Southeastern Staff Senate
'Salary Proposal – A 3-year Plan'

The Southeastern Staff Senate would offer the following narrative as you consider this proposal. Due to our unique location, Southeastern is required to compete both locally (Tribal) and regionally (DFW) with employers that frequently have success hiring staff away from our institution. These efforts are largely successful because these organizations are able to offer opportunities for growth and greater salaries. While organizationally Southeastern may always have limitations in respect to growth opportunities, it is the Southeastern Staff Senate's opinion that we can largely mitigate the salary reason for this staff exodus. With great appreciation for the improvements in staff compensation/benefits approved by the Administration in recent years, the Southeastern Staff Senate would respectfully ask for your consideration of the following proposal. As a body, we believe this proposal captures the momentum gathered in recent years and completes the task of ensuring that Southeastern remains one of the areas premiere employers.

1) Acknowledge that market forces in different professions play a role in salary determination, but that role should be uniform and applied consistently for all departments, positions, and individuals. Southeastern Staff Senate wishes to ensure all staff salaries are determined through the use of a standardized and objective process. As a body, we believe the process as defined below in item number two (2) should be used to determine the salary for all current and future staff positions at Southeastern Oklahoma State University. This process is significantly similar to the current process and does incorporate the stated goals of the Administration as it pertains to staff salaries.

2) Utilize the standardized, objective process defined below to determine all staff salaries:
   - The salary for all staff positions should be determined as the greater of the two (2) bulleted items below.
     - A percentage of current CUPA data with a floor of 80% and a commitment by the University to raise all staff salaries to 100% of CUPA data over the first three (3) years of the staff salary proposal.
     - An average of the salaries for equivalent positions at all sister institutions within the RUSO system. The practice of excluding a sister institution's salary from the average because it is determined to be an 'outlier' must be eliminated. This practice artificially lowers salaries by not using a true average of all salaries within the RUSO system.
   - A commensurate salary adjustment for positions with responsibilities requiring skills, experience, or duties beyond the scope of CUPA or as defined by comparable RUSO job descriptions. A salary adjustment for required skills, experience, or duties that are determined to be significantly dissimilar to the most comparable job descriptions found in CUPA data or the RUSO system must be equitable based on a quantitative salary survey published in an appropriate industry-recognized journal or salary survey.
   - Confidence in this system will be achieved through transparency. The CUPA data as well as the RUSO system positions/salaries used to determine a salary shall be provided to supervisors and made available to the employee themselves upon request.

3) A current salary audit using the process above should be completed within the first year of this salary proposal. Southeastern Staff Senate prefers the following implementation strategy:
   - Year 1: Any salary determined to be below the criteria described in item number two (2) above shall be raised to meet that threshold.
   - Year 2: Salaries of all staff shall be raised to meet the threshold of 90% of CUPA data.
   - Year 3: Salaries of all staff shall be raised to meet the threshold of 100% of CUPA data.

4) At the conclusion of the 3-year implementation phase of this proposal, an annual cost of living salary adjustment should be calculated based on the average of no more than the previous three (3) years CPI (Consumer Price Index) as prepared and published by the Bureau of Labor Statistics (BLS). If a negative CPI average were to occur, the result would be a status quo approach to staff salaries and no adjustment shall be made. The cost of living salary adjustment would become part of staff salaries beginning in year 4, the year following full implementation of this 3-year proposal, and would continue in perpetuity. Utilizing CPI, a lagging indicator of inflation based on 2-year old data, will allow for the University to budget for these adjustments well in advance and thus not become a burden when determining future salary obligations.

Respectfully submitted to President Newsom on Monday, March 21, 2022.