

SALARY EQUITY COMMITTEE
UC Aspen A & B
August 22, 2022 | 3:00-4:00 p.m.
MINUTES

Present: Clinefelter, Cobb, Greene, Kyle, Parks, Schaberl, Vaughan, Wiegand, Zukiewicz

Absent: Athanasiou

Guest: Senbet

Call to Order

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

Approval of the Agenda

Approved without objection.

Approval of the April 25, 2022 Minutes

Approved with correction to name spelling.

Chair's Announcements (Kyle)

- Welcome/introduction of committee members and overview of committee duties.
- Salary Equity will be more involved in the university budget process this year.
 - Kyle and Senbet are working with Interim CFO Pratt to provide faculty perspective and involvement in the budget process.
- Multiyear compensation plan – goal to reach 100% parity with the NCHEMS 51 peer group.
 - Parks will assist in completing the compensation plan.

DISCUSSION: *contracts and salary letters coming soon from HR*

Unfinished Business

- **Adjunct/Overload pay rates**
 - We are considering policy to standardize the pay rates, while allowing for differences within colleges/disciplines where appropriate.
 - Kyle will discuss the matter with Provost Fleming to see if it is something Academic Affairs wants to pursue.
- **Minimum wages/salaries – on hold**
- **Effects of promotion on parity**
 - Parks provided an overview of how promotion increases are applied and how parity increases are calculated at the pre-promotion rank for newly promoted faculty.
 - See the Graphic Compensation Process Faculty document in SharePoint for a summary.

DISCUSSION: *changing the order of operations of how salary increase monies are applied and/or raising promotional increases*

- If parity increases are calculated on the newly promoted rank, the newly promoted faculty would take up more of the parity increase monies in that year that would otherwise be more widely distributed.
 - In the current order of operations, newly promoted faculty are 'caught up' with parity increases in the year after their promotion.
 - This is problematic in the years we do not have raises.
- Consider increasing the promotion flat rates to minimize the drop in parity that occurs in

the first year after being promoted.

- Few institutions use a flat rate increase for promotions, but from an equity perspective, it may be better than using percentage increases.
- Parks will bring data to the committee to examine the impacts of potential changes.

- **Administrative/educational salary distribution**

- Kyle and Senbet will be meeting to discuss before bringing to committee.

New Business

- **Medical premiums**

- Parks reported there will be about a 15% increase to insurance premiums and discussed additional changes that are still in negotiation with the provider.
 - Parks will update the committee after meetings with the provider.
- Parks reported that the State may provide funding to open a childcare facility on campus.
 - We are looking at a private/public partnership with ABC.
 - The timeline for opening is about three years.

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 4:00pm.

Britney Kyle
Chair

Betsy Kienitz
Recording Secretary