

SALARY EQUITY COMMITTEE  
UC Spruce A  
March 7, 2022 | 3:00-4:00 p.m.  
MINUTES

**Present:** Athanasiou, Clinefelter, Fischer, Greene, Kyle, Parks, Trask

**Absent:** Cobb, de la Torre

**Guest:** Levin

**Call to Order**

The meeting was called to order at 3:03pm.

**Approval of the Agenda**

Approved without objection.

**Approval of the February 21, 2022 Minutes**

Approved without objection.

**Chair's Announcements**

**Unfinished Business**

• **Adjunct/Overload pay rates**

- Parks noted there is interest in addressing adjunct pay as part of the collective bargaining discussion at the State legislature.

• **Salary pool distribution**

- Parks presented the latest salary data.
  - After the January increases, the average percentage of CUPA for all faculty ranks stands at 90.4%.
    - Asst./Assoc. Professors are the only faculty groups below 90% of CUPA.
    - The totals in this calculation are not adjusted for years in rank, as there is an assumption of a similar spread among peer institutions.
  - The initial draft model for distribution of a 3% salary pool uses the same flat rate increase amounts as last year and, with parity adjustments, would achieve a new parity floor of 88.4%.
    - With this model, about \$616k would go toward flat rate increases and about \$404k would go toward parity increases.
    - The total final percent of CUPA for all ranks would be 93.5%.
    - Asst./Assoc. Professors would still be the lowest average ranks with 91.9% and 91.5%, respectively.

**DISCUSSION:**

- Check the accuracy of the years in rank column; some are listed with zeros and ones in the years in rank.

