

SALARY EQUITY COMMITTEE
UC Spruce A
November 1, 2021 | 3:00-4:00 p.m.
MINUTES

Present: Athanasiou, Clinefelte, Cobb, de la Torre, Fischer, Greene, Kyle, Parks, Trask

Absent:

Guests: Babbs, Levin

Call to Order

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

Approval of the Agenda

Approved without objection.

Approval of the October 18, 2021 Minutes

Approved without objection.

Chair's Announcement (Greene)

x Thanks for everyone's work on the compensation investment plan rationale.

Unfinished Business

x Compensation investment plan

o The committee reviewed the latest version incorporating feedback from Faculty Senate.

f Adjust the percentage listed in the first sentence under Table 1 from "17% below

the national average to "approximately 15% – on hold

o Greene will check with Vollendorf to find out where we're at in the process.

x Compensation Increase Reports

o Parks is drafting a coversheet, and HRs finalizing data to be sent to the

o Some pay equity updates need to be recorded in the professional staff

o The committee will review updated information prior to sending to the Faculty Senate.

GENERAL DISCUSSION:

o Next time the committee will begin discussion on plans for salary

f Some portion of funds may be set aside to boost those with lower

f There is a lack of good parity data for most professional staff. Administrative positions have decent data for comparison.

- f Think about guiding principles in distribution of salary pools
 - x What percentage to put toward cross the board/flat rates versus what percentage to put toward parity?
 - x How might merit pay factor into the consideration?
- f The committee would like to have feedback from PASC.
- o Possibility of establishing minimum wages/salaries for staff