

SALARY EQUITY COMMITTEE  
Campus Commons 2200  
October 21, 2024 | 3:00-4:00 p.m.  
MINUTES

Present: Applegate, Bauer, Barkley, Elkins, Fischer, Greene, Kyle, Shafie, Senbet  
Zoom: Castro, Henke, Schaberl  
Absent:

Call to Order 3:01pm

**Approval of the Agenda** approved without objection

**Approval of the October 7 Minutes** approved without objection

Chair's Announcement – No Report, but is eager to hear about the Board of Trustees retreat

Report from Fischer:

- The retreat covered four topics, starting with financial updates. Fischer brought up the issue of the increasing gap between staff and faculty salaries. The Trustees brought up some questions and expressed some surprise and dismay about this issue. Fischer hopes to include this as a business item for the December BOT meeting. Everyone was on the same page and agreed that this is an item that needs to be discussed. Fischer is hoping to work with Kyle to draft a resolution to bring to the December BOT meeting.

Unfinished Business

- **Adjustments to the year in rank for full professors (from 10 to 6-7 years)**
  - The current median is set at 10 years, which was not established based on any data
  - YIR data from peers was unavailable, but HR had data from UNC that dates back 8 years despite a request for 10 years.
  - Kyle previously discussed this with Fleming, who expressed concerns:
    - Discipline-specific median varies.
    - Additional peer institution data is needed.
    - She is hesitant to support the proposal.
  - Reducing the median to 7 years without adjustments would drop full professors' parity to 89.5% from the current 92.5%.
    - An estimated \$441,000 will be required to make this adjustment and keep faculty at a floor of 92.5%
  - Senbet proposed potential solutions that include
    - Secure a separate funding pool to maintain 92.5%.
  - Applegate supports data-based adjustments to ensure reasonable outcomes.
  - A concern that was raised was over the variation in faculty among departments, implies that the same arguments can be made for current parity calculations because all units have the same numbers of associate or assistant professors.
  - It is important to receive input from the university community, particularly if funds will be drawn from the general salary raise pool to address full professors' parity misalignment.
  - If 100% of parity will be reached in two years, the SEC may hold off on making any recommendations on this particular item. However, it appears uncertain whether it will be reached.

## New Business

- Distinguished Professor category rank (Welfare Committee working on criteria)
  - **Suggested promotion stipend**
  - **How to calculate year in rank**
    - *There are 114 full professors with 4 YIR or above, 105 with 5 YIR or above, 97 with 6 YIR or above.*

Comments to the Good of the Order

Adjournment 4:00pm