

SALARY EQUITY COMMITTEE
Campus Commons 2200
April 22, 2024 | 3:00-4:00 p.m.
MINUTES

Present: Barkeley, Fischer, Greene, Hepperle, Kyle, Senbet, Stuttler
Zoom: Applegate, Leffler, Lovewell, McCamey, Schaberl, Shafie, Vaughan, Wiegand (Leffler)
Absent:

Call to Order 3:00pm

Approval of the Agenda and the April 8 agenda - Approved without objection

Approval of the March 25 and April 8, 2024 Minutes - Approved without objection

Chair's Announcement:

Kyle worked with Barkley and Pratt to secure additional funding. As a result, faculty will be brought up to a floor of 89% of parity the 3% pool is distributed. This effectively increases the compensation pool to approximately 5.4%. We extend our sincere appreciation to the administration for their willingness to help seek these funds.

Unfinished Business

- Administrative/educational salary distribution
- Shift date for Equal Pay Act adjustments
- Adding a distinguished/super professor category?
- Multi-year compensation plan
- Adjunct pay policies
- Language changes in compensation letter
- Update median years-in-rank for professors to 7 years/possible super-professor category
- **Resolution for how to divide salary pool**
 - At the 4/8 meeting, the committee voted for option 2 (1.5% towards parity and 1.5% percentage raise or flat rate)
 - The new data includes the adjustment of all faculty up to 89% of parity and includes equity adjustment for the 15 faculty discussed in the last meeting.
 - 53% of faculty will already get parity raises to bring them to 89% before the 3% pool is distributed.
 - Considering Flat rate vs Percentage
 - Flat Rate: will allow faculty to get to a parity floor of 92.5%
 - Percentage: will allow faculty to get to a parity floor of 92.4 %
 - Similar percentage of parity is achieved with either of those two options.
 - Schaberl: Does this include inflation?
 - No, it does not have the adjustment for inflation.
 - Shafie: Are changes to how we adjust professor years-in-rank included?
 - The data does not include changes and the UNC median of professors and is still using a median of 10 years.
 - The provost is interested in exploring new options such as a new category of "Super Professor."
 - "Super Professor" – uses a different baseline and offers the

possibility of aligning with peers.

- The discussions of how the median is set will need to be had. This will be on the top of the agenda for next year.
- Schaberl stated that the parity percentage at the salary level are not the same and that without the consideration of inflation the data is difficult to understand.
- Senbet: Having both an inflation adjustment and parity adjustment would be wonderful, but given a limited budget equity and parity are priority.
- Fischer did a little analysis based on his department and although he benefits from a percentage raise compared to his peers, he favors the 1.5 flat rate. Equity is his priority.
- Schaberl would like the committee to analyze the data using an inflation adjustment.
 - **MOTION:** Should we include an adjustment for inflation before moving forward?
 - **VOTE:** 1 aye, 5 nay - remaining members move to move forward to not include adjustment for inflation
- **MOTION:** Fischer moves to recommend the 1.5% towards flat rate raises, seconded by Greene.
- **VOTE:** 1 nay, 6 aye – Motion passes and the recommendation of 1.5% towards flat rate raises is approved.
- Professors, associate professors, and assistant professors will receive a flat rate of \$1225 and senior lecturers, lecturers, and instructors will receive a flat rate of \$900.
 - The flat rates are not currently tiered but if we do tier in the future senior lecturer should receive a higher raise.
- **MOTION:** Fischer moves to approve the statement of \$1225 for professors, associate professor, and assistant professors and \$900 senior lecturers, lecturers, and instructors, seconded by Greene.
- **VOTE:** 6 aye – Motion passes and the proposal of \$1225 for professors, associate professor, and assistant professors and \$900 senior lecturers, lecturers, and instructors is approved.
- **Compensation outcomes reports**
 - We are expected to receive the compensation outcomes report this week.

New Business

- **Salary Equity Committee Officer Elections**
 - Dawit Senbet: elected by acclamation.
 - Eric Applegate: elected by acclamation.
- **Salary Equity Letter**
 - Feedback for the first paragraph:
 - For clarity, include that not all faculty will receive a 5.4% increase and all faculty will be brought to a minimum of 89% of parity first.
 - Feedback for the Rational:
 - Include “bring all faculty to a minimum of 89% of parity”
 - Include “recommendations” in title.
 - **MOTION:** Fischer moves to approve the SEC recommendations letter and bring to Faculty Senate, seconded by Greene
 - Discussion:
 - Friendly amendment of including new hires to start at floor made by Lovewell; accepted by Fischer.

- **VOTE:** 5 ayes - motion passes and the SEC recommendations letter is approved and will be brought to Faculty Senate.

Comments to the Good of the Order

Thank you, Britney for your Hard work! Thank you Dawit, Kyle, Jordan for your hard work for advocating for more funds!

Adjournment 4:00pm