

SALARY EQUITY COMMITTEE  
UC Spruce A  
November 15, 2021 | 3:00-4:00 p.m.  
MINUTES

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

**Absent:** Athanasiou, Parks

**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 November 1, 2021 Minutes**

Approved without objection.

**Chair's Announcements**

**Special Report**

- **Report from the Board of Trustees Meeting**

- Fischer and Babbs reported that the presentation of the Compensation Investment Plan and rationale were generally well received.
- The President reiterated his desire to reach the goal of 100% parity.
- There is support for salary investment, but the question is how to fund increases.
- Stabilizing enrollment will be key to the university's fiscal health.
- It's important to provide appropriate compensation investment for faculty and staff because university employees are integral to the student experience and the overall success of the university.

**Unfinished Business**

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

- Greene and Vollendorf will take up the issue after Thanksgiving; Vollendorf has concerns about putting actual salary numbers in policy.

- **Compensation increase reports**

- HR provided revised data for professional administrative staff.
- Members will review faculty and staff data before the next meeting.

**New Business**

- **Salary pool distribution**

- The committee considered establishing protocols for how to apportion salary pool monies.
  - Across the board/flat rate raises, parity increases, and merit pay: How might these elements interact?
- The committee agreed to remove merit pay from consideration as there is no consistent process in place for defining how merit pay is distributed.
  - There are concerns of inequalities across campus in how evaluations are conducted and how merit pay would be allocated.

- What percentage of monies would go to across the board raises versus parity increases?
  - Across the board raises should be flat dollar amounts (instead of a percentage amount) to help address equity and parity issues.
  - Like last year, we could recommend a model of 2/3 of the pool to go toward flat dollar amount increases and 1/3 of the pool to go toward addressing parity.
  - This model worked well when there was at least a 3% pool, but it may not make as much sense with a smaller 2% pool.
  - However, if we end up with 2% pools across several years, parity will still need to be addressed.
- Separate policy idea: Pass a policy to start all new faculty hires with salaries of at least 90% parity. This would result in inversions, but the pay equity law ensures that all inversions will be addressed. This would result in increased parity rates.
- The committee will continue discussion next time.

- **Minimum wages/salaries**

### **Comments to the Good of the Order**

### **Adjournment**

The meeting was adjourned at 4:00pm.

David Greene  
Chair

Betsy Kienitz  
Recording Secretary