

SALARY EQUITY COMMITTEE  
Campus Commons 2200  
October 6, 2025 | 3:00-4:00 p.m.  
M I N U T E S

Present: Castro, Elkins, Hepperle, Newman, Senbet, Shafie, Sileo,  
Zoom: Applegate, Fischer, Henke, Vaughan  
Absent:

Call to Order 3:01pm

**Approval of the Agenda approved without objection**

**Approval of September 22 Minutes approved without objection**

Chair's Announcement – No report

Unfinished Business

- **Update to stipends for faculty promotions**

- Hepperle and Senbet provided the committee data on other institutions stipends for faculty promotions.
- The initial options:
  - Fixed amount (current model)
  - Percentage increase
  - Hybrid approach (combination of fixed and percentage)
- Elkins shared that UNC appears to be modeling after in-state institutions rather than peers, he thought it would be interesting to consider the cost-of-living (COL) within peer institutions.
- Fischer recommends \$7000 for associate professors and \$10000 for full professors.
  - He mentioned President Feinstein would be open to higher percentage raises if not for current budget constraints, but sees this as a starting point for addressing equity and parity.
- Elkins supported the hybrid model to ensure adequate raises while maintaining parity.
- Some members favored the percentage model because it draws from a different funding pool.
- It was emphasized that budget decisions should not pit units against each other and suggested exploring funding sources outside personnel lines.
- Committee members favored a hybrid approach.
- Vaughan asked if income differences between Associate and Full will be significant in the Medical School.
  - It was clarified that differences will exist across clinical and tenure-track ranks, with substantial salary variation by area.
- Sileo shared that the provost preferred a fixed rate over a percentage model, and a hybrid was not discussed.
- The \$7000/\$10000 model was supported as a good starting point, noting that a 25% raise seemed to be inflation driven.
- After discussion, the committee ruled out the options of 16% and 20%.
  - Now the committee will have to determine a starting point for the promotion

- stipend, an increase by 25% over the previous stipend, or \$7000 for associate and \$10000 for full professors, with a 10% hybrid model.
  - It was noted that previous values seemed relatively low compared to peers, and a hybrid approach made the most sense.
- Elkins suggested \$9000 for full professors, \$6500 for associate professors, and \$4500 for lecturers.
  - Fischer supported these values compared to the 25% model.
  - The committee also discussed whether the percentage of a hybrid model should be 8% or 10%.
- Sileo reminded the committee that most of the institutions listed are larger institutions and shared that a moderate proposal may have a better chance of approval.
  - Shafie also shared a reminder that this will be for the next three years.
- Senbet will draft a proposal for a hybrid approach based on the following:
  - Full Professor – \$9,000
  - Associate Professor – \$6,500
  - Lecturer – \$4,500
  - Percentage increase – 8%, whichever is greater.
- **Faculty and staff compensation guidelines**
  - The committee suggested using general language for the guidelines

#### New Business

- Step-back policy revision
  - Will start discussion at next meeting
- Distinguished Professor category rank (Welfare Committee working on criteria)
  - Suggested promotion stipend

Comments to the Good of the Order

Adjournment 3:56pm