

SALARY EQUITY COMMITTEE  
UC Spruce A  
March 28, 2022 | 3:00-4:00 p.m.  
MINUTES

**Present:** Athanasiou, Clinefelter, de la Torre, Fischer, Greene, Kyle, Trask

**Absent:** Cobb, Parks

**Guest:** Levin

**Call to Order**

The meeting was called to order at 3:02pm.

**Approval of the Agenda**

Approved without objection.

**Approval of the March 7, 2022 Minutes**

Approved without objection.

**Chair's Announcements** (Greene)

- Greene will not be seeking another year as chair of Salary Equity. He encouraged members to consider serving as committee chair and vice-chair. Officer elections will be held at a subsequent meeting.

**DISCUSSION:** *Faculty Trustee and former Faculty Trustee members*

- Fischer is not seeking another term as Faculty Trustee, and as he will be on sabbatical, he will not be serving on Salary Equity as the former Faculty Trustee.
- Members discussed designating Clinefelter to serve in this capacity in place of Fischer.
- The committee will take a vote and submit their recommendation to Faculty Senate; the Senate is empowered to make the appointment.

**Unfinished Business**

- **Adjunct/Overload pay rates – on hold**
  
- **Salary pool distribution**
  - The committee continued review with the latest data from HR.  
Members modeled/compared different flat rates (e.g., setting the flat rate for Instructor, Senior Lecturer, and Lecturer to \$1000) and different total parity increase amounts (e.g., raising parity to 89.5%).
  - The data included comparisons of parity increase caps of 10% and 10k.  
Upon discussion, members are supportive of the 10k model, as Tdth members

- Members will follow up about staff salary increases next time.
- Salary Equity plans to bring the salary pool distribution model to Faculty Senate on 4/18.

- **Minimum wages/salaries**
- **Effects of promotion on parity**

#### **New Business**

- **Administrative/educational salary distribution**

#### **Comments to the Good of the Order**

#### **Adjournment**

The meeting was adjourned at 3:56pm.

David Greene  
Chair

Betsy Kienitz  
Recording Secretary