

SALARY EQUITY COMMITTEE
Campus Commons 2200
August 26, 2024 | 3:00-4:00 p.m.
MINUTES

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

Call to Order 3:00pm

Approval of the Agenda approved without objection

Approval of the April 22 Minutes approved without objection

Chair's Announcement – There is an ongoing discussion with the administration about the growing gap between faculty and staff compensation. In the early 2000s, the aggregate compensation of faculty was more than that of staff. As time went on, there was a switch where the aggregate staff compensations began to overtake the faculty compensations. However, the gap remained relatively stable between the early 2010 and 2019 Academic Years (with an average of about \$2.7 Million). Since 2019 AY, the gap between staff and faculty aggregate compensation increased from about \$1.8 million to \$19.2 million (a 967% increase in six years). Pratt is working on compiling data on administrative pay, and I plan to work together to find the root cause of this pay disparity.

In 2021, we embarked on a 5-year compensation model to achieve parity both for faculty and staff by AY 2027. We just completed year 3 and are at the beginning of year 4 of that 5-year plan. We are currently at a parity of 92.5%. It is possible that it may take more than 2 years to reach 100% parity. Achieving 100% parity will allow us to explore different objectives when it comes to raises. We hope to work with the administration on an action plan about a timeline of parity achievement.

- Discussion: Who is responsible for checking the gap? Is this normal? Have we looked at other institutions?
 - We will check to see if we can find data on aggregate compensation for faculty and staff in our NCHEMS peer group.
 - We will keep this discussion going.

New Business

- Introductions
- Priorities for SEC this academic year
 - Business we did not get to
 - Adjust median rank for professors
 - Received data about an appropriate median, at UNC that median is 6-7 years.
 - Consider Inflation adjustment. Can we begin work on an approach for inflation? Beginning work now will save us time.
 - Provost's Office is looking into a Compensation consultant
 - Concerns about the increase in housing and cost of living and how that ties into raises and parity.
- Compensation outcome reports (AY 2023 and AY 2024)
 - AY 2023
 - CUPA changes; should we use the current CUPA?

- CIP codes used 2 years ago are different than the CIP codes faculty uses now, the use of the new CIP codes makes the data look incorrect.
- MOTION:
 - Use old CIP code and add the new CIP codes in the comment section.
 - Use the new CIP code and add the old CIP codes in the comment section.
- VOTE:
 - 4 votes - Use new CIP code and include a note about old CIP codes.
 - 3 votes - Use old CIP code and include a disclaimer that old CIP codes have been used.
- Adjustments to the year in rank for full professors

Comments to the Good of the Order
Adjournment 4:03pm