

SALARY EQUITY COMMITTEE  
UC Aspen A & B  
March 6, 2023 | 3:00-4:00 p.m.  
Minutes

Present: Barkley, Clinefelter, Kyle, Vaughan  
Present via Zoom: Athanasiou, Schaberl  
Guest: Senbet  
Absent: Cobb, Parks, Greene, Weigand, Zukiewicz

Call to Order

The meeting was called to order at 3:04pm.

Approval of the Agenda

The meeting agenda was approved without objection.

Approval of the February 20, 2023 Minutes

The meeting minutes were approved without objection.

Chair's Announcements

- **While the senate approved the parity language to be added to University Regulations, questions about Senior Lecturers mean we may need to make changes and bring it back to Senate**
  - Kyle clarified with Parks that Senior Lecturers get a parity raise by adding 10% to the median peer data for lecturers. Then an adjustment of 1% will be added each year for nine years. Unfortunately, there is no CUPA data for a Senior Lecturer. People had questions about this process that Kyle couldn't answer, so Kyle will come back to the committee after talking with Marshall.

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**
  - Parks shared that peer institutions gave their faculty/staff similar raises this year as they have in the past, so UNC has made progress towards parity.
- **How to divide salary pool between flat rate raises and parity**
  - Kyle sent the committee an updated faculty compensation data table and discussed with committee members the various impacts to specific positions when column W (Flat Rate Increase) is adjusted up or down.
  - There is widespread support on the committee for a \$10,000 cap on parity increases, with the intent to redistribute any excess to all.
  - Should we consider different amounts for flat rates? Discussed adjusting the Assistant Professor's flat rate because their starting salary is higher
  - We may need to consider developing a Plan B if we are only given a 3% pool for raises.

- Associate Professors are still slightly lower in their percentage of parity than other groups, but not nearly as low as in the past. Committee discussed adjusting flat rate increase amounts, but minor changes didn't really make a difference in percentage of parity for different groups so we are likely to stick with the same flat rate raises as last year.
- The median year in rank for Associate Professors has been reduced from 5 years to 3 years, which means Associate Professors will get larger parity raises this year.
- The committee discussed the need for messaging related to our recommendations for raise allocations. Kyle will draft something to send to the entire University after Senate approves our recommendations.

#### New Business

- **Professional staff model for distributing raises**
  - Parks and Cobb shared with Kyle via email that Professional Administrative Staff Council (PASC) would like to move toward a flat rate raise structure, but since neither were in attendance Kyle wasn't able to share details about their plan.
  - Committee members asked what happened to the 'bands' used in previous faculty compensation data tables? Kyle did not have an answer so Cobb and Parks will update at our next meeting.

#### Comments to the Good of the Order

Enjoy Spring break!

#### Adjournment

The meeting was adjourned at 3:55pm.