

SALARY EQUITY COMMITTEE
UC Spruce A
September 20, 2021 | 3:00-4:00 p.m.
MINUTES

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

Absent: Cobb, Parks, Trask

Guests: Babbs, Levin

Call to Order

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

Approval of the Agenda

Approved without objection.

Approval of the September 7, 2021 Minutes

Approved without objection.

Chair's Announcements (Greene)

- Following our last meeting, we had a conversation in FSEC about how to fund the compensation investment plan. Salary Equity's role is to make recommendations regarding a plan; it's the administration's role to determine what is attainable and how to get there.

DISCUSSION:

- There needs to be a larger university-wide discussion of university finances going forward.
- The BOT will have an informal discussion of the compensation topic at their meeting this Friday. The Finance & Audit Committee will take a more specific look at their meeting in November.
- Members discussed how to present the plan to the administration and BOT in such a way to illustrate the need for salary investment while expressing the understanding that the goals may not be achievable every year depending on financial constraints.
- Messaging must also be clear to faculty in explaining the plan and the kind of investment required over time; we don't want to set campus members up with unrealistic expectations.

Unfinished Business

• **Compensation investment plan**

- The committee reviewed the latest draft from Parks.
 - Model options: All at once | Three years at 6% | Five years at 4.5%
 - Uses assumption of 1.5% increase annually for peers
 - Classified staff raises estimated at 3% per year
 - Includes fringe benefit adjustments
 - Total five-year cost approximately \$25 million

DISCUSSION: *see also discussion under chair's announcements*

- When bringing the plan to Senate, allow for two meetings to discuss and then vote on the plan.
- There may be potential benefits to giving larger raises up front, in the early year(s) of the plan.
- The committee will work on crafting a rationale and providing examples for why the plan is needed (recruitment/retention, cost of living, starting salaries at other institutions, etc.).

- **Adjunct/Overload pay rates**

- The committee briefly reviewed the proposed changes which include:
 - Consistency in published pay rates across colleges, and
 - Flexibility within colleges to pay adjuncts more in some areas based on market rates.

- **Sabbatical discussion**

- Members discussed issues surrounding sabbaticals, including replacement cost and impacts on units.
- The committee determined there is no action to take at this time.

- **Funding for promotional increases**

- The committee reviewed a proposed policy change for 3-3-701(1) to specify the funding for promotional increases will be budgeted separately from the pay increase pool.
- The addition would be part of 3-3-701(1)(c)(I):

(I) The salary increase monies available for distribution (salary and benefits) will be determined through the annual budget setting process. **Monies to fund promotional increases will be budgeted separately and not deducted from the identified pay increase pool.**

- Fischer asked that the topic be moved to the top of the agenda for the next meeting, with the intent of moving the proposal forward to Senate for approval before the BOT budget meeting in November.

New Business

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 4:01pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary