

**Proposal for the University to institute an established mechanism for regular assessments and adjustments on gender-based salary inequity**

**Background:** The Human Resources Committee is asked to "review and recommend policies related to gender and equity issues." Included in this is the important issue of gender equity in salaries. Past examination of gender-based salary inequity on our campus has in fact uncovered problems which were rectified, but our committee does not believe that this matter has been examined on a regular basis. Further, our committee lacks the statistical expertise to evaluate the data ourselves. Both the AAUP and AAUW have established guidelines and protocols for examination of gender-based salary equity. In addition, we have faculty on campus who possess the statistical expertise with which to assist with this issue, and we believe this should be examined on a regular basis, without our committee having to ask that it be done. While we can all agree that salary compression and inversion is a real problem for retention and morale, gender inequity in salaries is, of course, against the law.

**Motion:** The Human Resources Committee requests that the administration institute an established mechanism for doing regular assessments (at least every 5 years) and adjustments on gender inequity in salaries, consistent with federal law, using appropriate statistical methods of comparison and guidelines recommended by the AAUP.

Respectfully submitted,

Dr. Janet Frick, Chair  
Human Resources Committee