

SALARY EQUITY COMMITTEE
UC Aspen A & B
February 20, 2023 | 3:00-4:00 p.m.
Meeting Minutes

Present: Barkley, Greene, Kyle
Present via Zoom: Athanasiou, Schaberl, Vaughan
Absent: Clinefelter, Cobb, Parks, Weigand, Zukiewicz
Guest: Senbet

Call to Order

The meeting was called to order at 3:04pm.

Approval of the Agenda

Approved without objection.

Approval of the February 6, 2023 Minutes

Approved without objection.

Chair's Announcements

- **Parity process language going to Senate next week (see attached) – This item will go to Faculty Senate Monday February 27th 2023.**

Unfinished Business

- Administrative/educational salary distribution
- Shift date for Equal Pay Act adjustments
- Adding a distinguished/super professor category?
- Multi-year compensation plan
 - Minimum wages/salaries
- **Update compensation investment rationale – consistent messaging for UNC administrators –** Marshall was working on this with Office of Institutional Research and Effectiveness (OIRE).

DISCUSSION:

- The committee reviewed the Faculty Compensation Data spreadsheet and realized there may be errors, i.e., listing the same position twice.
- Committee to consider capping the parity increase; noting a 10% cap on parity increases would put us in the black but that a \$10,000 cap will benefit the lowest paid individuals and may go further.
- Tenure-track status is incorrect in some places on data spreadsheet.
- The committee wants to target raises for those who make the least and are the lowest percentage of parity.
- Outliers and anomalies in faculty compensation data spreadsheet should be looked at more closely.
- If this committee gets ahold of another faculty salary compensation list, especially if it contains names, committee members will need to keep document private.
 - Barkley will contact HR to request a new data set.
 - Barkley will then reach out to Parks about cleaning up the new data set.
 - At Salary Equity Committee's first meeting after Spring Break 2023, the current data

- should be available for decision-making and to determine a raise percentage.
- These parity scenarios are confidential, members should not share at this point.
- Salary Equity Committee *makes recommendations to Administration*, which are taken into consideration when Administration makes the final decision.

New Business

- **How to divide salary pool between flat rate raises and parity**
- Chair Kyle asked the committee:
 - Do we want to keep those flat rate raises the same, maybe adjusting down the associate professor if they were at a higher percentage of parity this year?
 - Do we want to max the amount of parity at 10% or \$10,000?
 - Some members would like to focus on giving flat amount raises (i.e., max of \$10,000) to the lowest paid positions, and with some faculty retiring early, this may be possible without going into the red.
 - The floor currently sits around 70% of parity.
 - We may need to consider reducing flat rate amounts if we only have a 3% pool for raises.
 - Without accurate, updated data, the committee is not ready to decide yet.
 - The committee members agree that capping parity using a dollar amount vs. a percentage is the best option.

Comments to the Good of the Order

None

Adjournment

The meeting was adjourned at 3:50pm.