SALARY EQUITY COMMITTEE
Campus Commons 2200
October 5, 2026 | 3:00-4:00 p.m.
M I N U T E S

Present: Brown, Elkins, Hall, Hepperle, Kyle, McCamey, Newman, Senbet, Shafie
Zoom: Gregory, Lindillo, Manshad

Call to Order 3:02pm
Approval of the Agenda approved without objection
Approval of September 21, 2026 Minutes approved without objection

Chair's Announcement – No report

Unfinished Business

- Rank consistency: *address cases where CUPA medians invert rank order; consider the UNC promotion differential as a minimum floor between rank benchmarks.*
    - Once CUPA data is received, rank medians could be adjusted for gaps between ranks before applying the YIR adjustment. However, this would change the underlying data and make it difficult to tie parity percentages directly to CUPA medians.
    - Because the data can change beyond UNC's control, members emphasized using the information to inform decisions without overhauling the existing methodology.
    - The committee agreed on a three-year average without a promotion-related gap.
        - This could be explored to identify trends and provide a more comprehensive view of compensation over time.
    - **Decide on new benchmarking before working on this. Work out the main problem before moving forward*
- Years-in-rank *(we agreed on 10 to 7 for full professors): annual adjustment rates? (Q: keep the 1% across ranks or have different adjustment rates for different ranks?)*
    - The committee was reminded that concerns were centered on the promotion stipend and the 10-year YIR measure.
    - Members agree to keep the 1% unless data says otherwise, emphasizing the need to review recent data to make data-informed decisions.
- Cost-of-living/geographic adjustment: *appropriate source, geography, and role in the parity calculation.*
    - Senbet shared a table of Overall Cost-of-Living Options and Housing Index Options
    - It was shared that the CO Metro – BEA RPP data is used for CPI work because it better reflects vendor locations.
        - Members are in favor of using the CO Metro – BEA RPP data for cost-of-living adjustments and housing index.
            - Other Northern Colorado cities will need to be considered to ensure regional comparisons are appropriate.
    - Greeley's housing index has remained consistent with data from two years ago and appears stable or declining, which is common.
    - Questions to consider
        - How will the cost-of-living index be used?
        - What part of the Faculty Compensation Alignment Framework should it occupy?
        - What role should it play relative to other factors, including discipline/market

salary, rank, internal equity, compression/inversion, performance/merit, years in rank or relevant experience, cost of labor/regional market?

New Business

Interim Benchmark for Model Development

- Determine whether SEC should use Hanover's 453-institution CUPA benchmark
    - Suggestions to consider:
        - Use the 453 institutions and adopt a simpler approach that accounts for inflation.
            - A concern raised was that this may suggest UNC is adequately aligned when in reality UNC remains significantly behind the market.
        - Use UNC as the baseline and adjust compensation for inflation, including when determining starting salaries for new faculty.
    - Questions were raised about how the 453 institutions were selected.
        - Hanover initially considered R2 institutions but expanded the group to address data gaps, potentially diluting the comparisons.
        - Members suggested conducting a cross-analysis of the 453 institutions to identify the most relevant peers or considering cluster analysis to establish a more accurate peer group.
    - Members emphasized the need to assess the current benchmarking methodology and identify the criteria most relevant to UNC.
        - Developing an independent analysis would require additional funding and time. Although NCHEMS can do the analysis, it may have additional costs for any adjustments.
    - The committee will need to consider using the 400-institution group or DOC-ALL if either provides more meaningful comparisons.
        - Senbet and Hepperle will discuss the options further before the next meeting.

Peer Group Construction: Initial Framework

- Define the candidate universe for the primary peer group.
- Identify the variables SEC will use to measure institutional similarity.
- Determine which criteria, if any, should be hard filters versus scored dimensions.
- Establish a standardized scoring/index approach and assign work for producing an initial ranked peer list.

Full Professor Comprehensive Review Stipend: Initial Eligibility Structure

- Discuss two approaches for first-round eligibility:
    - **Current-review-schedule approach:** eligibility follows the existing comprehensive-review schedule; voluntary or early reviews would not accelerate stipend eligibility.
    - **YIR-phased approach:** initial eligibility is phased by years in rank, with earlier eligibility for longer-serving Full Professors; once a faculty member's eligibility date is reached, eligibility remains open until a satisfactory comprehensive review results in the stipend.
- Under either approach, receipt of the initial stipend would establish a new five-year stipend cycle.

Comments to the Good of the Order
Adjournment 4:00pm