

UConn-AAUP Proposal

December 30, 2015

(NEW) Provost's Equity and Salary Disparity Fund

STATEMENT OF PRINCIPLE

The 2012 Report, "An Analysis of Gender and Minority Pay Equity among AAUP Faculty Members at the University of Connecticut 2003-2012," commissioned by the AAUP, found "sizable and consistent gaps in salary and merit awards for women and underrepresented minority groups among the faculty at UConn." By and large, female full-time faculty received only 96% of the pay of their male peers across ranks. Related to these internal findings, a federal 2014 Executive Order preventing workplace discrimination and pay inequities among federal contractors, the federal Lilly Ledbetter Fair Pay Restoration Act (2009), and the EEOC, have made redressing pay inequities for equal work a primary federal concern. These developments respond to the fact that, for the past 50 years, the Equal Pay Act (1963), Civil Rights Act (1964), and related state and federal anti-discrimination laws have failed to prevent inherent bias and institutionalized sexism and racism in hiring, promotion, and compensation practices nationally.

As the state's and, indeed, the region's flagship public higher education institution, the University of Connecticut is especially charged to redress recent and long-term pay discrimination and the accompanying salary compression and loss of retirement income. Under these conditions, the University is also vulnerable to potentially large scale internal and external EEOC complaints and action. Salary inequities compromise the University's ability to recruit and retain women and diverse faculty. This is especially dire in fields with historically low numbers of underrepresented faculty, such as the Business School and STEM disciplines, among others. The University's substantial pay gap, which has been clearly documented and measured, undermines its stated mission on diversity and equality.

PROVOST'S EQUITY FUND

Effective with this contract, the administration will fund an annual salary equity increase fund in order to rectify salary disparities based on race, ethnicity, and gender within ranks of full-time faculty members.

The pools for each year of this agreement shall be as follows:

2016	\$2.5 million
2017	\$1.25 million
2018	\$1.25 million

Equity adjustments shall be ^{determined} ~~distributed~~ annually based on the average income at each rank to affected protected classes ~~on an annual basis~~, with the expectation that the pay gap be closed within no more than three years.

Equity progress shall be monitored annually and the Provost's Office shall report such measures to the AAUP and the University Senate at the beginning of each academic year. The University administration and the AAUP shall commission a report on University economic discriminatory practices every five years, and the administration and AAUP will continue to monitor until such time that the gap increases to 2% disparity, at which point another three-year cycle of equity funding shall be undertaken.

Tentative Agreement

For UConn-AAUP

Date ___/___/___

For UCONN Administration

Date ___/___/___