

SALARY EQUITY COMMITTEE
Campus Commons 2200
January 13, 2025 | 3:00-4:00 p.m.
M I N U T E S

Present: Barkley, Castro, Dong Saul, Elkins, Hepperle, Kyle, McCamey, Senbet, Shafie, Vaughan
Zoom: Applegate, Henke, Lovewell, Schaberl
Absent: Fischer

Call to Order 3:00pm

Approval of the Agenda - approved with the correction of the minutes date.

Approval of the December 2 Minutes - approved without objection

Chair's Announcement - No report

Unfinished Business

- **Adjustments to the year in rank for full professors (from 10 to 6-7 years)**
 - The committee will return to this item

New Business

- Follow-up to the Budget Alignment Resolution and BOT Presentation
 - A big thank you to Britney for delivering an excellent presentation.
 - Attendance was excellent, with several faculty members present at this BOT meeting.
 - This level of engagement highlights the passion and importance surrounding this issue.
 - We hope this marks the beginning of ongoing conversations rather than a one-time event.
 - As a committee, we should develop a plan of action to address the key issues, including:
 - Suggestions for improvement.
 - Strategies to increase enrollment.
 - Identifying areas where faculty support can make a difference.
 - To emphasize, this resolution is not about one group versus another. The focus is on uplifting faculty and ensuring fair and equitable treatment for all.
 - The Provost's Office is working on adjustments for faculty members below the 92.5% parity floor. A total of 43 faculty members received adjustments, with an estimated cost of approximately \$165,000.
- FY 25 Compensation Outcome
 - Kirsty and Barkley are still reviewing the compensation report and will have that ready for SEC soon
 - The data will be frozen as of November 1st and will receive an updated version shortly
- Status of the External Firm on Faculty Salary Analysis
 - The decision on which external firm to choose for salary analysis is still undecided.
 - EAB pitched a solution model like Hanover's approach.
 - If Academic Affairs (AA) collaborates with Hanover, they will have multiple projects to complete.

- Administration indicated there was no rush to finalize a decision on a firm before the winter break.
- What does it mean for SEC?
 - EAB did not provide a specific timeline for project completion.
 - Hanover estimated a three-month turnover time based on the information provided to them.
 - Projects with more qualitative data may require a longer timeline.
 - SEC should continue its current efforts in the meantime.
- FY26 Faculty Salary Distribution Model
 - Understanding the parity scale is essential, particularly for those above the parity level who are currently on an equivalent of a "pay holiday" with minimal pay increases over the last five years.
 - More clarity is needed at the state level and from other sources, including enrollment trends and tight budget constraints, to gauge the amount of distribution pool.
 - Peer institution information will be available in late February or early March.
 - Would changes in the peer group influence the analysis?
 - It depends on the scope of the request.
 - No changes or new peer groups will impact the analysis of this cycle.
 - SEC has the options to consider:
 - Flat rate and parity raises.
 - Percentage and parity raises.
 - Consideration of more flat/percentage raises and less parity raises this year.
 - If we know that we will reach parity in a year or 2, we can keep advocating for prioritizing parity; otherwise, considering those who received the least raises over the last five years (those above the parity level) would be helpful.
 - Adjusting the parity floor helps, but the flat raises may still feel insignificant for some faculty.
 - Could we do something that would seem meaningful, especially for those between the parity floor and below 100%?
 - Is there any data that shows faculty retention issues?
 - According to last year's campus climate survey, about 79% of faculty have considered leaving UNC.
 - Faculty are aware of real pay cuts when taking these roles and still choose to stay.
 - State funding is another factor that must also be considered.
 - The possibility of forming a collective bargaining group within the institution was shared.
- Distinguished Professor category rank (Welfare Committee working on criteria)
 - **Suggested promotion stipend**
 - **How to calculate year in rank**
 - *There are 114 full professors with 4 YIR or above, 105 with 5 YIR or above, 97 with 6 YIR or above.*

Comments to the Good of the Order

Welcome back!

Adjournment 3:59 pm