

SALARY EQUITY COMMITTEE
UC Spruce A
October 18, 2021 | 3:00-4:00 p.m.
MINUTES

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

Absent: Cobb, Trask

Guests: Babbs, Levin

Call to Order

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

Approval of the Agenda

Approved without objection.

Approval of the October 4, 2021 Minutes

Approved without objection.

Chair's Announcements

Unfinished Business

- **Compensation investment plan**

- The committee reviewed the latest draft of the plan/rationale incorporating feedback Faculty Senate.
- Sections related to employee turnover have been removed.
- Remove the Colorado Comparison data to keep the plan/rationale on message with the NCHEMS 51 comparison.
 - Also remove data about community colleges to keep the messaging in this document concise.
- Parks will obtain data about professional staff salaries to include with the peer salaries comparison chart.
- Add starting salary data from various disciplines to include with the Local Factors section.
 - Many faculty members don't earn enough to afford to buy a house in Greeley.
 - Parks can provide examples.
- Parks explained the differences between the FY22 salary data as presented in this document (actual numbers) versus the FY22 June book (budgeted numbers).
- Be clear in messaging to the BOT that this is an information item meant to illustrate the need for salary investment, and the models show the estimated investment needed to achieve the goal of 100% parity with NCHEMS 51.
 - Present the information in an easily digestible way; eliminate the need for mental math.
 - Explain why the NCHEMS 51 group is an appropriate peer group for comparison.
 - Show the need for salary investments (lack of competitiveness, increased cost of living/housing prices).
 - Emphasize how salary investment is part of the larger picture of *Rowing, Not Drifting*.
- Greene and Parks will update the document this week with the changes discussed, and we'll send the revised version to Faculty Senate.

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

- **Compensation Increase Reports**

- HR is working to update the data in some columns, and Parks will draft a coversheet for the report.
- The CUPA comparison will have to include old data, since the new data won't be available until Spring.
 - Be careful with references to "average" versus "median" in the CUPA document.
- The committee will review the reports again before sending them to Faculty Senate.

New Business

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 4:00pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary