

SALARY EQUITY COMMITTEE
UC Aspen A & B
September 6, 2022 | 3:00-4:00 p.m.
MINUTES

Present: Athanasiou, Greene, Kyle, Parks, Schaberl, Vaughan, Wiegand

Absent: Clinefelter, Cobb, Zukiewicz

Guest: Senbet

Call to Order

The meeting was called to order at 3:05pm.

Approval of the Agenda

Approved without objection.

Approval of the August 22, 2022 Minutes

Approved without objection.

Chair's Announcements (Kyle)

Unfinished Business

Effects of Promotion on Parity:

Promotion Raises (Marshall)

- Denver and NoCo market over last 8 years, about 18.5% inflation. Over 10 years, inflation would have been approx. 20%.
- Full to 6000
- Associate to 3600
- Senior lecturer: 2400
- These increases might create some things that we might have to correct in terms of pay equity (inversions), but the impact shouldn't be too large.
- Greene brought up the issue that this increase wouldn't address parity with our benchmark schools. Most benchmark schools do use discretion and percentages but not flat amounts like we do. UNC separately funds the promotional increases. These aggregate promotion increases are also very predictable.
- It is hard for anyone to argue that increasing the flat amounts is not necessary.
- Why looking 8 years back? That's due to the last time we adjusted promotion raises.
- Senior leadership is likely to support that increase in the flat amounts.
- Joan might be able to dig down and find out when the current flat amount raises started? The 8 year window looking back is not necessarily correct. We found that the last increase was approved in 2012-2013, and likely took effect in Fall 2013, so we should probably look back 10 years
- We have never measured our pay to inflation. We have measured our pay to the peers.
- The more we can push for increases in flat amount promotion increases, the better. Again, these flat amount increases are funded separately from the parity increases. However, we also want something that's realistic and has data to back it.
- There could also be compression adjustments as a result of this. But Marshall thinks that the compression shouldn't be large.

- Compression adjustments: are to ensure compliance with the equal pay act within the department. Equal pay adjustments happen in April, necessary to comply with Colorado State law.
- Parity adjustments: are to ensure that our salaries are aligned with peer schools (NCHEM51). This would happen after the equal pay adjustments. Historically.

Homework:

Promotion adjustments were passed in 2013, so since the increases would be effective in 2023, a 10 year window might be more appropriate. Let's decide on what promotional raises are appropriate to propose.

New Business

Evaluation of Adjustment for Year in Rank

The current set up benefits years in rank (see process below)

- o Calculating individual faculty salary comparisons
- § In all cases, the comparison is the discipline specific CUPA median for our peer group (determined by CIP Code)
- § Reported medians are adjusted for years in rank (YIR) based on the following assumptions
 - the median YIR for assistant professors is 3 years
 - the median YIR for associate professors is 5 years
 - the median YIR for full professors is 10 years
 - The YIR adjustment subtracts one percentage point from the CUPA median for each individual's YIR under the assumed median above, adds one percentage point for each YIR above the median.
- § In all cases, everyone is considered to have one year in rank to start because the data are generally a year old.

Marshall likes the idea of adjusting for Years in Rank (YIR). The 1% per year in YIR +/- is an arbitrary number.

For Full Professor the cap is at 25 years of credit, then the Senate removed the cap. There are pluses and minuses for being here for a long time.

The 5 years for median for Associate professors seems too high. So if you are an Associate professor that goes up for promotion to full after five years, that person would stay below the median the entire time and get a negative YIR % adjustment.

Homework:

Adjust the 5 year median YIR for associates should be changed to 3 years to better reflect the reality at UNC.

Idea: after 25 years as full, the YIR positive adjustments would be 15% ($25\% - 10\% = 15\%$). Then a faculty should receive maybe less than a 1% YIR adjustment (e.g. 0.5%?)

The competitive forces in hiring are such that most of the faculty we hire are entry level hires. While most deans and higher-level admins are mid or late career hires where salaries are higher.

Multi Year Compensation Plan Adjustment

- Marshal's goal is to get a multi-year compensation plan set up.
- Before we were shooting for a peer comparison of 100%. That's because now we have a reasonable comparison group of peer schools.
- Approximately 26 million dollars to get all of our campus (staff and faculty) up to our peers.
- Goal is to get us there over 5 years. But once you get there, you can't stop.
- One model is to do that all at once, that would have cost about 12 million. And then to keep about 5 million per year to get us there.
- This has been historically easy to calculate because the increases were so stable for the peer schools.
- This year it could be different because the peer schools might have different increases.
- An alternative would be to propose something more quick to get everyone to 100% on the faculty side (not staff). There is a window of about \$4 million to get all faculty members to 100% of the peer benchmark. Staff turnover is so high so that new staff members are increasing their salaries anyway. This would be everyone getting to 100%, not an average of 100%.
- A 100% of parity is still a C grade. 100% sounds great, but may not be – perhaps we should consider cost of living.

Comments to the Good of the Order

- None

Adjournment at 4:00pm