

SALARY EQUITY COMMITTEE
Campus Commons 2200
April 28, 2025 | 3:00-4:00 p.m.
M I N U T E S

Present: Greene, Hepperle, Kyle, Lovewell, Senbet, Shafie
Zoom: Applegate, Barkley, Castro (Ranalli), Elkins, McCamey, Schaberl, Vaughan
Absent: Fischer
Guest: Chevon Stuparich

Call to Order 3:00pm

Approval of the Agenda approved with the addition of the BPM of Funding Priorities Guidelines to the future agenda item and any corrections.

Approval of April 14 Minutes approved without objection

Chair's Announcement – At the last FSEC meeting, a proposal for revisions to the BPM budget priorities from the president's office for the BOT was discussed. Revisions included changes that replaced the quantitative budget priority benchmark language with qualitative goals. The FSEC decided that the SEC will take over this proposal and work on it.

Unfinished Business

- **SEC Officer Election**
 - Chair – Dawit Senbet elected by acclamation
 - Vice Chair – Joe Elkins elected by acclamation

New Business

- Brainstorming Priorities for the next academic year
 - BPM of Funding Priorities Guidelines
 - Stipend for promotional amounts
 - By how much will the parity drop?
 - How much money will be needed to sustain the same level of parity?
- Hannover presentation and Q&A
 - An area of focus includes promoting equitable and competitive compensation practices through:
 - Independent review of peers
 - Consideration of the cost of living
 - Salary Equity and process reviews
 - Competitor benchmarking
 - In-depth interviews
 - Questions:
 - *How would your findings help remedy this with the current financial constraint?*
 - Exploring models and practices from other institutions
 - Identifying equitable approaches
 - Offering recommendations
 - Suggesting a revised list of peer institutions
 - Providing tools to help UNC set a direction
 - *Which institutions resemble UNCO? How do you determine "resemble"?*
 - Factors include enrollment size, endowment size, mission and priorities,

- cost of living, and student-faculty ratio
 - A core peer list will be created
- *What will the process be to determine who and what UNC is?*
 - It will begin with a quantitative approach
 - Data (enrollment, endowment, amount used on research, etc.)
 - Consider the groups of students, faculty, and the student-to-faculty ratio
 - This will open up things they aren't narrowing down on.
- *How do we incorporate the new medical college?*
 - This is something they are looking into:
 - Finding institutions with medical colleges without hospitals.
- *Does it have to be osteopathic?*
 - The institutions don't necessarily need to be osteopathic, it's more about comparable structure and mission.
 - Labeling and marketing considerations will also be a factor.
- The current list of 51 institutions does not represent all UNC faculty disciplines, which is a concern
 - A layered list of approximately 15 - 20 institutions may be the approach
 - There were concerns that decreasing the number of peers may put faculty at risk
 - Some faculty may not have direct peer matches
 - Hanover has seen different institutions approach this in different ways
- In reference to the resolution passed last Fall, how can the widening gap be justified?
 - It is part of the responses from the admin to bring Hannover in.
- Chevon is interested in what has been happening on the administrative side vs the faculty side
 - Does the cost of living and turnover have something to do with this?
 - Considering what peers are doing based on academic spending.
 - Senbet will send Chevon the resolution from last fall related to this
- She is also considering a future project around comparing UNCO to the new list
 - Where UNCO sits vs the new group

Future Agenda Items

- Distinguished Professor category rank (Welfare Committee working on criteria)
 - **Suggested promotion stipend**
 - There are several directions for the approach.
 - Two views on this:
 - As another step in the promotion process or from an award perspective.
 - Clarity about what will be supported will need to be discussed
 - It can be considered as a base builder
 - Elkins stated that his understanding was that the position would not be permanent, but rather temporary.
 - The current direction is that it would be a temporary appointment with renewal every five years.
 - However, it remains open-ended and could ultimately become either a permanent or a temporary position.
- Step-back policy revision
- Faculty and staff compensation guidelines

- It was discussed at the cabinet, with recommendations made by Kyle, along with a few substantive changes.
- Expecting to receive soon, hopefully before fall.

Comments to the Good of the Order

- Vaughan wishes everyone well and continues the good work! Have a great summer!
- Thank you, Dawit, for the fantastic job leading SEC!
- Thank you, David, for your service! Happy retirement!
- Thank you, Britney, for your leadership and support on this committee and Senate! You are exemplary!

Adjournment – 3:58pm