

SALARY EQUITY COMMITTEE
UC Aspen C
October 21, 2019 | 3:00-4:00 p.m.
MINUTES

Members Present: Burgett, Clinefelter, Fischer, Greene, Heise, Kyle, Morgan, Parks, Trask
Members Absent: Martin

Call to Order

The meeting was called to order 3:04pm.

Approval of the Agenda

The agenda was approved with addition of Compensation Identity Update from Parks.

Approval of the October 7, 2019 Minutes

The 10/7/19 minutes were approved without objection.

Chair's Report/Announcements (Clinefelter) – No Report

Unfinished Business

- **Salary Equity bylaws**

- II(C.)(2.) – “External parity for **non-classified, professional** administrative staff is the ratio of UNC’s average full-time administrative salaries for positions as reported to the CUPA to the average administrative salaries for the same positions at the peer institutions; other data may be used if the Committee deems it appropriate. ~~Only positions at UNC identified as Executive, Senior Management and Director will be included in the administrative salary parity calculation.~~”
- II(C.)(3.) – “Internal parity ~~will be achieved when~~ **would be defined as** when the ratio **median percentage of parity** among faculty by rank and discipline is equal, and when the parity ratio between the average faculty member and the average administrator is equal.”
- II(C.)(4.) – “The external parity measures will use only those peer institutions that have submitted both faculty salary data, by discipline and rank, and **non-classified professional** administrative salary data, by position.”
- Median versus Average – language needs to be changed from ‘average’ to ‘median’ as median is being used to track comparisons.
- Clinefelter and Parks will have further discussion on the language.

MOTION – Fischer – Approve language as we have discussed so far.

SECOND: Kyle

VOTE: Approved by voice vote

- **Loan Policy**

- Parks heard back from lawyers and will return policy in more finalized form at a subsequent meeting.
- Estimated implementation for July 1, 2020

- **Compensation Identity Update, April 2018** - UNC Faculty & Administrative Salaries Compared to CUPA Averages FY14 – FY16 and CUPA Medians FY17 – FY 19
 - 90% parity for faculty was reached in FY 16 – the overall trend is down since that time
 - Difficulty in comparing peer groups due to volatility of which institutions are reporting and the similarities/differences in the reported positions
 - Quality of data in professional administrative survey can be unreliable when it goes beyond positions that are at all universities.
 - Volatility in UNC’s internal data for FY19 with the amount of people leaving positions
 - Switch to Doctoral All comparison group accounts for a difference of about 4% versus the NCHEMS group
 - Morgan – The ‘instructor’ line keeps the faculty total inflated; UNC is meeting the 90% goal for the lowest paid faculty.
 - The Presidential salary is lowest of the percentage of the administrator group.
 - Parks - It looks worse in the Doc All comparison group than the NCHEMS peer group.
 - Fischer – BOT is aware of how low Andy’s salary is and have already discussed giving him a raise.
 - Heise – What happened to the ‘Senior Management’ line?
 - Parks – ‘Senior Management’ and ‘Other Administrators’ were combined. ‘Other Administrators’ include only administrators reported on the CUPA survey (excluding president and executive categories). It is not that UNC is losing people, it is just that fewer positions are being compared year by year.
 - FY20 Faculty Compensation Outcomes CUPA Doctoral All Comparison Group
 - Provides data by rank and college
 - Clinefelter – We will revisit this next time.

The following items are postponed until the next meeting:

- **Faculty Compensation Outcomes, 2018-19**
- **Staff Compensation Outcomes, 2018-19**
- **Salary Equity Report on Compensation Nov. 2018**
- **Fall 2017 Staffing Report**

New Business

- None

Adjournment

The meeting was adjourned at 3:59pm.

Joan Clinefelter
Chair

Betsy Kienitz
Recording Secretary