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January 13, 2016

Mr. Willie Brown  
Chair, University Senate  
3369 Computer & Space Sciences Building  
College Park, MD 20742-2411

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) currently pending before the committee. The FAC was charged by the Senate Executive Committee (SEC) with this review in March 2013, and given prior extensions, the deadline for the charge is currently December 15, 2015. I am writing to respectfully request an extension for the committee's review of this topic.

The FAC began its review of faculty salary inequities in 2012 and reported to the SEC on a related charge on faculty salary step systems in March of 2013. In that report, the FAC did not recommend the adoption of a step system but noted that salary disparities at UMD do need to be addressed. The FAC was then charged with reviewing the specific salary concerns at the University of Maryland and considering how to best address salary inequities. During the 2014-2015 academic year, the FAC discussed the resources and data needed to fully understand salary inequities at the University and considered how the current budget climate affects University initiatives to address salary equity issues. The FAC conducted peer institution research, and in Fall 2015 began speaking with its ex-officio representatives on the feasibility of potential recommendations. The FAC also met with a few deans and department chairs at its meeting in December 2015 to gain their perspectives on salary equity issues and hear about best practices in units and Colleges that are working to address these issues.

The Faculty Affairs Committee began this academic year with the intention of completing this charge by the December deadline. However, the FAC's consideration of this charge has been delayed by its focus in Fall 2015 on a charge to revise the Faculty Sexual Misconduct Complaint Procedures (Senate Document #14-15-27). The FAC intends to complete its work on the Sexual Misconduct Complaint Procedures in February, which will allow the committee to turn its full attention to its remaining pending charges.

The Faculty Affairs Committee respectfully requests an extension on this charge until May 6, 2016. The FAC is committed to reporting to the SEC in the spring semester and hopes to be able to do so prior to the end of March, but the committee would appreciate the flexibility in its timeline if needed. Thank you for your consideration of this request.

Sincerely,

KerryAnn O'Meara  
Chair, Senate Faculty Affairs Committee

KO/seh

Enclosure(s):

- Review of Faculty Salary Inequities Charge (March 26, 2013)



## University Senate CHARGE

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