SALARY EQUITY COMMITTEE

UC Aspen A & B

No vem ber 28 , 2022 | 3:00-4:00 p.m.

MINUTES

Present: Greene, Kyle, Parks, Schaberl, Vaughan, Clinefelter, Weingard

Absent: Atha nasiou, Barkley, Co bb, Zukiewicz

G uests: Senbet

Call to Order

The meeting was called to order at 3:04 pm

Approval of the Agenda

Approved without objection.

Approval of the November 14, 2022 Minutes

Appro ved witho ut objection.00000912 0 612 92 re W n Q E MC /P /MCID 4 BDC 0.00000912 0 612re6 2.0gp BDC Tr, F1

is noted on your worksheet. Robbyn will provide guidance to the Deans on distribution
of faculty parity money.
The Committee discussed the adjustments, focusing in particular on the associate professors. The model
uses 5 years as the median point for adjustments, which partially accounts for associate professors
being at the lowest level of parity last year. Parks notes that the 5 years used to make sense but may not
any more. If the adjustment for associate professors used 3 years instead, that would have a positive
effect when associate professors are promoted to full professor; they will not be so far behind in parity
during that first transition year as full professor. Parks and Kyle observed that 3 years as the median
point for associate professors may have an effect on compression, especially in larger departments with
a lot of professors in that rank. However, the Committee agreed that such compression can be dealt
with. Parks suggested that either he or the Committee could work up a document to put whatever we
decide for adjustments to years in rank into University Regulations.
The Committee then discussed whether it was comfortable with keeping a 9 year cap on adjustments for