

SALARY EQUITY COMMITTEE
Campus Commons 2200
February 7, 2022 | 3:00-4:00 p.m.
MINUTES

Present: Athanasiou, Clinefelter, Cobb, de la Torre, Fischer, Greene, Kyle, Parks

Absent: Trask

Guest: Levin

Call to Order

The meeting was called to order at 3:02pm.

Approval of the Agenda

Approved with the additional of administrative/educational salary distribution under new business.

Approval of the January 24, 2022 Minutes

Approved without objection.

Chair's Announcements

Unfinished Business

• **Adjunct/Overload pay rates**

- Levin brought to the committee's attention that faculty have expressed unhappiness about the new interpretation of the current policy for faculty overloads, not approving overloads over 5 credits.
 - The first course overload is approved by the dean; the second course overload is approved by the CAO, but it can be no more than 5 credits total.
 - The argument is that it costs more to do an overload than to hire adjunct faculty.

DISCUSSION:

- Would it make sense to make the overload and adjunct rates the same to balance out the difference?
- How many courses/credits can faculty reasonably teach effectively at an overload?
- Additional courses can be built into faculty workloads by reducing service/research portions.
- However, the research and service elements still need to be made up somewhere. Research is especially important for those pursuing tenure.
 - Perhaps dual tracks for tenure could be developed: research versus teaching tracks, depending on units' needs.
 - This might be an issue for Faculty Welfare to discuss.
- Parks noted that UNC is paying about the same amount for overloads as when there were 15% more students; there is concern about paying for overloads to teach under-enrolled classes.

• **Salary pool distribution**

- New data will be available soon.

• **Minimum wages/salaries**

- Parks is gathering data and working toward developing criteria for establishing minimum wages/salaries.

DISCUSSION:

- Minimum salaries/wages shouldn't be used to restrict hiring in needed areas.
- How might cost of living increases in Greeley impact salaries?
- Parks is meeting with Cedric Howard to work on opening space for on campus faculty/staff housing; it may be available as early as next year.

New Business

• Effects of promotion on parity

- Parks provided a flow chart explaining the compensation process for faculty.
- Committee members are curious how other institutions apply promotion increases.
 - Percentage increases, rather than flat rate increases, are common.
- With current promotion increase amounts, faculty tend to experience a drop in parity in their new rank.
 - This results in parity increases the following year for those recently promoted individuals (assuming there are monies for raises that following year).
- The committee discussed the possibility of changing the order of how monies are applied.
 - In current practice, parity is calculated based on the pre-promotion rank.
 - If parity is re-calculated based on new ranks, faculty who are promoted would receive their promotion increase as well as a large portion of parity increase monies (instead of receiving the parity bump the following year).
 - Perhaps there should be a cap placed on salary increases each year (e.g., no more than 10%).
- Parks will bring more information next time.

• Senate/Salary Equity bylaws

- Codification is revising Faculty Senate bylaws and asked Senate committees to examine their respective sections.
- We need to address the variation between the Faculty Senate bylaws Article VI and the Salary Equity bylaws (which were revised in 2020).
- There is a question about the overlap of some duties between Faculty Welfare and Salary Equity committees: employee benefits policies (Article VI, H. 6).
- There is also provision for Salary Equity to review the university budget (Article VI, H. 5), which the committee has done in the past.
- Regarding Article VI, B., the committee is amenable to having their bylaws approved by FSEC instead of the full Senate.

• Administrative/educational salary distribution

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 4:01pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary