

SALARY EQUITY COMMITTEE
UC Spruce A
November 29, 2021 | 3:00-4:00 p.m.
MINUTES

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

Call to Order

The meeting was called to order at 3:00pm.

Approval of the Agenda

Approved with the addition of a special report from Fischer.

Approval of the November 15, 2021 Minutes

Approved without objection.

Chair's Announcements

Special Report

o Mid-Year Compensation Increase (Fischer)

o President Feinstein notified the BOT of a plan to implement mid-year compensation

MOTION: Fischer It is moved to approve the compensation increase reports with the amendments discussed and send them to Faculty Senate.

VOTE: Approved by voice vote.

- o Parks will provide a memo to accompany the reports.

DISCUSSION:

- o Separate from the salary reports, the committee discussed also creating "order of operations" memo to explain how various types of pay adjustments (such as across-the-board, parity, pay equity, and discretionary increases) are applied.

xSalary pool distribution

- o The committee continued discussion about what percentage of monies would go toward flat dollar amount raises versus parity increases

- o The size of the salary pool will influence what portion goes toward flat rate increases

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