Salary Equity Recommendation Committee
Terms of Reference

Membership: The Committee will consist of eight members with four members appointed by SFUFA and four members appointed by the University.

Alternate Members: To ensure continuity, alternates will not be used to substitute for committee member absences; however, if a member is unable to continue on the committee a new member may be added.

Quorum: Will be six committee members, with at least three from each party (unless either party waives their requirement for quorum).

Chair: The committee will be co-chaired by one administration appointee and one SFUFA appointee.

Confidentiality: To promote free discussion, the committee’s work and deliberations will be kept confidential. Each party may report to or seek advice from its sponsor (i.e. VPA or SFUFA executive). If the committee recommends broader consultation (e.g. surveys, town hall meetings), both sponsors must approve.

Duties of the Committee:
The Committee will deliver a report to SFUFA and the University by Aug 1, 2016 that proposes solutions to faculty salary inequities at SFU. The report is expected to address each of the following:
1. Possible methods of dealing with current inequities identified in the previous report;
2. Mechanisms for preventing future inequities from developing; and
3. Establishing a process to monitor for emerging salary inequities on a continuing basis.

In particular, the Committee will:
1. review the report of the Salary Equity Committee (July 2015)
2. review and report on solutions that have been implemented at comparable universities to solve similar problems, and evaluate their feasibility in the SFU context.
3. If necessary, seek further data/factual information from the university; the VPA may decide to provide resources to assist the committee with its research.

In its report the committee may decide to indicate whether options have unanimous, majority, or minority support from the committee members.

The Committee shall review these Terms of Reference and may, not later than before its third meeting, recommend any unanimously-supported amendments to the University (Vice President Academic) and SFUFA (President).

Dissemination: the report of the committee will be made public in a time and manner jointly agreed between SFUFA and the University

Agreed this 11 day of February, 2016.
Neil Abramson  
For the Association

Jon Driver  
For the University