



Oregon State
University

Office of the Provost and Executive Vice President
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Oregon State University
Corvallis, Oregon 97331

Pay Equity Working Group

2021-22 Membership

Cathy Hasenpflug, Associate Vice President & Chief
Human Resources Officer – *Co-Chair*
Kim Kirkland, Executive Director & Title IX
Coordinator – *Co-Chair*
Islam Al Musaly, Instructor, New Media
Communications; College of Liberal Arts
Becky Bangs, Director, Investigations & Deputy Title
IX Coordinator
Sherman Bloomer, Associate Vice President,
Budgets & Resource Planning
Susan Freccia, Director, Compliance
Megan Hickman, Classification & Compensation
Supervisor, Human Resources

Heather Horn, Associate Vice Provost, Faculty
Affairs; Assistant Vice President, Human Resources
Keith Leavitt, Professor of Management; Associate
Dean for Research; College of Business
Erika McCalpine, President-Elect, Faculty Senate
Kerry McQuillin, Affirmative Action Manager, Office
of Equal Opportunity and Access
Rusty Root, Coordinator, Building Services &
Support, Department of Chemistry; College of
Science
Rick Settersten, Vice Provost, Faculty Affairs
*Jessica Brubaker, Assistant General Counsel –
Advisory*

Charge

The Pay Equity Working Group will recommend how the University should evaluate pay equity across academic and professional faculty positions systematically to comply with both federal and state pay equity regulations. In developing a recommendation, the group should take into consideration existing OSU practices that are designed to conform with Oregon Equal Pay Act (OEPA), developments in the interpretation and implementation of OEPA across Oregon public agencies and universities, and the intersection of OEPA with federal pay equity law.

The Pay Equity Working Group is advisory. Its recommendations will be reviewed by the Compliance Executive Committee (CEC), chaired by the Provost and Executive Vice President, and considered for approval by appropriate university leadership.