

SALARY EQUITY COMMITTEE
UC Spruce A
October 4, 2021 | 3:00-4:00 p.m.
MINUTES

Present: Athanasiou, Clinefelter, Cobb, de La Torre, Fischer, Greene, Parks, Trask

Absent:

Guests: Levin

Call to Order

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

Approval of the Agenda

Approved without objection.

Approval of the September 20, 2021 Minutes

Approved with correction to attendance record.

Chair's Announcements (Greene)

- Thanks for everyone's contributions in crafting the compensation investment plan rationale.

Unfinished Business

• **Funding for promotional increases**

- The committee reviewed a proposed policy change for 3-3-701(1)(c)(I) to specify the funding for promotional increases will be budgeted separately from the pay increase pool.
 - Feinstein and Quinn are supportive of the update.

MOTION: Fischer – It is moved to approve the language as presented.

VOTE: Approved by voice vote.

- Codification can review the language this week; the proposal will then go to Senate next Monday.

• **Compensation investment plan**

- The committee reviewed the latest draft of the compensation investment plan rationale, which includes national and local data that illustrates why salary investment is needed.

DISCUSSION:

- Add data for retention/turnover if possible.
 - Parks can provide data; the committee will need to figure how to incorporate it.
- Include AAUP data, if available and applicable.
 - Perhaps include a couple disciplines as representative examples.
- The rationale is heavy on faculty data; more information is needed for staff, perhaps an additional paragraph.
- The Local Factors paragraph highlights the problem of increasing cost of living/housing prices in northern Colorado, while salaries remain low.
 - This paragraph uses both average and median references.
 - Perhaps add salary data from other Colorado institutions; include reference about lack of competitiveness with community college starting salaries.
- Include reference about the impact of having lower salaries across the lifetime.
- Frame the rationale as a market competitiveness issue; the BOT may understand the market aspect better than if framed from an equity perspective.

- In sending message that we need increased salaries to be competitive, there is concern about an undercurrent message that UNC may have too many faculty/staff.
 - Salary Equity's role in making an argument illustrating the need for salary investment is separate from the issue of how to fund the increases.
- Explain the cost of budget increases by year.
 - Frontloading in the early years of the plan would save money on the amount of budget increases needed each additional year.
- The committee will review additions/revisions and vote by Friday on a version to send to Senate on Monday.

- **Adjunct/Overload pay rates – on hold**

New Business

- **Compensation Increase Reports**

- The committee reviewed FY22 compensation outcomes data from HR.
 - In the past, a one-page CUPA/Doc All comparison chart has also been included, which has information by rank and college.
 - Comparison data usually comes out in Spring.
 - Include all employee groups in this year's report: faculty, professional administrative staff, and classified staff.
- Parks will work on a summary piece for the report.
- The committee will review at a later meeting before sending the reports to Senate.

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 4:00pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary