

SALARY EQUITY COMMITTEE
UC Spruce A
February 3, 2020 | 3:00-4:00 p.m.
MINUTES

Present: Clinefelter, Dyer, Fischer, Greene, Kyle

Absent: Burgett, Martin, Morgan, Parks, Trask

Call to Order

- The meeting was called to order at 3:00pm.

Approval of the Agenda

- The agenda was approved without objection.

Approval of the January 21, 2019 Minutes

- The minutes were approved without objection.

Chair's Announcements - Clinefelter

- The Loan Policy will be reviewed at Codification this week; the latest version will be available for Salary Equity review at the end of the week before sending to Senate.
- When new CUPA data is available, parity information will be updated for all positions.
- Clinefelter and Parks will meet with the President and Provost on 2/18 to discuss Salary Equity's plan for distributing salary increases.

Unfinished Business

- Compensation Identity Update, April 2018
- Faculty Compensation Outcomes, 2018-19
- Staff Compensation Outcomes, 2018-19
- Salary Equity Report on Compensation Nov. 2018
- Fall 2017 Staffing Report
- **Review salary models to distribute 2% pool**
 - We need data from HR regarding how a 2% increase would affect parity
 - Question of whether pool for promotions is separate from salary pool
 - Tiered flat rate options for faculty were discussed
 - Stepped rates based on 2% of average pay by rank
 - Professor - \$1800
 - Assoc. Prof. - \$1500
 - Asst. Prof. - \$1200
 - Inst./Lect. - \$1000
 - With a total of 706k, would leave approximately 50k to put toward parity
 - Exempt staff would receive 2%, rather than flat amount
 - No final decision at this point
- **Salary Equity Bylaws**
 - Reviewed questions and comments from Codification
 - Switch around II.C. sections 3 and 4 to keep references to external parity together
 - Clarify internal parity definition section: salary parity equity
 - Bylaws will be sent to Codification this week

New Business

- **Craft policy for administrator retreat to faculty**
 - Hold off discussion until Parks can attend

Adjournment

- The meeting was adjourned at 4:00pm.

Joan Clinefelter
Chair

Betsy Kienitz
Recording Secretary