

SALARY EQUITY COMMITTEE
Campus Commons 2200
March 10, 2025 | 3:00-4:00 p.m.
M I N U T E S

Present: Applegate, Barkley, Elkins, Greene, Hepperle, Kyle, Lovewell, Senbet, Shafie.

Zoom: Dong Saul, Schaberl

Absent: Castro, Fischer, Vaughan

Call to Order 3:01pm

Approval of the Agenda approved without objections

Approval of February 24 Minutes approved without objections

Chair's Announcement –

- Kyle and I received the faculty compensation guidelines from the Provost's Office but have not yet received an equivalent version for staff. Pratt is currently working on it.
- Kyle shared CUPA data.
 - We need to determine our approach for contract-renewable faculty, which may have broader implications.
- Maintaining 92.5% parity is unlikely due to larger increases by peer institutions.
 - In two weeks, the data will be ready for committee review.

Unfinished Business

- **FY 25 Compensation Outcome**
 - Hepperle compared negative values with compensation reports and adjusted them.
 - The sabbatical columns we not adjusted
 - Column T contained the most negative amounts.
 - Most adjustments were made in the parity column, with a few in the equity column.
 - Yellow-highlighted changes (Rows 100-104) reflect updates to the CIP code.
 - Row 258: The report now aligns with the compensation report.
 - Row 230: No changes needed.
 - Row 210: Another CIP code change.
 - Row 174: Noted as a new higher, resulting in a salary reduction.
 - MOTION: Approve and move forward to the Senate
 - VOTE: Approved unanimously.
- **Adjustments to the year in rank for full professors (from 10 to 6-7 years)**
 - Officially contracted with Hanover last week for \$55,000 to complete as many projects as possible within the academic year.
 - Compensation analysis is a priority.
 - Depending on the project and what is asked to do, projects can be rolled out in approximately 4 to 18 weeks.
 - Barkley has shared a list of names for Hanover to contact.
 - Robert H. and Megan B. from HR for historical data
 - Sonia B. from the Office of Assessment
 - Britney K. and Dawit S., Faculty Senate Chair and Salary Equity Committee Chair.
 - Kyle and Senbet can meet with Hanover first before they meet with the committee or meet with the committee right away.

- Barkley shared the Year in Rank as an example of what they can expect.
- Classified staff will not be analyzed since salary adjustments are determined by the state, their impact on UNC staff can be considered
- How should a staff salary analysis be conducted?
 - It would be similar to the faculty salary analysis but instead looking at internal equity
 - A market analysis may need to be done in order to do the salary analysis.
 - There could be a lot of room for variability within staff
- Are we trying to determine the mechanism of the gap?
 - If some groups receive market rates while the faculty are hired at 92.5%, that would be problematic.
 - Implications may be large if both staff and faculty are hired at market rate.
- It was noted that new staff hires tend to have higher compensation compared to long-standing staff.

New Business

- Questions from SEC for Hannover –
 - Things to consider:
 - Each project is custom and will differ from other schools.
 - It is reasonable to ask about the project's scope.
 - Prioritizing key questions may be beneficial.
 - We should ensure that they have enough time to ask SEC questions.
 - These questions may help determine the next steps and identify key stakeholders.
 - Clearly define the outcomes for each question.
 - We may want to include a question regarding inflation.
 - Instead of asking specific questions, switch the focus to topics that can be investigated
 - Provide a list of concerns that includes some context
 - How should we handle the proposal on Adjustments to the year in rank for full professors (from 10 to 6-7 years) and what is the risk of passing it?
 - The response may differ from Hanover's findings.
 - The issue will likely require ongoing discussion into next year.
 - Given its complexity, it should be brought to Hanover for further analysis.
- 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.*
- FY26 Faculty salary distribution model
- Step-back policy revision

Comments to the Good of the Order

Adjournment 4:00pm