

SALARY EQUITY COMMITTEE  
Campus Commons 2200  
September 5, 2023 | 3:00-4:00 p.m.  
MINUTES

Present: Barkley, Greene, Fischer, Kyle, Loveless, Vaughan

Present on Zoom: Shafie, Wiegand

Absent: Schaberl

Guest: Senbet

Call to Order

The meeting was called to order at 3:02pm.

Approval of the Agenda

The agenda was approved without objection.

Approval of the August 21, 2023 Minutes

The minutes were approved without objection.

Chair's Announcement

- **Meetings with HR and CFO's office:**
  - Kyle met with HR and some discrepancies were discussed.
  - HR to reissue raise letters to faculty.
  - We have invited Megan Bauer to join Salary Equity Committee (SEC), but there is a scheduling conflict; HR will designate a representative to attend.
  - Kyle and Barkley did get view only access to HR's Compensation SharePoint folders.
  - HR to establish who will be responsible for getting data to SEC.
  - We still need last year's and this year's compensation outcomes reports.
    - We have been told we will receive them in November.
  - We will need accurate, updated CUPA data list in the spring.
  - Do we need to schedule standing meetings with HR and AVP for Finance?
    - Kyle to send HR and AVP representative previously discussed and agreed upon deadlines for specific items, i.e., CUPA data, accurate parity percentages, etc.
- **Kyle will meet with Kirsty at some point this semester to discuss:**
  - **Increase adjunct pay, even by 2-3%?**
    - **Adjunct pay across disciplines/colleges**
  - **Dependent tuition – policy about grad programs only having smaller percentage of dependents/employees?**
    - Kyle will schedule a meeting with Provost Fleming to discuss both adjunct pay increases and dependent tuition.

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**

## New Business

- **Chair pay policy**

- Barkley gave background; staff members managed by Chairs are not calculated into the current compensation plan.
- The complexity of Chairs' responsibilities (number of sections, number of faculty/staff, etc.), is not currently considered in Chair compensation.
- How do we account for complexity?
- How do colleges compare with each other and why do some compensate differently?
- How much would it cost if we included staff in the compensation plan?
  - Cost models
- HR to adjust "freeze date" of FTE's to late July /August.
- Kyle to invite Academic Affairs Unit Leader Workload & Compensation Plan Committee members to next SEC meeting.
- Senbet to bring issue to Deans and ask if current Compensation Plan is being used and how workload reassignment and number of weeks of summer pay are calculated
- Provost Office's graduate student would be available for SEC research.
- Could SEC see NHS workload policy?

Comments to the Good of the Order: None.

## Adjournment

The meeting was adjourned at 3:49pm.