

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 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.

