

SALARY EQUITY COMMITTEE
UC Aspen A & B
January 9, 2023 | 3:00-4:00 p.m.
MINUTES

Present: Kyle, Clinefelter, Greene, Barkley, Vaughn, Athanasiou, Schaberl, Cobb, Weigand
Absent: Parks, Zukiewicz
Guest: Senbet

Call to Order

The meeting was called to order at 3:04PM.

Approval of the Agenda

Approved without objection.

Approval of the November 28, 2022 Minutes

Approved without objection.

Chair's Announcements: none

Unfinished Business

- **Administrative/educational salary distribution**

The Committee discussed adjusting median compensation for years and rank for associate professors from current 5 years to 3 years, but 4 years as a median may be more appropriate, easier to argue. First year in new rank, associate professors are still compared to old rank, due to data not received in time.

- Shift date for Equal Pay Act adjustments
- Adding a distinguished/super professor category?

- **Multi-year compensation plan**

- **Evaluation of the model of adjustment for years in rank**

Jordan pointed out larger issue may be that adjustments are made at associate professor rank level (percentage of parity) also increasing bump in pay. Jordan feels 4 years might be easier to justify, but said Kirsty may be in support of 3 years, if we can make a strong argument for 3 years.

The Committee discussed how when you are full professor for the first time, you are at a lower parity.

The BOT and UNC are in support of trying to find a process that is the most equitable as possible.

Kyle explained that flat rate raises are a better mechanism.

Senbet asked: What is average time span people stay as associate professor? Kyle said probably around 5.5 years.

The Committee would like to see actual peer data, which should be available February 2023.

Kyle could research when at other peer colleges, assistant professors are able to go up for associate professor. Clinefelter and Greene offered to help.

The Committee discussed the fact that we cap years in rank adjustments at 9 years for associate professors. This may impact Associate Professors who decide to focus more on teaching because they

are not eligible for full professor if they don't have a research component. However, the consensus was that changing promotion guidelines would be a better avenue for rewarding those individuals. If we want to think about ways associate professor can still be rewarded, having conversations with deans, chairs, etc. would be appropriate. *Does current promotion criteria really value that more teaching focused track?*

Senbet asked: Do we currently have tenured associate professors who do not do research? Yes, this does happen. Committee discussed that service is not valued in the same way as instruction and professional development, so this may also need to be adjusted.

- Staffing report from HR
- Years and Rank document
- Minimum wages/salaries

New Business

- **Discuss cost-of-living data**
- Try to get to 100% of parity
- Adjust to cost of living

Schaberl said this data gives us a stronger argument for increasing wages, although our goal of getting to 100% of parity does not address disparity in the cost of living. Kyle agrees this data would also provide people advocating on our behalf at the State level with more data to make their argument.

Kyle & Barkley will schedule a meeting with Dale

- Goal: Get to 100% of parity soon

Senbet & Greene said the 5-year time clock has already started; we are currently on year 2.

Comments to the Good of the Order: none

Adjournment: 3:59PM