

SALARY EQUITY COMMITTEE
UC Spruce A
November 1, 2021 | 3:00-4:00 p.m.
MINUTES

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

Absent:

Guests: Babbs, Levin

Call to Order

The meeting was called to order at 3:01pm.

Approval of the Agenda

Approved without objection.

Approval of the October 18, 2021 Minutes

Approved without objection.

Chair's Announcements (Greene)

- Thanks for everyone's work on the compensation investment plan rationale.

Unfinished Business

• **Compensation investment plan**

- The committee reviewed the latest version incorporating feedback from Faculty Senate.
 - Adjust the percentage listed in the first sentence under Table 1 from "17% below the national average" to "approximately 15% below the national average".
 - The reference to the "current" inflation rate listed in the Local Factors paragraph has been updated to "an estimated 2021 inflation rate of 2.4%".
 - Leave the sample faculty salaries in Table 2 as they are presented.
- The committee approves this final version of the compensation investment plan.

DISCUSSION:

- Fischer, Parks, and Quinn are developing a slideshow to accompany the compensation investment plan presentation to the BOT.
- The BOT will not take any action on the plan at this time; it is purely an information item meant to shape how they think about budget planning.

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

- Greene will check with Vollendorf to find out where we're at in the process.

• **Compensation Increase Reports**

- Parks is drafting a coversheet, and HR is finalizing data to be sent to the committee.
- Some pay equity updates need to be recorded in the professional staff data.
- The committee will review updated information prior to sending the reports to Faculty Senate.

GENERAL DISCUSSION:

- Next time the committee will begin discussion on plans for salary pool distribution.
 - Some portion of funds may be set aside to boost those with the lowest parity.
 - There is a lack of good parity data for most professional staff; only higher administrative positions have decent data for comparison.

- Think about guiding principles in distribution of salary pool monies.
 - What percentage to put toward across the board/flat rates versus what percentage to put toward parity?
 - How might merit pay factor into the consideration?
- The committee would like to have feedback from PASC.
- Possibility of establishing minimum wages/salaries for staff and faculty
 - Perhaps establish a floor of 50k for faculty; however, instructors/lecturers are already among the most well paid based on parity.
 - How many staff earn under \$15 hourly (or equivalent rate for salaried staff)?
 - Student employee pay is also an issue; it's not competitive enough to attract/keep student employees.

New Business

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 3:59pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary