

SALARY EQUITY COMMITTEE  
UC Spruce A  
January 10, 2022 | 3:00-4:00 p.m.  
MINUTES

**Present:** Athanasiou, Clinefelter, Cobb, de la Torre, Fischer, Greene, Kyle, Parks

**Absent:** Trask

**Guest:** Levin

**Call to Order**

The meeting was called to order at 3:05pm.

**Approval of the Agenda**

Approved with the addition of FY21 Talent & Workforce Report under new business.

**Approval of the November 29, 2021 Minutes**

Approved without objection.

**Chair's Announcements** (Greene)

**Unfinished Business**

- **Adjunct/Overload pay rates**

- Parks will reach out to Vollendorf about pursuing updates to University Regulations.

- **Compensation increase reports**

- The committee reviewed the updated versions of the reports from HR, which addressed the issues identified at the last meeting.

MOTION: Clinefelter – It is moved to send the reports to Faculty Senate as an information item to be published on the Faculty Senate website.

VOTE: Approved by voice vote.

- **Salary pool distribution**

- The committee resumed discussion about distribution models.
    - What percentage of monies to put toward flat dollar amount raises versus parity increases will depend on the size of the salary pool.
      - Per previous discussion on 11/15/21, merit pay will not be considered.
    - The salary pool won't be finalized until later in the semester, but for now we can estimate a 3-4% pool.
    - The updated salary data including the January mid-cycle increases will be available in February.
    - CUPA data will be ready around March.
  - Parks asked about setting aside a portion of the pool for discretionary increases.
    - Discretionary increases may help with employee retention efforts.
    - Some members do not favor discretionary increases due to concerns about favoritism and lack of equity.
  - Regarding staff groups:
    - Classified staff will likely receive a 3% across-the-board raise.
    - Exempt staff have a wide array of opinions about how raises should be distributed; Cobb will bring feedback/recommendations from PASC.
  - The committee plans to run models to see impacts on overall parity with different

amounts/percentages split between flat raises and parity adjustments.

- We can use last year's CUPA data for now to explore various scenarios to see what options there are to raise as many people's salaries to x-percent of parity as possible.

- **Minimum wages/salaries**

- Parks asked that Salary Equity and PASC consider creating a minimum salary for faculty and exempt employees, respectively.
  - Committee members will need to examine compensation data to determine what salary floor may be reasonable.

**DISCUSSION:**

- Newer employees tend to be our best paid relative to the market.
- Market rates vary by discipline; some faculty are earning under 50k.
  - Parity of those in the 40-49k salary range tends to be in about the mid-80's.

**New Business**

- **FY21 Talent & Workforce Report**

- Parks shared printouts of the FY21 Talent & Workforce Report, which meets the reporting needs of the previously supplied annual staffing report and shows turnover data.
  - Parks will share an electronic version with the committee.
  - HR plans to share the data with PASC and CSC.
  - Levin recommends the report be shared with FSEC.

**Comments to the Good of the Order**

- Greene thanked Parks for HR's swift message of support to employees in response to the fires over Winter break.

**Adjournment**

The meeting was adjourned at 3:59pm.

David Greene  
Chair

Betsy Kienitz  
Recording Secretary