

SALARY EQUITY COMMITTEE
Via ZOOM:
April 24, 2023 | 3:00-4:00 p.m.
Minutes

Present via Zoom: Athanasiou, Barkley, Clinefelter, Cobb, Greene, Kyle, Vaughan, Wiegand

Guest: Senbet

Absent: Parks, Schaberl, Zukiewicz

Call to Order:

The meeting was called to order at 3:02pm.

Approval of the Agenda

Approved without objection.

Approval of the April 10, 2023 Minutes

Approved without objection.

Chair's Announcement

- **Resolution for how to divide salary pool approved by Senate**
 - Chair Kyle would like to thank you for your feedback on SEC's email to UNC. There were some questions, and concerns expressed about adjunct pay.
 - Chair Kyle would like to pick up where Administration left off with adjunct pay increases next Fall and advocate for parity.
- **Carnegie reclassification and peer group –**
 - UNC has been misclassified as Carnegie R3 in the past but may actually be R2.
 - We need to check be sure our peer group is accurate.
 - Marshall suggests checking UNC's peer group appropriateness every five years.

Unfinished Business

- Administrative/educational salary distribution
- Shift date for Equal Pay Act adjustments
- Adding a distinguished/super professor category?
- Chair compensation policy – will be taken up in the fall
 - **Election** – Are there any more SEC nominations? None.
 - Votes for Greene as Vice Chair: 8 yeas, Greene is elected Vice Chair.
 - Votes for Kyle as Chair: 8 yeas, Kyle is elected Chair.
- **Compensation Report to Faculty and Staff**
 - Issues with data accuracy in Banner
 - Significant errors in HR's compensation reports (i.e., ranks, CIP codes)
 - If faculty/staff ask about when compensation report will be available, we do not know but we hope soon.
- **Multi-year compensation plan**
 - Minimum wages/salaries
 - Logistics about how we can move to 100% parity.
 - Uncertainty surrounding State funding, we will need to revisit this again next Fall.

- **Update compensation investment rationale – consistent messaging for UNC administrators**
 - Discussion and editing of Rowing, Not Drifting 2030 Salary Equity document.
 - Table to be updated by Chair Kyle once data is received from Marshall (over the summer).
 - Chair Kyle will double check with Marshall on how Cost of Living data was calculated.
 - Sample of New Faculty Salaries table:
 - Kyle to choose one example position with salary from each college.
 - Chair Kyle to share any changes with Salary Equity committee members over the summer.

New Business

Comments to the Good of the Order

Chair Kyle would like to thank Joan Clinefelter and Michelle Athanasiou, for their service on this committee. The committee thanks Chair Kyle.

Adjournment

The meeting was adjourned at 3:59pm.