

SALARY EQUITY COMMITTEE  
UC Spruce A  
January 24, 2022 | 3:00-4:00 p.m.  
MINUTES

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

**Absent:** Clinefelter, Parks

**Guest:** Levin

**Call to Order**

The meeting was called to order at 3:06pm.

**Approval of the Agenda**

Approved without objection.

**Approval of the January 10, 2022 Minutes**

Approved without objection.

**Chair's Announcements** (Greene)

**Unfinished Business**

- **Adjunct/Overload pay rates** – *on hold*
- **Salary pool distribution**
  - Updated compensation data including January mid-cycle increases are not available yet.

**DISCUSSION:**

- Enrollment outlook and possible impacts on the FY23 salary pool
- Rekindling the discussion to raise promotional increases to address the drops in parity faculty experience when they are promoted
  - How are raises/promotions/parity monies applied?
  - How do other institutions apply promotion increases (e.g., flat rate, percentage)?
  - If we raise promotion increases for next year, how shall we fairly address people who were recently promoted before the increase?
  - Add "Effects of promotion on parity" to the next agenda.
- **Minimum wages/salaries**
  - The committee is waiting for compensation data to inform any decisions about how/where to establish minimum salaries.
  - One possibility: establish a minimum parity percentage (salary must be at least X% of parity).
- **FY21 Talent & Workforce Report**
  - Parks will be attending FSEC to discuss the report.

**New Business**

**Comments to the Good of the Order**

**Adjournment**

The meeting was adjourned at 3:43pm.

David Greene  
Chair

Betsy Kienitz  
Recording Secretary