

UCDALI

Executive Committee Meeting Agenda

Spring 2022 – March 4th

(remote meeting – Zoom)

In attendance: V. Shyu, L. Potter, J. Bihun, P. Laird, J. Golub, D. DeBay, B. Pugliano, T. Spehn, B. Bierer, E. Baker, J. Fox, L. Dwight, J. Addison, J. Hansberry, J. St. Peter

11:30 Welcome back & Overview

- Community support group

Ongoing Business Items

11:40 IRC/L Task Force updates

Listening sessions schedule -- meeting times have been sent out to all IRC; follow up being sent Monday morning (3/7)

- **Job Security and Protection**
- **Recognition/Inclusion**—we need to be living our values!
- **Salary/Pay/Benefits**—70% of unrestricted funds spent on salaries (bulk comes from tuition/fees); portion goes toward salary; what % allocated for IRC salaries?; IRC (2/5 of our rostered faculty) makes < 30% than T/TT within same rank (for example, Asst. Prof); none of this addresses lecturer pay;
- What % of those unrestricted funds are generated by teaching? There are fewer IRC but we're bringing in more of the funds

Recent Budget analysis—not sharing results with us; apparently signed contract to say couldn't divulge; IRC/TT inequities won't show up in budget analysis report

12:00 Guest – Jennifer St. Peters, AVC for Budget

Unrestricted funds: faculty gets 54% of that 70%; remainder to “other” (staff)

Strategic Plan Goals—“Best Place to Work”; “Equity serving institution” yet have inequities—teaching valued less

Where does current “slicing of the pizza” address inequities in salary among IRC and T/TTF?

How is salary inequity justified? How will it be addressed?

JSP: value proposition is a Provost question

Todd is working with new AVC of HR to look at different pay ranges for all workers on campus to understand

what/why they are and get them more standardized and justified

EQUAL PAY ACT work: who is currently below the minimum of job range and get them up to minimum

UCDALI Request: Will you share the ranges with us as well as a way that we can find out where we are as individuals in the ranges?

JSP notes it's a Teri Engleke (AVCHR) question

JSP: Her office doesn't control pay ranges; just how budget is distributed

UCDALI: we want to make sure we're in this conversation

JSP: next year's budget is fairly far along but they do have a line in budget plan in for IRC taskforce recommendations; no idea what % this will be (or cap for it)

JSP: We have data on what is spent on different types of faculty but don't budget that way; how is it broken out? Staff is the same—one bucket each

Lecturer rates increased effective Jan 1, 2022 (set at school/college/sometimes deptmt level)

Good first step: Teri Engleke (AVCHR)? and Provost
Provost recommendations will come to Central Budget

JSP: budget deadlines for next year are passed but leaving space in there for IRC task force recommendations; sooner the better though so it's all budget doc being presented to BoR first week of April to finalize tuition, fees, etc; budget due to system office end of March, not fully approved to mid-June BoR meeting

Think about **multi-year plan for implementation** for budget adjustments; If so, budget request process goes out Nov/Dec for following year so we could wrap recommendations into that process

12:20 Salary, pay, benefits discussion continued

Provost/UCDALI Meeting: 4/22/22 3:30-4:30

Should IRC taskforce put "multi year implementation" clause in salary recommendations

What does Provost do with report?

Include “UCDALI” in the implementation of whatever Provost does (accountability needs to be to UCDALI)

12:30 Elections – continuing & new Executive Committee officers

Thorsten will be listed as Faculty Assembly rep on Executive Bd (non-elected; instead appointed position)

12:40 UCDALI Grants – Provost’s and PD grants

PD Grant email went out today; **due 3/28**

UCDALI News –5 Listening sessions next week: Lee will also

email K. Fennel (CLAS lecturer liaison) and F. Corcoran to

share email about sessions with IRC/especially lecturers

Spring Event ---tentatively 4/28; 3rd floor

Thing Studio Unconference April 15th

12:50 Bridge Liaison reports & open forum

J. Fox: locate new SEHD liaison (Morris and Barla both moved on)

J. Hansberry: Good information sharing about what’s going on via email—assigned someone to each listening session, etc (8 SPA IRC members)

B. Bierer: some lecturers seem disengaged; just one more thing