

SALARY EQUITY COMMITTEE
Remote Meeting - Zoom
April 12, 2021 | 3:00-4:00 p.m.
MINUTES

Call to Order

The meeting was called to order at 3:01pm.

Approval of the Agenda

Approved without objection.

Approval of the March 29, 2021 Minutes

Approved without objection.

Chair's Announcements (Greene)

- Staffing and salary reports will be due to Senate for the 5/3 meeting.
 - Parks can help compile the reports; aggregate data is available on the HR website:
<https://www.unco.edu/human-resources/about-us/unc-human-resources-data.aspx>

Unfinished Business

- **Out-of-state remote work policy** – no new developments at this time.
- **Compensation Identity update**
 - Parks presented a pay distribution model draft based on the flat dollar amount increases previously discussed.
 - Adjustments for promotion, parity, and pay equity increases are included.
 - There are some faculty who would receive pay increases of over 10%.
 - Parks is hopeful all faculty can be brought up to at least 81% parity.
 - The committee revisited the flat dollar amount rates and adjusted to account for parity comparisons with the new peer group.
 - Instructors/Lecturers - \$1000
 - Assistant Professors - \$1250
 - Associate Professors - \$1650
 - Full Professors - \$1750
 - Of the 3% pool, 2% will be used for the flat dollar amount increases and the other 1% will be used for parity increases.
 - Clinefelter and Kyle will create the proposal document to share with Senate on 4/19.
- **Adjunct/Overload pay rates**
 - Greene sent a clean copy of the revised policy to the President and Provost.
 - The item is on hold until we receive feedback from the Provost and Extended Campus.

New Business

- **Chair and Vice Chair nominations**

- Fischer nominated Greene for Chair, and Greene accepts.
- Clinefelter is willing to serve as Vice-Chair.
 - Greene and Clinefelter are approved by acclamation as the 21-22 officers.

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 3:56pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary