SALARY EQUITY COMMITTEE
Campus Commons 2200
August 24, 2026 | 3:00-4:00 p.m.
M I N U T E S

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

Call to Order 3:02pm
Approval of the Agenda approved without objection
Approval of April 27, 2026 Minutes approved without objection

Chair's Announcement – Welcome back!

Unfinished Business

New Business

- Brainstorming Priorities for this academic year.
  - *What would you like the SEC to address this year?*
  - *Wanted to discuss in April but ran out of time*
- Hannover Report and our Parity Calculation and Compensation models.
  - *Please review the document "*Salary Equity and Parity Analysis."
  - An update on the equity model development process was shared, explaining the three-stage process Hanover had. The model they reported was returned due to identified errors, with no current update.
    - Gregory will review the available information and follow up with relevant parties for additional information.
  - The significant gap that exists between faculty and staff compensation was noted along with the process of how SEC recommends a compensation model.
    - Hepperle confirmed his office will ensure information is accurate and is meeting deadlines when requested.
- Revisit the "year-in-rank" parity calculation for full professors?
  - Although Hanover's findings aligned with issues previously identified by SEC, there were a few questions that remained based on their report.
  - Senbet highlighted two key findings:
    - Faculty who have been at UNC longer tend to fall further from salary parity, a trend that appears consistent across colleges.
    - Black and Hispanic professional staff appear more likely to experience lower salary parity; however, this should not happen and will be investigated further.
  - The cost-of-living adjustment was highlighted, making the model easy to understand.
  - The committee discussed revisiting and refining Hanover's model with the goal of developing a sustainable model that can be used year after year.
    - In addition to that, determining an accurate peer group will need to be a priority as well, whether it is using CUPA or CIP codes.
  - It is important to establish an achievable goal while making the appropriate adjustments, testing the model, and potentially overhauling it as needed.

- Work outside of SEC will likely be needed.

Comments to the Good of the Order
Adjournment 3:57pm