

SALARY EQUITY COMMITTEE  
Campus Commons 2200  
October 2, 2023 | 3:00-4:00 p.m.  
MINUTES

Present: Greene, Barkley, Fischer, Kyle, Shafie, Vaughan

Present on Zoom: McCamey

Guest: Senbet

Absent: Bauer, Loveless, Schaberl, Wiegand

#### Call to Order

The meeting was called to order at 3:02pm.

#### Approval of the Agenda

The agenda was approved without objection.

#### Approval of the September 18, 2023 Minutes

The minutes were approved without objection.

#### Chair's Announcement

- Barkley – conversations related to dependent tuition??
  - Barkley will meet with Dale Pratt Thursday, 10/5.
  - Chair Kyle gave McCamey historical background on dependent tuition at UNC.
- Chair Kyle followed up with HR last week and will be discussing options.
  - SEC recommends remaining funds go to pay the 378 people.
  - McCamey proposed other options, which may include those at 85% of parity & not capped out at \$10,000 and apply the funds there, but the committee does not believe there are examples of individuals below 90% of parity not capped out at \$10,000
    - New letters to go out from HR with new parity percentages.
  - Update base salaries so that Payroll can make adjustments.

#### Unfinished Business

- Administrative/educational salary distribution
- Shift date for Equal Pay Act adjustments
- Adding a distinguished/super professor category?
- Multi-year compensation plan
  - Minimum wages/salaries
- **Chair/director compensation policy**
  - 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)
    - It was suggested to separate full time, staff and adjuncts.
  - Number of scheduled sections
    - LAC section

- Other considerations
  - Leading various efforts across campus (community engagement, inclusive pedagogy, assessment work)
  - HSS already has an algorithm.
  - Chair Kyle to reach out to all college deans for chair pay policies.
  - Units with assistant chairs should factor into complexity.
- Review of HSS workload assignments Excel spreadsheet
  - One example of a way to categorize and weigh complexity.
  - Depending on the area, summer months' salary is then calculated.
  - SEC would like to see standardization across campus.
    - Barkley to obtain summer months' salary distribution analysis for every department (to compare across campus)
    - Graduate student program would require changing the HSS formula (which will only be used as a jumping off point to look for variation across college)
    - Departments are penalized for having vacancies
      - There is a need to consider managing adjuncts
  - Current compensation formulas (and part of the chair's salary) are based on academic rank.
  - Consider offering a flat base rate stipend for all chairs (minimum chair wage, minimum course release).
  - Chair Kyle to plug in data to weighted spreadsheet.
- **Update compensation investment rationale – consistent messaging for UNC administrators**
  - Chair Kyle is requesting feedback from the committee.
  - Chair Kyle made some changes:
    - Updated table 1
    - Added table 2 with median UNC professor salary
    - Chair Kyle will add CUPA data from peer institutions (median for each college + years in rank) in tables 1 & 2
      - Chair Kyle to add footnote about adjusting down to 9 month salary for UL
- Resolution to increase adjunct pay

New Business

Comments to the Good of the Order: None.

Adjournment

The meeting was adjourned at 4:00pm.