

SALARY EQUITY COMMITTEE
UC Aspen A & B
March 27, 2023 | 3:00-4:00 p.m.
MINUTES

Present: Clinefelter, Kyle, Parks

Present via Zoom: Athanasiou, Cobb, Greene, Schaberl, Weigand

Guest: Senbet

Absent: Barkley, Vaughan, Zukiewicz

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 March 6, 2023 Minutes

The minutes were approved without objection.

Chair's Announcement

- Daycare update:
 - Parks said there has been progress.
 - UNC submitted an initial application to the P3 office on October 2nd, 2023.
 - Our 2nd application was submitted in November due to increased costs, and a Performa was provided last week.
 - We are hoping for approval before May 2023.
 - P3 partnerships may be required to generate revenue to be self-supporting.
 - UNC is on the April 2023 EDC meeting agenda.
 - Chair Kyle reached out to Dale Pratt about modeling 3% and 4% raise pools and was encouraged to also develop a 2% raise pool model.
 - There is a 50% chance there will be 2% pool.
 - DISCUSSION: *balancing of revenue and expenses is standard for this time of year*
 - Enrollment looks good but still need actual revenue before spending

Unfinished Business

- **Parity language for senior lecturers (see attached document)**
 - Revised language needs to be brought back to Senate to make sure everyone is on board
 - MOTION: Bring updated Parity Calculation Process Language document back to Faculty Senate as is.
 - VOTE: The SEC motion passed by unanimous voice vote.
- Administrative/educational salary distribution:
- Shift date for Equal Pay Act adjustments: Not discussed.
- Adding a distinguished/super professor category? Not discussed.
- Multi-year compensation plan

- Minimum wages/salaries: Not discussed.
- **Update compensation investment rationale – consistent messaging for UNC administrators**
 - Waiting for finalized information on inflation adjustments for real estate.
 - Updated zip code Cost Of Living data for our peer institutions.
- **Resolution for how to divide salary pool between flat rate raises and parity**
 - Everyone agrees if given a 4% raise pool then we will stay with same flat dollar amounts as last year and devote the rest to parity.
 - DISCUSSION: *flat and parity raises using 2%, 3% and 4% raise pool models*
 - There is some concern about not giving to parity at all due to lowering morale.
 - There is support for prioritizing parity even if given 2% pool.
 - The group voted that if we have a 4% pool, 2% will go to flat rate raises and 2% to parity
 - The group voted that if we have a 3% pool, 1% will go to flat rate raises and 2% to parity
 - The group voted that if we have a 2% pool, 1% will go to flat rate raises and 1% to parity

New Business

- **Professional staff model for distributing raises**
- PASC update (Marshall): Long term models to be used for staff compensation based on longevity, and performance.
- If PASC has separate SEC group, then a liaison may be needed.

Comments to the Good of the Order:

None.

Adjournment

The meeting was adjourned at 4:00pm.