

SALARY EQUITY COMMITTEE
Campus Commons 2200
October 16, 2023 | 3:00-4:00 p.m.
Minutes

Present: Greene, Barkley, Fischer, Kyle, Loveless, Shafie
Guest: Senbet
Present via Zoom: McCamey, Schaberl, Vaughan, Wiegand
Absent: Bauer

Call to Order:

The meeting was called to order at 3:03pm.

Approval of the Agenda

The agenda was approved without objection.

Approval of the October 2, 2023 Minutes

The minutes were approved without objection.

Chair's Announcement

- **Kyle – chair/director pay progress**
 - Consider the number of programs but there are potential caveats regarding data.
 - Some graduate program have a thesis option and an exam option, each with separate codes, while other programs have these same options but are coded as one program.
 - NHS & HSS deans explained they have formulas for accounting for summer pay and the number of course releases.
 - PVA directors are all on 12-month salaries (they can teach classes if they want to, but do not receive additional pay).
 - PVA director contracts have teaching classes built in.
- **Kyle – compensation investment rationale**
 - Thank you for your feedback. This document will go to FSEC today.
- **Barkley – adjunct pay and dependent tuition**
 - SEC reviewed the draft Barkley brought to the meeting.
 - Finance showed support for the idea to reinstate staff/faculty dependent tuition discounts. SEC should draft a proposal for this.
 - The question was raised about how adjunct pay increases could be funded.
 - If the divisions funds it, number of adjuncts that can be hired may go down.
 - Barkley looked at a rolling three year average (do no harm model).
 - SEC can come up with an increase percentage and Barkley will create a feasibility study.
 - SEC members are concerned about equitable pay to adjuncts.
 - Prioritize adjunct pay analysis at regional peer institutions.
 - Recommend to Administration that when giving raises to faculty and/or staff, adjuncts should also receive pay increases.
 - There is concern about getting to 100% of parity in the next two years.
 - Separate budgets for adjunct and faculty raises?
 - Chair Kyle to draft something and bring it back to SEC.

There is a motion to recommend including adjunct pay increases with faculty raises.
Fischer firsts, Greene seconds.

The motion passed unanimously.

Unfinished Business

- Administrative/educational salary distribution
- Shift date for Equal Pay Act adjustments
- Adding a distinguished/super professor category?
- Multi-year compensation plan
 - SEC still needs the compensation outcome reports from HR.
 - New HR letter and retroactive prorated pay for ten months, expected by the end of November.
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- **Chair/director compensation policy**
 - Years of being chair (vs. base salary) or perhaps minimum wage for chairs
 - There is some committee support for a standardized wage for chairs.
 - Consider implications of Colorado's Equal Pay for Equal Work (SB 19-085)
 - Does each college have a formal system to calculate compensation in relation to chair complexity?
 - Another option might be to offer a flat rate as a stipend to compensate chairs, but only if we have a comprehensive job description.
 - Number of students served
 - Majors
 - Minors
 - Grad students
 - Student credit hour production (SCH)
 - Number of programs
 - Supervising research/service centers
 - Number of people supervised (faculty/staff/adjuncts)
 - Number of scheduled sections
 - Service/LAC sections
 - Other considerations
 - Leading various efforts across campus (community engagement, inclusive pedagogy, assessment work)
- Compensation investment rationale – consistent messaging for UNC administrators
- **Resolution to increase adjunct pay**

New Business:

- Fischer has concerns about College of Medicine (COM) faculty pay vs. NHS salaries.
 - When will COM faculty recruitment start?
 - Will there be CIP code comparisons?
 - Consider facilitating conversations between Deans Haddad and Longenecker.

Comments to the Good of the Order: None.

Adjournment

The meeting was adjourned at 3:57pm.