

SALARY EQUITY COMMITTEE  
UC Spruce A  
April 25, 2022 | 3:00-4:00 p.m.  
MINUTES

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

**Absent:** Fischer, Parks, Trask

**Guest:** Levin

**Call to Order**

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

**Approval of the Agenda**

Approved without objection.

**Approval of the April 11, 2022 Minutes**

Approved without objection.

**Chair's Announcements** (Greene)

- This is our last meeting of the semester.
- Salary Equity appointments for next year will be confirmed at the Senate Retreat in August, and Angela Vaughan will be joining Salary Equity as the Faculty Trustee.

**Unfinished Business**

- **Adjunct/Overload pay rates – on hold**
- **Minimum wages/salaries – on hold**
- **Effects of promotion on parity**
  - Members discussed the order of how salary increase monies are applied and how parity is impacted.
    - In current practice, parity is calculated on pre-promotion rank.
    - Ask Parks whether parity increases can be applied before promotional increases.
  - The committee will continue discussion next year.

**New Business**

- **Senate Bylaws, final review**
  - The committee reviewed additional questions from Codification about the Salary Equity section of the Senate Bylaws.
    - Keep as written the general reference to the “annual staffing plan”, since the title of the report may change over time.
    - Keep as written the sentence referring to the distribution of the annual staffing plan.
    - Members confirmed the upper-level administrative positions listed (Executive, Senior Management, and Director) are the ones included in the administrative salary parity calculation; these are the ones with comparable matches using CUPA data.
    - Keep as written the sentence referring to how pay bands are determined; “other appropriate data” are used to determine pay bands when comparable matches in CUPA are not available.

- Keep as written the sentences referring to Salary Equity's ability to make recommendations regarding the university budget and benefit plans; Salary Equity may make recommendations as needed to any group (e.g., Faculty Senate, HR, Administration, ad hoc committees).
- Without objection, the committee recommended leaving the respective areas as currently written.

- **Administrative/educational salary distribution**

- de la Torre asked about examining what percentages of the university budget go toward administration/staff and education/faculty, how much overall is used toward each group.
- University funding priorities guidelines are set forth in 1-1-201(5).
- Members discussed how expenditure types have been classified and tallied in the past.
- The committee will continue discussion next year.

**Comments to the Good of the Order**

- Thanks to Greene for his service as Chair this year, and thanks to Betsy for her work supporting the committee.

**Adjournment**

The meeting was adjourned at 3:43pm.

David Greene  
Chair

Betsy Kienitz  
Recording Secretary