

SALARY EQUITY COMMITTEE
UC Aspen A & B
November 14, 2022 | 3:00-4:00 p.m.
Minutes

Athanasiou, Greene, Kyle, Parks, Schaberl, Vaughan, Cobb, Clinefelter, Weingard, Barkley
Zukiewicz
Senbet

Call to Order

The meeting was called to order at 3:04 pm

Approval of the Agenda

Approved without objection.

Approval of the October 31, 2022 Minutes

Approved without objection.

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explained that there would be only a minimal effect. Inversions will be addressed by the Equal Pay Act. Committee members asked if inversions be adjusted at the time that pay increases for the next AY begin or will they be delayed until the following semester. Parks explained that in the typical order of operations, inversions would be adjusted in the spring semester. However, it would be possible, in theory to set a fall date instead of spring. Kyle recommended a fall date so the inversion increases can be done sooner. Parks noted that we could move the adjustments for faculty inversions to the fall and then do the staff adjustments in the spring to manage the workload for HR. Parks needs to think about the order of operations. Right now Equal Pay Act adjustments all take place in April. Parks is willing to look at a fall date for faculty inversions. Parks will bring the order of operations back to the Committee.

Unfinished Business

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Senbet explained that there is an ongoing discussion about a \$1500 salary adjustment (increase) in January and a 4% salary pool for next year. The Committee decided to keep this item for now until we get more data in March; Parks anticipates that vacancy savings will help but the market is driving administrative salaries higher.

The Committee agreed to keep this here for now.

These discussions will be more meaningful after the CUPA data is released. Parks assumes that we will see other schools raising peer salaries by more than 1.5%. We will have that data in Feb. or March. This year \$1500 January increase and proposed 4% salary pool will mean a roughly 5-6% salary increase, which means we will

make progress towards 100% parity. Parks thinks we can for sure get the median to 100%, and the floor to 100% by the following year. The Committee should get a recommendation ready for the June BOT meeting. Kyle wants a recommendation to come from the Committee to Senate in the spring.
Senbet: University Board Policy states that the University aims for 55%