

SALARY EQUITY COMMITTEE
UC Aspen A & B
October 3, 2022 | 3:00-4:00 p.m.
MINUTES

Present: Athanasiou, Greene, Kyle, Parks, Schaberl, Vaughan, Cobb, Clinefelter, Weingard, Barkley

Absent: Zukiewicz

Guests: Senbet

Call to Order

The meeting was called to order at 3:00pm.

Approval of the Agenda

Approved without objection.

Approval of the September 19, 2022 Minutes

Approved without objection.

Chair's announcements (Kyle):

Kyle introduced Dr. Jordan Barkley Vice Provost for Academic Resources and Planning. He was introduced to the members of the Committee and will be joining the group.

Unfinished Business

- **Discussion of the proposal from NHS Dean Kamel Haddad**

The committee revisited Kamel's suggestion from the last meeting that the Committee recommend that the Provost should provide Deans the ability to request a higher starting salary range when hiring in competitive fields or when programs face a small pool of applicants. The Committee discussed that this is already the practice although the Provost seems unlikely to approve such requests. After discussion, the Committee decided that it would decline making such a recommendation to the Faculty Senate, but Kyle would raise the issue at the Executive Committee.

- **Evaluation of promotion raises – adding a distinguished/super professor category? Jordan**

Jordan explained that the Provost has raised the possibility of creating a new faculty rank—distinguished professor—that full professors could apply for after six years in rank with an accompanying pay increase, that may or may not be permanent. Jordan noted that research would not be the only criteria, and that teaching and service could also be considered. Discussion followed in which the Committee raised a number of issues, including the need for program criteria, workload, relation of the new rank to existing policy regarding chair/director/faculty ability to request differentiated workload. The idea of a distinguished professor is still preliminary and more discussion will follow.

- **Multi-year compensation plan update**

Regarding promotional pay increases, the upper administration agrees that the current increases are low. Parks noted that the budget typically includes 120K annually for promotions. Since there are fewer tenure-track/tenured faculty, the University would likely be able to fund higher promotional increases while remaining with this budget. The Committee agreed it will work on this issue this year.

The Committee then discussed the potential for considering cost of living when determining annual salary increases. Schaberl noted that Colorado's cost of living has increased and should be included in our considerations. Parks agreed that cost of living is an important data point to

be considered, but the Committee is limited in its options since we have to work within the salary pool framework set by the budget. Schaberl and Parks agreed to follow up with each other on this issue.

Parks explained that budget meetings are looking at the preliminary models for tuition, salary, enrollment, etc. Currently there is a placeholder salary pool of 3% in the budget discussions. He noted that a 1% increase in salaries roughly equates to a 1% increase in tuition. Budget meetings are considering seven different scenarios with regard to compensation increases. He explained the typical budget timeline, with the salary pool target ideally set by the December Board meeting and then refined over the spring as the budget is finalized. The Committee briefly discussed UNC's history of ensuring that exempt and faculty raises are the same, and when the State does not fund classified salary increases, the University has done so by offering the same salary increase percentage provided to faculty and exempt staff. The Committee will need to consider if we want to continue these practices as Administration looks for funds for pay increases. It was also noted that State approval is required for tuition and salary increases.

The meeting adjourned at 4 pm.