

**ORIGINAL MOTION PRESENTED AT 12-01-03 MEETING**  
**Welfare Committee Recommendation for Salary Equity Appeals**

Justification:

The Faculty Senate recently recommended to the Provost a set of principles to guide procedures addressing faculty salary inequity. One of these principles recommends that an appeals process accompany any general procedure. This principle was recommended because faculty find themselves in a wide range of inequitable situations and thus any procedure used to identify individuals university-wide may miss deserving faculty. As such, there needs to be an avenue for an overlooked faculty member to make his or her case directly to the administration.

The Senate Welfare Committee recommends the following procedure:

1. It is the appellant's responsibility to begin the appeals process by submitting a letter of appeal and supporting material to his or her chair by March 1st. The chair will write a recommendation to uphold or deny the appeal. If the chair recommends against the appeal, the faculty member should include a response to the chair's recommendation as part of his or her supporting materials.
2. All materials will then be submitted to the Dean of the appellant's college for review by March 21st. The Dean will write a recommendation to uphold or deny the appeal.
3. The appeal along with recommendations of the chair and dean will then be submitted to the Provost for review by April 15th. The Provost will make the final decision regarding the appeal.
4. If the appeal is upheld and the Provost can acquire funding, the individual will receive an immediate salary adjustment. If funds are not immediately available the appellant will be given a salary adjustment from the salary equity funds allocated for the following year.

The Welfare Committee moves that the Faculty Senate adopt the above recommendations.

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**AMENDMENTS TO MOTION:**

At the January 12, 2004 Senate meeting Senator Hubbard moved approval of a replacement for number one (listed above), seconded by G. Smith. **The motion to amend number one above was approved by the majority of the Senate.** The replacement statement reads as follows:

1. It is the appellant's responsibility to begin the appeals process by submitting a letter of appeal and supporting material to his or her chair by March 1st. The chair will write a recommendation to uphold or deny the appeal. ~~The chair's recommendation will be provided to the appellant by March 14th so that if the chair recommends against the appeal,~~ the faculty member ~~may should~~ include a response to the chair's recommendation as part of his or her supporting materials.

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Senator Carmean moved to amend number one to the following, seconded by Senator McKenney:

1. It is the appellant's responsibility to begin the appeals process by submitting a letter of appeal and supporting material to ~~his or her chair~~ **the Provost's Office** by March 1st. The ~~chair~~ **Provost's Office** will write a recommendation to uphold or deny the appeal. ~~The chair's recommendation will be provided to the appellant by March 14th so that the faculty member may include a response to the chair's recommendation as part of his or her supporting materials.~~ **The Provost's Office will request clarification from the chair, if appropriate.**

Senator Siegel, seconded by Senator Sexton, moved to postpone further discussion to the February Senate meeting so that senators could discuss with their departments prior to voting. **The motion to postpone further discussion was approved by the Senate.** An updated version of the motion will be forwarded to Senators immediately.