

SALARY EQUITY COMMITTEE
UC Aspen A & B
October 17, 2022 | 3:00-4:00 p.m.
Minutes

Present: Athanasiou, Greene, Kyle, Parks, Barkley, Schaberl, Vaughan, Cobb, Clinefelter, Weingard, Barkley
Absent: Zukiewicz
Guests: Senbet

Call to Order 3:00

Approval of the Agenda without objections

Approval of the October 3, 2022 Minutes without objection

Chair's Announcements

- President Feinstein officially appointed Marshall Parks and Jordan Barkley to serve on the Salary Equity Committee this year.
- Kyle brought up NHS Dean Kamel Haddad's proposal at Senate Exec. Haddad asked the Committee for support so Deans can adjust starting salaries for new hires if the applicant pool were small. Kyle, with Committee support discussed the issue and decided that it is not an issue for the Committee; instead the Provost's office should develop proposal and bring it to us to review.
- Provost Fleming mentioned to Kyle in the last Executive Committee that our committee may

that legal mandate. Currently, funds to address inversions are taken out of the salary increase pool before any raises are allocated; typically, inversions cost c. 200K. Now with the Equal Pay act we will not need to do that, because inversions can be financed through this new fund.

Parks will do a quick analysis for both a 20 and 25% increase to estimate the effects of such an increase would have on current faculty parity. The Committee then noted that we might want to add language to University Regulations that explains the dollar amount for promotions will be revisited every few years. Parks will try to send all this out by the end of the week or at least before the next meeting. In the meantime, Kyle will work on a draft rationale.

Parks then noted that there is a new paid family medical leave act that is coming out that will likely cost the University 1 million. All employers will have to pay into this state fund. In future we could likely draw from this fund when we cover one semester paid leave medical for faculty.

- Multi-year compensation plan

Senbet, Kyle and Barkley are part of the budget subcommittee to prep for the November Board of Trustees meeting. There is a placeholder for a 3% increase in salaries; that is the floor. This subcommittee is discussing a number of issues: Should there be another mid-year salary adjustment/increase? How can that be paid for? Should there be a larger mid-year amount

