

SALARY EQUITY COMMITTEE
UC Aspen C
November 4, 2019 | 3:00-4:00 p.m.
MINUTES

Members Present: Clinefelter, Fischer, Greene, Heise, Kyle, Morgan, Parks, Trask

Members Absent: Burgett, Martin

Call to Order

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

Approval of the Agenda

The agenda was approved without objection.

Approval of the October 21, 2019 Minutes

The 10/21/19 minutes were approved with spelling correction.

Chair's Report/Announcements (Clinefelter) – We will focus today on the Loan Policy and the Compensation Identity Update document.

Unfinished Business

- **Salary Equity bylaws** – Please review and bring documents for next time.

- **Loan Policy**
 - Lawyers have amended the language to appropriate legal form.
 - Number of Outstanding Loans: It is agreed that One outstanding loan will be allowed at any given time for any reason.
 - About 48 people currently have more than one loan; the Loan Policy would not affect existing loans.
 - HR will notify borrowers of the upcoming changes.
 - The estimated implementation for the Loan Policy is July 1, 2020.
 - PASC approval will be sought before bringing the Loan Policy to Faculty Senate.
 - Parks will visit PASC and ask for their endorsement.
 - The Loan Policy applies to 401a accounts; no other accounts are included in the policy.

MOTION: Clinefelter – It is moved to approve the Loan Policy as it has been presented.

VOTE: Approved unanimously by voice vote.

- **Compensation Identity Update, April 2018**
 - How are medians and averages used in the document?
 - Note (9): Beginning FY 2016, CUPA median replaced with CUPA average. Total CUPA comparison figure is average of all medians.
 - Parks is asking Marla Johnson for clarification.
 - New salary data will be available in February.
 - Recommendation to Faculty Senate: Continue to do all salary budgeting centrally should the University go to a decentralized budget plan.

- What positions are included in the CUPA administrator report?
 - Parks will submit the list of positions included in the CUPA administrative survey.
 - There is difficulty examining the staff side as various positions are not represented across the CUPA survey.
 - Banding shows ranges for staff groups.
- What is the comparison between dollar amount versus percentage amount regarding salary increases?
 - Parks and Clinefelter will run the numbers for examples.
 - When the Budget is done in February, there will be more certainty to answer questions about raises.
 - Clinefelter will ask about salary increases at the Executive Committee meeting.

The following items are postponed until the next meeting:

- **Faculty Compensation Outcomes, 2018-19**
- **Staff Compensation Outcomes, 2018-19**
- **Salary Equity Report on Compensation Nov. 2018**
- **Fall 2017 Staffing Report**

New Business

- None

Adjournment

The meeting was adjourned at 3:59pm.

Joan Clinefelter
Chair

Betsy Kienitz
Recording Secretary