

SALARY EQUITY COMMITTEE  
CC 2201  
April 10, 2023 | 3:00-4:00 p.m.  
MINUTES

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

Call to Order:

The meeting was called to order at 3:03pm.

Approval of the Agenda

Approved without objection.

Approval of the March 27, 2023 Minutes

Approved without objection.

Chair's Announcement: None.

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**
  - Parks may change source data.
  - New faculty salaries chosen as examples are some of the lowest possible.
  - It may make sense to invite a new Administrative Rep to Salary Equity Committee.
  - We would like to continue our progress towards 100% parity.
- **Resolution for how to divide salary pool between flat rate raises and parity (see attached document)**
  - If we get more specifics on raise percentage pools before sending an email out to faculty, then we will include this information.
  - The committee discussed including salary floor of 92% language instead of median faculty salary as a percentage of parity.

MOTION: Bring resolution as amended to Faculty Senate. Clinefelter firsts, Greene seconds.

VOTE: The motion passes by unanimous voice vote.

New Business

- **Elections**
  - Chair nominations: Vaughan nominates Kyle as Chair.
  - Vice Chair nominations: Clinefelter nominates Greene as Vice Chair.
  - Elections will take place at our next meeting
- **Chair Compensation Model**
  - Recently updated as of a couple of years ago; this compensation is now split between

- summer salary and a stipend per faculty member that a chair supervises.
- Applegate would like this committee to consider the current policy and identify a standard process for increasing chair salaries through time.
  - The committee is unsure if this is within its purview.
  - It was mentioned that some chairs supervise many staff (how many elements/how complex?) but are not compensated.
  - We determined that we will look at this policy next year

Comments to the Good of the Order

None.

Adjournment

The meeting was adjourned at 3:59pm.