

SALARY EQUITY COMMITTEE
UC Spruce A
March 28, 2022 | 3:00-4:00 p.m.
MINUTES

Athanasίου, Clinefelter, de la Torre, Fischer, Greene, Kyle, Trask
Cobb, Parks
Levin

The meeting was called to order at 3:02pm.

Approved without objection.

Approved without objection.
(Greene)

- Greene will not be seeking another year as chair of Salary Equity. He encouraged members to consider serving as committee chair and vice-chair. Officer elections will be held at a subsequent meeting.

DISCUSSION: *Faculty Trustee and former Faculty Trustee members*

- Fischer is not seeking another term as Faculty Trustee, and as he will be on sabbatical, he will not be serving on Salary Equity as the former Faculty Trustee.
 - Members discussed designating Clinefelter to serve in this capacity in place of Fischer.
 - The committee will take a vote and submit their recommendation to Faculty Senate; the Senate is empowered to make the appointment.
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- *– on hold*
 - - The committee continued review with the latest data from HR.
Members modeled/compared different flat rates (e.g., setting the flat rate for Instructor, Senior Lecturer, and Lecturer to \$1000) and different total parity increase amounts (e.g., raising parity to 89.5%).
 - The data included comparisons of parity increase caps of 10% and 10k.
Upon discussion, members are supportive of the 10k model, as Tdth members

- Members will follow up about staff salary increases next time.
- Salary Equity plans to bring the salary pool distribution model to Faculty Senate on 4/18.

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The meeting was adjourned at 3:56pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary