

SALARY EQUITY COMMITTEE
UC Spruce A
March 7, 2022 | 3:00-4:00 p.m.
MINUTES

Present: Athanasiou, Clinefelter, Fischer, Greene, Kyle, Parks, Trask

Absent: Cobb, de la Torre

Guest: Levin

Call to Order

The meeting was called to order at 3:03pm.

Approval of the Agenda

Approved without objection.

Approval of the February 21, 2022 Minutes

Approved without objection.

Chair's Announcements

Unfinished Business

• **Adjunct/Overload pay rates**

- Parks noted there is interest in addressing adjunct pay as part of the collective bargaining discussion at the State legislature.

• **Salary pool distribution**

- Parks presented the latest salary data.
 - After the January increases, the average percentage of CUPA for all faculty ranks stands at 90.4%.
 - Asst./Assoc. Professors are the only faculty groups below 90% of CUPA.
 - The totals in this calculation are not adjusted for years in rank, as there is an assumption of a similar spread among peer institutions.
 - The initial draft model for distribution of a 3% salary pool uses the same flat rate increase amounts as last year and, with parity adjustments, would achieve a new parity floor of 88.4%.
 - With this model, about \$616k would go toward flat rate increases and about \$404k would go toward parity increases.
 - The total final percent of CUPA for all ranks would be 93.5%.
 - Asst./Assoc. Professors would still be the lowest average ranks with 91.9% and 91.5%, respectively.

DISCUSSION:

- Check the accuracy of the years in rank column; some are listed with zeros and ones in the years in rank.
- Consider adjusting the flat rate increases.
 - As currently presented, there is a 60/40 split between flat rates and parity increases; we can model different splits to see impacts to individuals and overall parity.
 - Members recommended increasing the flat rates for Asst./Assoc. Professors.
- Under the initial draft model, some faculty would be receiving exceptionally high parity raises.
 - CIP code changes account for some faculty suddenly appearing to need large parity increases in FY23.

- Check whether performance issues might be making it appear that large parity increases are needed for some instances.
- Consider a ceiling on parity raises and how it might impact the parity floor.
 - Perhaps a salary base cap or dollar cap would be appropriate.
 - Model the impacts of \$5k and \$10k caps.
 - Perhaps a linear model could be applied to parity increases.
 - Whatever is decided, the rationale/decision must be clearly communicated.
- Due to inflationary pressures, across-the-board increases are recommended for staff.
 - Classified staff have collectively bargained with the State for a 3% raise.
 - With a 3% salary pool, we can anticipate a 3% across-the-board raise for exempt staff as well.
- Parks answered questions relating to discretionary increases for newly hired faculty; the faculty compensation quick guide provides information on the steps to ask for discretionary increases.

- **Minimum wages/salaries**
- **Effects of promotion on parity**

New Business

- **Administrative/educational salary distribution**

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 4:01pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary