

SALARY EQUITY COMMITTEE
Campus Commons 2200
February 5, 2024 | 3:00-4:00 p.m.
MINUTES

Present: Cobb, Fischer, Greene, Kyle, Senbet, Shafie, Stutler, Vaughn
Zoom: McCamey, Schaberl
Absent: Applegate, Barkley, Bauer, Loveless, Wiegand

Call to Order 3:01pm

Approval of the Agenda without objection

Approval of the January 8 and 22, 2024 Minutes without objection

Chair's Announcement

- **Compensation outcomes reports**
 - Awaiting updates on the report
- **Request for CUPA data and updated salary data**
 - Robert is working on this, but another CUPA login may need to be made. We'll get updates soon.
- **Adjunct pay policies**
 - Upon completion of the comparison study, adjustment to the ranges in the provost memo will need to be made.

Unfinished Business

- Administrative/educational salary distribution
- Shift date for Equal Pay Act adjustments
- Adding a distinguished/super professor category?
- Multi-year compensation plan
- Compensation outcomes reports
- **Adjunct pay policies**
 - **SEC Bylaws**
 - DISCUSSION:
 - Split the adjunct paragraph into two separate sections.
 - Changed "average" to "median."
 - Defined "Local Peers" to "Available data from universities and community colleges in Colorado."

MOTION: Fritz moves to approve the changes and bring forth to Senate, Shafie seconds.

VOTE: Motions approve unanimously by voice

- **Language changes in compensation letter / inflation discussion (Schaberl)**
 - DISCUSSION:
 - It is important to remember the purpose of SEC and focus on equity in parity.
 - On the principal level inflation is a legitimate concern but we must focus on reaching parity first before considering an inflation factor.

MOTION: Continue the discussion of adding an inflation factor or maintaining the current system of parity and flat rates.

VOTE: 3 - In favor to continue inflation discussion, 4 – maintain current system

New Business

Comments to the Good of the Order

Adjournment 3:58pm