

SALARY EQUITY COMMITTEE
Campus Commons 2200
April 27, 2026 | 3:00-4:00 p.m.
M I N U T E S

Present: Fischer, Senbet, Shafie, Sileo
Zoom: Castro, Hepperle, Manshad, McCamey
Absent: Elkins, Newman, Vaughan

Call to Order 3:03pm

Approval of the Agenda approved without objection

Approval of April 13, 2026 Minutes approved without objection

Chair's Announcement – No report

Unfinished Business

- **SEC Officers Nominations and Elections**
 - Chair – Dawit Senbet elected by acclamation
 - Vice Chair – Joe Elkins elected by acclamation

New Business

- **Hannover Research Report**
 - Hepperle and Sileo received three tools from Hanover.
 - One is an excel tool that will not be shared due to personal information.
 - Sileo shared the Hanover Research report and noted the key findings of the analysis
 - The median salary at UNCO in general is lower than the median parity salary estimated from the CUPA-HR data.
 - The gap between median salaries and median parity salaries is larger for tenured/tenure-track faculty with more time in rank at UNCO.
 - The highest shares of tenured/tenure-track faculty with salaries below parity are at the Monfort College of Business, the College of Osteopathic Medicine, the College of Natural & Health Sciences, and the College of Humanities & Social Sciences.
 - Black/African American and Hispanic/Latino professional employees are more likely to be below parity than their Asian and White counterparts.
 - Using the Power BI tool provided by Hanover, Sileo demonstrated the tool and its features analyzing salary disparities across different colleges, positions, and demographics.
 - Based on the tool, it costs approximately \$11.2 Million to bring all UNC employees to parity.
 - Sileo noted that the COM data used in the analysis only included the small amount of COM employees hired at the time. COM has hired more people since then.
 - It was also noted that the price parity index shows a greater disparity due to the use of an accurate cost of living index.
 - Fischer is concerned about how administrative changes, and staff turnover may impact progress.
 - It was suggested that the committee may want to with HR and Sileo on this, to

bring a recommendation to the new administration.

- Further discussions will need to take place in the future to address whether the institution will continue with the 51-peer group or a new set of peers will be adopted.
- **Brainstorming Priorities for the next academic year**

Comments to the Good of the Order

Thank you everyone!

Thank you Fritz!

Happy Summer!

Adjournment 4:04pm