

SALARY EQUITY COMMITTEE
Campus Commons 2200
March 9, 2026 | 3:00-4:00 p.m.
M I N U T E S

Present: Castro, Elkins, Fischer, Hepperle, Newman, Senbet, Shafie, Sileo

Zoom: Applegate, Hanke, Vaughan

Absent:

Guest: Tamra English and Jeff Brown

Call to Order 3:04pm

Approval of the Agenda approved without objection

Approval of February 23, 2026 Minutes approved without objection

Chair's Announcement: Sileo met with Hanover last week and noted they did not have access to one of the tools. Updates and revisions are expected by mid-to-late April, and the updated tool will be needed to assess the FY26 compensation outcome.

Unfinished Business

- **Budget Priorities Guidelines (back from Codification)**

- General Counsel English clarified that "instructor" is not the appropriate word to use since it is defined in the Board Policy Manual as a type of rank and will exclude other groups.
 - Remove "instructor"
- Keeping the last sentence shows the priority given to faculty.
- **MOTION:** Fischer moves to approve the revisions of the Budget Priorities Guidelines from Codification in addition to the changes made by the committee today, seconded by Shafie
- **DISCUSSION:**
 - The removal of percentages was concerning to some members, and it was suggested to table the discussion since there will be new administration.
 - It was clarified that removing percentages was required by the Board of Trustees and that the current revisions are an improvement from the previous version.
 - It was stated that regardless of the administration changing, the revisions should move forward.
 - It was noted that not acting doesn't prevent the president from making decisions anyway.
 - It was emphasized that the revisions introduce accountability by requiring explanations to Faculty Senate and the Board of Trustees.
 - There was an agreement that it is important to establish a process for the incoming administration and to continue collaborating with the current administration, given their willingness to work with Senate on this.
 - It was questioned whether a new administration can restore how instruction used to be.
- **VOTE:** Motion approved with 4 in favor and 2 against

- **Faculty and staff compensation guidelines**
 - All comments have been addressed, with the removal of repeated words.
 - It was clarified that equal pay, equal work applies to UNC if there are working faculty members working in different states.
 - **MOTION:** Fischer moves to approve the Faculty and Staff Compensation Guidelines, seconded by Elkins.
 - **VOTE:** Motion approved unanimously
- **FY26 Compensation Outcome**
 - Hepperle will be able to run the Compensation report using the new CUPA data.
- **Promotion stipend proposal by the Provost's Office**
 - It was stated that Cabinet will not be entertaining a counter proposal to their previous proposal and will stand by their values.
 - The committee can consider the following options: move forward with the Cabinet's proposal, move forward with the committee's proposal, or neither.
 - It was noted that Faculty Welfare will be working on the distinguish professor rank.
 - Members expressed concerns about the proposal, including the creation of a new category, reliance on the MSU model, and the lack of flexibility, especially given current conditions.
 - There were strong concerns regarding the use of MSU's model given that they are completely opposite of UNC.
 - Administration does not have the capacity to look further into the numbers
 - **MOVES:** Fischer motions to move the committee's proposal of \$3,325 for instructor to assistant, \$5,000 for assistant to associate, and \$8,300 for associate to full with a 10% comparison.
 - **VOTE:** Motion approved unanimously
- Step-back policy revision (with Codification)

New Business

- **FY27 Faculty Salary Distribution Model**
- Hannover Research Report
- Distinguished Professor category rank (Welfare Committee working on criteria)
 - Suggested promotion stipend

Comments to the Good of the Order

Adjournment 4:00pm