

SALARY EQUITY COMMITTEE
UC Spruce A
January 10, 2022 | 3:00-4:00 p.m.
MINUTES

Present: Athanasiou, Clinefelte, Cobb, de la Torre, Fischer, Greene, Kyle, Parks
Absent: Trask
Guest: Levin

Call to Order

The meeting was called to order at 3:05pm.

Approval of the Agenda

Approved with the addition of FY21 Talent & Workforce Report under new business.

Approval of the November 29, 2021 Minutes

Approved without objection.

Chair's Announcement (Greene)

Unfinished Business

x Adjunct/Overload pay rates

o Parks will reach out to Vollendorf about pursuing updates to University Regulations.

x Compensation increase reports

o The committee reviewed the updated versions of the reports from HR which addressed the issues identified at the last meeting.

MOTION: Clinefelte – It is moved to send the reports to Faculty Senate as an information item to be published on the Faculty Senate website.

VOTE: Approved by voice vote.

x Salary pool distribution setting aside

a portion of the pool for discretionary increases.

f Discretionary increases may help with employee retention efforts.

f Some members do not favor discretionary increases due to concerns about favoritism and lack of equity.

o Regarding staff groups:

f Classified staff will likely receive a 3% across-the-board raise.

f Exempt staff have a wide array of opinions about how raises should be distributed. Cobb will bring feedback/recommendations from PASC.

o The committee plans to run models to see impacts on overall parity with different

amounts/percentages split between flat raises and parity adjustments

fWe can use last year's CUPA data for now to explore various scenarios to see what options there are to raise as many people's salaries to x-percent of parity as possible

xMinimum wages/salaries

o Parks asked that Salary Equity and PASC consider a minimum salary for faculty and exempt employees respectively

fCommittee members will need to examine compensation data to determine what salary tier may be reasonable

DISCUSSION

o Fewer employees tend to be our best paid relative to the market

o Market rates vary by discipline, some faculty are earning under 50k.

fParity of those in the 40-49k salary range tends to be in about the mid-80's.

New Business

xFY21 Talent & Workforce Report

0169870