

SALARY EQUITY COMMITTEE
UC Spruce A
April 11, 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 3:01pm.

Approval of the Agenda

Approved without objection.

Approval of the March 28, 2022 Minutes

Approved without objection.

Chair's Announcements

Unfinished Business

- **Adjunct/Overload pay rates – on hold**

GENERAL DISCUSSION: *out-of-state employees*

- Parks noted there is additional work being done regarding out-of-state employees; there may be a policy draft to bring to Salary Equity and/or Faculty Welfare in the next year.

- **Salary pool distribution**

- The committee continued review with the latest data from HR, which included formulas adjusted for promotion increases.
- Upon discussion, members determined the following recommendations for distribution of a 3% salary pool.
 - Approximately 2% will be used toward flat dollar increases and shall be distributed to faculty according to rank at the following amounts:
 - Instructors/lecturers - \$1,200
 - Assistant professors - \$1,400
 - Associate professors - \$1,650
 - Full professors - \$1,750
 - The other ~1% will be used toward parity increases, with the aim of bringing as many faculty as possible to at least 88.4% of parity.
 - The committee recommends a \$10,000 cap per person for parity adjustments. (The cap will impact about 10 individuals.)
 - Any extra salary pool funds will be distributed toward parity increases.
 - If a less than 3% pool is approved by the Board, the Chair and Vice-Chair of Salary Equity will work with the Faculty Senate Executive Committee to determine an alternate plan.
 - For staff, a 3% across-the-board increase is recommended as the most equitable salary pool distribution model.

MOTION: Fischer – It is moved to recommend the salary distribution model as discussed.

VOTE: Approved by voice vote.

- Committee members will craft a proposal document to share with Faculty Senate on 4/18.

- **Minimum wages/salaries** – *on hold*
- **Effects of promotion on parity** – *on hold*

New Business

- **Former Faculty Trustee seat**

MOTION: Fischer – It is moved to designate Clinefelter to serve next year on Salary Equity in the capacity of the former Faculty Trustee member.

VOTE: Approved by voice vote.

- The committee will forward their recommendation to Faculty Senate.

- **Officer nominations**

- Clinefelter nominated Kyle for Chair, and Kyle accepted the nomination.
- Fischer nominated Clinefelter for Vice-Chair, and Clinefelter accepted the nomination.
- The slate of nominees for 22/23 Salary Equity officers was approved by acclamation.

- **Administrative/educational salary distribution** – *on hold*

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 3:45pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary