final recommendations be submitted by December 15, 2013. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.