

SALARY EQUITY COMMITTEE
UCS Spruce A
October 4 2021 | 3:00-4:00 p.m.
MINUTES

Present: Athanasiou, Clinefelte Cobb, de La Torre, Fischer, Greene, Parks, Trask
Absent:
Guests: Levin

Call to Order

The meeting was called to order at 3:05pm.

Approval of the Agenda

Approved without objection.

Approval of the September 20, 2021 Minutes

Approved with correction to attendance record

Chair: J's Afunc-9.69(e)-1 (m)-6.2 (b)-1 (ndt6 (ts)TJ OTT0 1 Tf - Tc 0 Tw 9.812 0 Td ()Tj 0.0052Tc -0.0032

- o The committee reviewed the latest draft of the compensation investment plan rationale, which includes national and local data that illustrates why salary investment is needed.

DISCUSSION:

- o Add data for retention/turnover if possible.
 - f Parks can provide data; the committee will need to figure how to incorporate it
- o Include AAUP data if available and applicable
 - f Perhaps include a couple disciplines as representative examples
- o The rationale is heavy on faculty data; more information is needed for staff; perhaps an additional paragraph.

- o The local factors paragraph highlights the problem of increasing cost of living/housing prices in northern Colorado while salaries remain low.

f This paragraph uses both average and median references

f Perhaps add salary data from other Colorado institutions; include reference about lack of competitiveness with community college starting salaries.

- o Include reference about the impact of having lower salaries across the lifetime.

- o Frame the rationale as a market competitiveness issue; the BOT may understand the market aspect better than if framed from an equity perspective.

o In sending message that we need increased salaries to be competitive, there is concern about an