

SALARY EQUITY COMMITTEE
UC Spruce A
April 11, 2022 | 3:00-4:00 p.m.
MINUTES

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

Call to Order

The meeting was called to order at 3:01pm.

Approval of the Agenda

Approved without objection.

Approval of the March 28, 2022 Minutes

Approved without objection.

Chair's Announcements

Unfinished Business

x Adjunct/Overload pay rates - on hold

GENERAL DISCUSSION - Non-state employees

- o Parks noted there is additional work being done regarding non-state employees, there may be a policy draft to bring to Salary Equity and/or Faculty Welfare in the next year.

x Salary pool distribution

- o The committee continued review with the latest data from, MRich included formulas adjusted for promotion increases

- o Upon discussion, members determined the following recommendations for distribution of a 3% salary pool.

f Full professors \$1,750

f The other

~1% will be used toward parity increases, with the aim of bringing as many faculty as possible to at least 88.4% of parity.

x The committee recommends a \$10,000 cap per person for parity adjustments.

MOTION Fischer - It is moved to recommend the salary distribution model as discussed.

VOTE Approved by voice vote.

- o Committee members will craft a proposal document to share with Faculty Senate

xMinimum wages/salaries- on hold

xEffects of promotion on parity- on hold

New Business

xFormer Faculty Trustee seat

MOTION: Fischer It is moved to designate Clinefelter to serve next year on Salary Equira7.2 (/)2.1 (s)-7.2 (a0e)9.6 (