

SALARY EQUITY COMMITTEE  
UC Aspen A & B  
February 6, 2023 | 3:00-4:00 p.m.  
MINUTES

Present: Barkley, Clinefelter, Greene, Kyle, Parks, Weigand, Zukiewicz  
Present via Zoom: Athanasiou, Cobb, Schaberl  
Absent: Vaughan  
Guest: Senbet

Call to Order

The meeting was called to order @ 3:01pm.

Approval of the Agenda

Approved without objection.

Approval of the January 9, 2023 Minutes

Approved without objection.

Chair's Announcements:

**Update on years-in-rank from Provost's office**

- Peer data supports 3 years for years and rank as the median for Associate Professors, and Kirsty will support this. Kyle and Parks will draft something to be sent to Faculty Senate for documentation in University Regulations.

**Britney, Jordan, and Marshall met with Dale Pratt to discuss compensation plan, and cost-of-living data – we can model 3% and 4% compensation investment**

- Mid-year raise next year is also still a potential possibility.

Unfinished Business

- Administrative/educational salary distribution
- Shift date for Equal Pay Act adjustments
- Adding a distinguished/super professor category?

**Multi-year compensation plan**

- Marshall thinks NCHEMS51 Median salaries should be available in late February.
- Faculty Compensation data Feb 2023 document is helpful in calculating an average of 100% of parity but we must balance this with giving raises to people already at 100% of parity or flat rate raises.
- We must continue to be committed to finding a balance – everyone deserves a raise for morale
- We considered a variety of options for distributing raises, including various flat rate raises (~2% pool), capping at 10% parity raises as a maximum, and capping total amount of raises at \$10,000, which would benefit the lowest earners more; we also considered \$1500 raise across the board, but it doesn't save us much money and may bake in differences in parity
- We may need to vary flat rate raises for various groups based on the average percentage of parity for each group.
- We could also consider scaling back salary increases for faculty already over 120% peer data (i.e., faculty in step-back roles), but this really only applies to a small number of people and doesn't

save us much money

- **Evaluation of the model of adjustment for years in rank**
- Minimum wages/salaries

#### New Business

##### **Update compensation investment rationale – consistent messaging for UNC administrators**

- In 2021, we put together a rationale for salary increases. Administrators have been very supportive and has prioritized getting everyone to 100% of parity. However, it would be good to have consistent talking points for all UNC faculty and administrators that acknowledges our progress so far and continues to advocate for salary increases.
- We need to update a number of figures in the compensation rationale document, including Cost of Living data.
- Within one month, UNC had \$6.5-7million in increases of salaries, but we still don't know what our peers have done yet this year, so we don't know what progress we may have made in relation to our peers.
- We need to continue to highlight the upward social mobility UNC provides its students, and that there are many good things about working at UNC beyond salary.
- Regarding the compensation investment consistent messaging document: all highlighted items need updating.
- Chair Kyle would like to shift "tone" of compensation investment consistent messaging document to a more positive message, reaffirming progress made so far.

##### Comments to the Good of the Order:

- Power BI FY22 data on HR webpage.
- A former student of Salary Equity Chair Kyle is involved in the Immigrant and Refugee Center of Northern Colorado, a non-profit that is hosting a coffee day fundraiser at Human Bean, Zoe's Coffee or Blue Mug this Weds, February 8<sup>th</sup> 2023. A portion of Wednesday's coffee profits will go to support the Immigrant and Refugee Center of Northern Colorado.

#### Adjournment

The meeting was adjourned at 3:58pm.