

SALARY EQUITY COMMITTEE  
Campus Commons 2200  
September 18, 2023 | 3:00-4:00 p.m.  
MINUTES

Present: Barkley, Greene, Kyle, Loveless, Senbet, Vaughan, Weigand  
Present on Zoom: Schaberl, Shafie  
Absent: Fischer

Call to Order

The meeting was called to order at 3:01pm.

Approval of the Agenda

The agenda was approved without objection.

Approval of the September 5, 2023 Minutes

The minutes were approved without objection.

Chair's Announcement

- **Kyle and Barkley meeting with Provost Fleming**
  - **Adjunct pay**
    - **Adjunct pay across disciplines/colleges (board policy/university regulations?)**
    - UNC made a commitment to increase full time faculty and staff salaries to 100% of parity within the next two years, so priority funds must go to that.
    - We will look at how much it will cost to increase adjunct pay by 3%.
    - Barkley to work with Rettmer on adjunct pay increase cost analysis.
  - **Dependent tuition**
    - Currently UNC offers a 50% benefit for undergraduates, but none for graduates.
    - Barkley will talk with Dale to see if the University may consider 50% for both undergraduate and graduate programs.
  - **Paid Parking**
    - Faculty and staff parking fees generate money for UNC as well as pay for university parking lot maintenance and repairs. Our committee will not pursue this further.

Unfinished Business

- Administrative/educational salary distribution
- Shift date for Equal Pay Act adjustments
- Adding a distinguished/super professor category?
- Chair compensation policy – will be taken up in the fall
- Multi-year compensation plan
  - Minimum wages/salaries
- **Update compensation investment rationale – consistent messaging for UNC administrators**
  - Discussion of document, including the need to present data in Tables 1 and 2 in a different way
    - Update Table 2, pulling median starting salary from each college, and include recommended mortgage amounts.

- Chair Kyle requested feedback from committee members, especially on the very last paragraph of the compensation investment rationale document.
- **Chair/director pay policy**
  - Have there been any conversations with UNC's deans?
    - Barkley spoke with HSS where they do consider the complexity of chair role.
    - NHS does have a policy.
    - UL are compensated for supervised staff.
    - No updates from EBS or MCB.
  - Summer pay has been calculated by asking: how much time will the work take this summer? Or what stipends are offered, per FTE?
    - Consider the number of sections a chair manages, the number of actual people supervised to calculate an appropriate administrative stipend, etc.
    - Is chair/director pay considered in the parity calculation? This data may be difficult to obtain from peer institutions, but we can certainly ask.
      - UNC does not automatically employ chairs for 12 months, so peer data may not be directly comparable.
      - Look at standardization among all policies.
        - What makes sense to use?
        - Determine components of complexity.

New Business

Comments to the Good of the Order: None.

Adjournment

The meeting was adjourned at 3:55pm.