



Faculty Assembly

UNIVERSITY OF COLORADO **DENVER**

To: The Faculty of the University of Colorado Denver

From: Faculty Assembly

Re: Equal Pay for Equal Work

Date: 12/11/2024

To the Faculty,

Many people contacted Faculty Assembly upon learning of the legal settlement negotiated on the [Boulder campus in relation to equal pay for equal work](#). This settlement resulted in salary equity adjustments and back pay for hundreds of female faculty and improved salary equity processes for all.

In response, we have initiated conversations with administrators and are requesting data to help faculty on our campus file salary grievances with their Deans. While campus policy 1006 states that faculty must file claims within 10 days of receiving their annual salary letter, [Colorado's Equal Pay for Equal Work Act](#) (EPEWA) allows salary grievances based on gender equity to be filed at any time. Salary disparities arising from promotion raises, new hires, or retention raises are all subject to review, and employees are legally entitled to information about their own salaries and those of their colleagues in comparable positions. The EPEWA also strictly forbids employer retaliation against employees for discussing pay or filing a complaint.ⁱ

To assist you in determining if you may have a claim, we've attached campus salary data as of December 2024.ⁱⁱ

- **How to Use the Data:**

- Sort by department, position, and salary to identify if men in similar or lower ranks are being paid more.
- To the extent possible, compare your rank, salary, merit, and years of service. Note that disparities may exist across ranks; for example, female full professors earning less than male associate professors. If you don't have all the data you need but still suspect you are being underpaid you may want to file a grievance.

- **Filing a Campus Grievance:**

- If you believe you are underpaid based on the above factors, you can file a salary grievance with your Dean. If you are unsatisfied with your Dean's response you may [contact Faculty Assembly](#) as we are working on a process that allows for review beyond one's Dean.
- A sample grievance email template is included below to assist you.

GRIEVANCE EMAIL TEMPLATE

Subject: Request for Salary Review

I am writing to request a review of my salary in alignment with Colorado's Equal Pay for Equal Work Act. I believe there may be a disparity in compensation that warrants attention when comparing my salary, years of service, and merit scores to [a] male faculty member[s] currently earning more than I am earning.

I respectfully request a detailed review of my salary compared to others in comparable roles and a transparent explanation of any discrepancies to include all relevant names, actual (not predicted) salaries, years of service, and merit scores. Further, I would like to discuss appropriate adjustments and backpay to ensure compliance with the Equal Pay for Equal Work Act.

To follow up on this communication or for more information, please email Faculty Assembly at fa@ucdenver.edu .

Thank you and best wishes for a good winter break,

Sasha Breger Bush, Chair

Dennis DeBay, Vice Chair

Jamie Hodgkins, Secretary

Sarah Fields, BPC Chair

Maryam Darbeheshti, CSW Chair

Wendy Bolyard, EPPC Chair

Amy Hasinoff, LETTS Chair

Colleen Donnelly, DisC Chair

Tom Beck, EDC Chair

Joanne Addison, BPC member

Filing a Complaint with the Colorado Department of Labor and Employment (CDLE): The CDLE notes on the [EPEWA website](#) that, “If your complaint concerns unlawful unequal pay - when an employee is paid less than another employee of a different sex for performing substantially similar work or any other Part 1 violations listed above” you may fill out the Unequal Pay Complaint form, and includes instructions for how to do so, with additional information provided for those who would prefer to file an anonymous complaint. There is also a separate CDLE process for complaints regarding pay transparency. The CDLE [says](#), “Any person who has witnessed, suffered from, or been injured by a perceived violation can file a complaint for an alleged violation of the Act.”

ⁱⁱ **This email does not constitute legal advice** and the CU Denver Faculty Assembly is not qualified to provide legal advice. For legal questions or concerns, please contact a licensed attorney.