

SALARY EQUITY COMMITTEE
UC Spruce A
March 28, 2022 | 3:00-4:00 p.m.
MINUTES

Present: Athanasiou, Clinefelter, de la Torre, Fischer, Greene, Kyle, Trask

Absent: Cobb, Parks

Guest: Levin

Call to Order

The meeting was called to order at 3:02pm.

Approval of the Agenda

Approved without objection.

Approval of the March 7, 2022 Minutes

Approved without objection.

Chair's Announcements (Greene)

- Greene will not be seeking another year as chair of Salary Equity. He encouraged members to consider serving as committee chair and vice-chair. Officer elections will be held at a subsequent meeting.

DISCUSSION: *Faculty Trustee and former Faculty Trustee members*

- Fischer is not seeking another term as Faculty Trustee, and as he will be on sabbatical, he will not be serving on Salary Equity as the former Faculty Trustee.
- Members discussed designating Clinefelter to serve in this capacity in place of Fischer.
- The committee will take a vote and submit their recommendation to Faculty Senate; the Senate is empowered to make the appointment.

Unfinished Business

- **Adjunct/Overload pay rates – on hold**
- **Salary pool distribution**
 - The committee continued review with the latest data from HR.
 - Members modeled/compared different flat rates (e.g., setting the flat rate for Instructor, Senior Lecturer, and Lecturer to \$1000) and different total parity increase amounts (e.g., raising parity to 89.5%).
 - The data included comparisons of parity increase caps of 10% and 10k.
 - Upon discussion, members are supportive of the 10k model, as the 10% model advantages those who are already the highest paid.
 - Whatever final distribution model is decided, members agreed that any remaining funds should be distributed through parity increases for faculty members most in need who haven't already hit the parity increase cap.
 - Members made the following requests to HR:
 - Check the data where anomalies were identified.
 - In some instances, final parity percentages with caps were presenting higher than without caps; see columns S, X, and AA.
 - Provide a version with all Excel column unhidden.
 - Provide data on how many faculty would receive parity raises with each model.
 - Provide a draft Faculty Compensation Outcomes document based on projections for next year.

- Members will follow up about staff salary increases next time.
- Salary Equity plans to bring the salary pool distribution model to Faculty Senate on 4/18.

- **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 3:56pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary