

Resolution Requesting Limited Senate Access to Blinded, Individual-level Faculty Salary Data

Whereas the Faculty Senate is charged in its Mission Statement with “fostering the...economic well-being of the faculty;” and

Whereas the Senate is further tasked with insuring that the University’s programs operate “free of prejudice or undue partiality;” and

Whereas fulfilling these responsibilities with regard to faculty compensation requires review and scrutiny of individual cases, not merely of highly aggregated salary means; and

Whereas precedent already exists for faculty access to blinded, individual-level salary data, through the President’s Commission on the Status of Women; and

Whereas the University has a strong interest in assuring the faculty that there are no systemic, unjustified faculty salary inequities at SMU; therefore let it be

Resolved that the Faculty Senate of SMU, in consultation with the President’s Commission on the Status of Women, requests that the President of the Faculty Senate, the Chair of the All-University Finance Committee, and the Chair of the Subcommittee on the Economic Status of the Faculty have annual access to blinded individual-level faculty salary data, subject to their signing an appropriate confidentiality agreement.