

SALARY EQUITY COMMITTEE  
UC Aspen A & B  
November 28, 2022 | 3:00-4:00 p.m.  
MINUTES

**Present:** Greene, Kyle, Parks, Schaberl, Vaughan, Clinefelter, Weingard

**Absent:** Athanasiou, Barkley, Cobb, Zukiewicz

**Guests:** Senbet

Call to Order

The meeting was called to order at 3:04 pm

Approval of the Agenda

Approved without objection.

Approval of the November 14, 2022 Minutes

Approved without objection.

Chair's Announcements: none

Unfinished Business

- **Administrative/educational salary distribution**

The Committee discussed the need to have a better spreadsheet so that we can work on potential flat dollar amounts and parity adjustments to distribute the salary pool for faculty salary increases. Parks noted that we still have no idea what our peer institutions did in terms of salary increases but this information should be coming in December. We should thus have that information at the start of Spring semester.

- **Multi-year compensation plan**

- **Evaluation of the model of adjustment for years in rank**

Parks and Kyle explained that there is no written policy guiding adjustment for years in rank but the practice was laid out in a 5/24/13 memo from Parks to the Vice Presidents. The relevant section reads:

- The faculty parity data is rank, tenure, and discipline specific based on the first four digits of the position's CIP code and CUPA average salaries of our NCHEMS peer group. The peer average salary has been adjusted for years in rank as follows:
  - Professor: plus 1% for each year over 10; minus 1% for each year under 10
  - Associate Professor: plus 1% for each year over 5 up to 9 years; minus 1% for each year under 5
  - Assistant Professor: plus 1% for each year over 3 up to 3 years; minus 1% for each year under 3
  - Instructor/Lecturer: plus 1% for each year over 5 up to 3 years; minus 1% for each year under 5

All faculty positions received an additional year in rank for FY14 to help compensate for the fact that peer averages are based on FY13 data. Peer averages for faculty without an NCHEMS peer match are from another CUPA group, as explained below. The peer group

is noted on your worksheet. Robbyn will provide guidance to the Deans on distribution of faculty parity money.

The Committee discussed the adjustments, focusing in particular on the associate professors. The model uses 5 years as the median point for adjustments, which partially accounts for associate professors being at the lowest level of parity last year. Parks notes that the 5 years used to make sense but may not any more. If the adjustment for associate professors used 3 years instead, that would have a positive effect when associate professors are promoted to full professor; they will not be so far behind in parity during that first transition year as full professor. Parks and Kyle observed that 3 years as the median point for associate professors may have an effect on compression, especially in larger departments with a lot of professors in that rank. However, the Committee agreed that such compression can be dealt with. Parks suggested that either he or the Committee could work up a document to put whatever we decide for adjustments to years in rank into University Regulations.

The Committee then discussed whether it was comfortable with keeping a 9 year cap on adjustments for associate professors. The Committee agreed and noted that the assistant professor cap should be set at 6 years, and instructors/lecturers set at 9 years. The Committee then turned to contract renewable faculty. The current cap is 6 years. The Committee asked if contract renewable faculty should be treated the same with models as the tenure track faculty. A number of members noted that contract renewable faculty do have the same workload as tenured/tenure-track faculty, although it is weighted differently. Parks will work up some models to see what would happen if we removed all the caps. Kyle will run by the caps issue with the Provost at Executive Committee because she likely is unfamiliar with the issue.

The Committee discussed the issue of considering cost of living among our peer institutions, but Parks wants to run this by the Provost and Dale Pratt first. Parks said he will send out the information before the next meeting. In general, UNC/Greeley is at 105% while the median for the US is 95%. Parks noted that the source for the cost of living information is at the bottom of a spreadsheet that he will send out.

Parks informed the Committee that the voluntary separation information has gone out to faculty who have been at UNC for at least 15 years.

Comments to the Good of the Order: Have a great break!

Adjournment: 3:48 pm