

Eastern Oregon University Salary Equity Policy

Eastern Oregon University (EOU) does not discriminate on the basis of race, color, gender, national origin, age, religion, marital status, sexual orientation, veteran status, and mental or physical disability in any of its employment, educational programs, or social activities, and is committed to salary equity. Individuals with supervisory responsibilities are required to follow EOU policy and procedure regarding annual and tri-annual evaluations, merit, tenure, step advancement, and promotion, and to equitably manage employees under their supervision.

EOU has developed a salary management system for all teaching faculty. Detailed information can be viewed at:

<http://www2.eou.edu/academic/handbook/SECTIONS/7BSALARY.HTM>

The salary matrix is the salary management system utilized for Administrative Support Faculty. Detailed information can be viewed at:

<http://www2.eou.edu/academic/handbook/SECTIONS/7CSALARY.HTM>.

The OPEU Bargaining Unit governs EOU Classified Staff salaries with detailed information at:

<http://www.ous.edu/hr/labor/ousopeu/article23>.

Employees who share common benefits and compensation are individuals with similar responsibilities, who perform similar duties, in similar work environments, have access to professional development, promotion, annual evaluations, and any other means that support equitable, timely, and appropriate salary increases and/or adjustments.

To ensure equitable benefits and opportunities for employees, Eastern Oregon University utilizes CAAMS, (Criterion Affirmative Action Management System) a monitoring system that produces bi-annual reports, which are reviewed and analyzed by the Executive Cabinet, Human Resources, and the Affirmative Action Office. These self-audits assist in the identification and analysis of any salary inequity.

Concerns of salary inequity should be brought to the immediate attention of the Dean, Appropriate Vice President, Provost, or President. The Affirmative Action Office at jgrant@eou.edu and Human Resource Offices <http://www2.eou.edu/hr> monitor all information related to hiring, promotion and retention, to include salary equity issues that may adversely affect employees.

Approved by Eastern Oregon University Executive Committee of the Assembly on April 29, 2003.