

SALARY EQUITY COMMITTEE
Campus Commons 2200
October 7, 2024 | 3:00-4:00 p.m.
MINUTES

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

Call to Order 3:01pm

Approval of the Agenda approved without objection

Approval of the September 23 Minutes approved without objection

Chair's Announcement

- Update to a meeting with the CFO regarding Faculty vs. Staff (administrative) Salary
 - Senbet, Kyle, and Fischer Met with the CFO on Friday to review salary data
 - The inclusion or exclusion of the College of Osteopath Medicine (COM) does not affect the overall findings.
 - It was noted that there is in fact an increase in gap between staff and faculty
 - There was a general agreement on the data between what was compiled by the CFO and Senbet, with no major disagreements.
 - The three options in order to solve compensation gap issues would be to reduce staff FTE, increase faculty FTE, or increase faculty compensation at a higher rate than staff compensation.
 - The UNC COM should not be included since their operating budget is based on funding.
 - The Board Policy Manual (1-1-201(5)) indicates that 55% of the budget should be allocated for Instruction. However, the current budget allocation does not seem to reflect this.
 - Fischer will bring this item to the Board of Trustees (BOT) retreat, so they are aware of this.
 - There have been some positive administrative responses after Senbet, Kyle and Fischer raised the issue.
 - As a committee resolutions should be drafted and codified to clarify how to move forward and make recommendation that include,
 - Efforts to explore opportunities for faculty funding, particularly when staff receive mandated funds from the state.
 - Find similar funding sources for both faculty and staff to ensure parity and equity.
 - Make efforts to look for funds for faculty if staff is receiving mandated funds.
 - If there is nothing to hide and the university feels justified in its salary approach, there should be no issue in making the data public.
 - It was indicated that the data reflects market values and pandemic-related staffing changes, with staff pay primarily driven by market rates.
 - Staff pay is mostly determined by market values, which is why they receive the pay they get.
 - The market forces in hiring staff have a large impact on salary differences.

Unfinished Business

- Adjustments to the year in rank for full professors (from 10 to 6-7 years)
 - The current median years in rank for full professors is set at 10 years, the proposal is to adjust this to 6-7 years.
 - The data shows the median for professors is closer to 6-7 years, and moving to this timeline may be more appropriate.
 - We should move to make those adjustments, however there will be some concerns that the years in rank being different among professors in different units.
 - If parity is to be reached in the next 2 years, should we prioritize this adjustment?
 - Based on the data it does not seem like parity will be reached in 2 years and that this is something to be looked into, along with inflation.
 - A fairness issue was raised because adjustments were already made for associate professors.
 - It was stated that although full professors may be the highest pay but they are also the most vetted.
 - Kyle can share the language used for associate professors for a reference.
 - A clarifying question of who makes the decision on salary pay was asked.
 - Pay decisions are made by the President, with the BOT approving the budget.
- Areas of consideration:
 - Concerns were raised about inflation eroding real purchasing power. The focus should be on achieving parity first, and a strategy is needed to prioritize cost of living and inflation for when the parity goal is reached.
 - Parity is reevaluated annually, but a clear policy is needed for managing parity once achieved.
 - The President is committed to reaching 100% parity, though the original 5-year plan seems unlikely.
 - If this timeline isn't feasible, priorities should shift, and a new plan may be required.
 - This discussion will continue at the next meeting.
- AY23 and AY24 compensation outcomes.
 - No new issues were raised.

New Business

- Distinguished Professor category rank (Welfare Committee working on criteria)
 - Suggested promotion stipend
 - How to calculate year in rank

Comments to the Good of the Order
Adjournment 4:00pm

