

SALARY EQUITY COMMITTEE
Campus Commons 2200
August 21, 2023 | 3:00-4:00 p.m.
MINUTES

Present: Greene, Kyle, Vaughan

Guest: Senbet

Absent: Barkley, Fischer

Present via Zoom: Loveless, Shafie, Schaberl, Wiegand

Call to Order

The meeting was called to order at 3:07pm.

Approval of the Agenda

The agenda was approved without objection.

Approval of the April 24, 2023 Minutes

The minutes were approved without objection.

Chair's Announcement

- **Carnegie reclassification and peer group**
 - Our peer group is likely appropriate even after we switch to R2 status.
 - 69% of UNC peers are classified as R2 or R1.
 - UNC is still officially R3, but we could be R2 status by the end of this year.
- **Compensation report to faculty and staff**
 - Kyle got a copy of the faculty portion of the compensation report from HR in early June, and sent it back due to some minor errors and requesting the staff portion, but never received it.
 - Kyle would like to be able to share HR's spreadsheet data with the Salary Equity Committee, but we need administrative permission first
 - This committee will continue to keep this sensitive information confidential.
 - Kyle will bring this issue to the Faculty Senate Executive Committee meeting today and report back to this committee.
 - We are in year three of five in our plan to get everyone to 100% of parity.

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

New Business

- **Increase adjunct pay, even by 2-3%?**
 - **Adjunct pay across disciplines/colleges**
- **Chair pay policy**

- Provost office has identified issues with this policy for this committee to consider, so we will look at this policy this year.
- **Dependent tuition – policy about grad programs only having smaller percentage of dependents/employees?**
 - Kyle requested to meet with Kirsty Fleming to discuss administrative priorities

Comments to the Good of the Order

None.

Adjournment

The meeting was adjourned at 3:53pm.