

## **Annual Report of the Senate Advisory Committee on Salaries and Benefits**

Prepared by Amy Aldous Bergerson, PhD., Chair

During the 2014-15 academic year, the University of Utah Senate Advisory Committee on Salaries and Benefits to discuss a number of possible agenda items for consideration.

These issues included:

1. The committee considered the potential impact of a new Wellness Program through which University community members might receive discounts at local grocery outlets when purchasing certain “well” foods. When this item was discussed in the September meeting of the committee, the proposal was just beginning circulation. The committee discussed the need to consider how such a proposal might be included as a benefit to University faculty as the proposal made its way through an approval process. At the time of the writing of this report, it is unclear where this proposal is in the approval process, and whether it will need consideration by this committee in the future.
2. The committee also discussed the recently approved changes to position classifications related to staff positions at the University. Jeff Herring discussed the process used for reclassifying positions and how these changes are evident in the Human Resources hiring systems. The committee discussed whether it might be possible to consider a similar classification of faculty positions, particularly in light of salary differences in fields with “applied” foci (e.g., business, medicine, engineering) where salaries are influenced by non-academic work environments and more “traditional” academic disciplines (e.g., humanities) where faculty salaries have little reflection in the private sector. After some consideration, the committee determined that further discussion of this type of classification system would not be functional for faculty positions.
3. The committee agreed to give attention to any additional issues with relevance to the work of the committee that arose in the larger University Senate. As of the writing of this report, no such issues have surfaced, and the committee has not generated additional ideas for consideration during this academic year.

Committee membership for the 2014-15 academic year was as follows:

<b>Name</b>	<b>Email</b>	<b>Term</b>	<b>College</b>
Amy Bergerson, chair	<a href="mailto:amy.bergerson@utah.edu">amy.bergerson@utah.edu</a>	2015-2016	Education
Mardie Clayton	margaret.clayton@nurs.utah.edu	2015-2016	Nursing
Mike Cooper	finmc@business.utah.edu	2014-2015	Business
Ross McPhail	mcphair@law.utah.edu	2016-2017	Law
Isabel Moreira	isabel.moreira@utah.edu	2016-2017	Humanities
Edward Zamrini	edward.zamrini@hsc.utah.edu	2014-2015	Medicine
Steve Alder	steve.alder@utah.edu	Ex-Officio	Academic Senate
Jeff Herring	jeff.herring@utah.edu	Ex-Officio	Human Resources