

SALARY EQUITY COMMITTEE
UC COUNCIL ROOM
September 9, 2024 | 3:00-4:00 p.m.
M I N U T E S

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

Call to Order 3:06pm

Approval of the Agenda approved without objection

Approval of the August 26 Minutes approved without objection

Chair's Announcement -

No Announcement. We have data that we will discuss at the next meeting. Today Robert and Megan will address reports.

Unfinished Business

- Difficulties in getting compensation outcome reports from HR (AY 2023 and AY 2024) (Hepperle and Bauer)
 - The discrepancies between job families and pay bands were a concern based on reviewing AY 2022 and AY 2023.
 - For example, there were cases where deans' salary exceeded the maximum range, well above both the median and maximum for their positions.
 - The pay bands are arbitrary, but it may be helpful to consider an expert to review.
 - Although HR indicated that the bands are not useful, others rely on them for their analysis, and they are legally required.
 - These are Market rates for the positions and the pay bands are used for position purposes.
 - Questions raised:
 - Would it be more useful to get data from NCHEM about salary?
 - Job titles about schools are not consistent.
 - Where did the band amount come from?
 - The band amounts were determined by the marketing company, Marshal Parks and his team determined the money value.
 - How did those values make sense at that time?
 - It was suggested to do a full-blown market analysis on those positions, however that would be a significant process.
 - The primary concern is ensuring that NCHEM data aligns accurately with both faculty and staff positions.
 - Having direct comparisons between faculty roles in NCHEM and CUPA data would be highly beneficial, though achieving this alignment will

- require time-consuming manual work.
- We are beginning to look at AY 25 and we need to get AY 23 completed.
 - The committee is happy to work on the data to determine answers.
 - What is the anxiety of having AY 25 completed first?
 - That won't be a problem; however it would be beneficial to complete AY 22 and AY 23 completed.
- Greene stated that in his department of AY 21 report, the newest CIP codes are used, and the old CIP codes are used in AY 22. This may cause some confusion for faculty.
 - Bauer would have to look more into the specific faculty member to make any corrections.
- Who decides the CIP code?
 - The process currently involves moving from Barkley to Bauer, then to the deans, and back to Barkley for final decisions.
- CIP codes vary across departments, and there are concerns that they are being assigned without adequate faculty input.
 - Faculty should be informed about their assigned CIP codes and notified of any changes. They should be given the opportunity to discuss these codes to ensure clarity and understanding.
 - A formal policy needs to be created to ensure faculty are aware of the process for assigning and modifying CIP codes.
 - Barkley will draft a policy addressing these concerns.
 - Barkley and Bauer will continue to work on CIP codes and plan to meet with the deans to encourage them to share the process they intend to implement.
- Barkley noted that last year he primarily handled corrections in CIP codes and in certain cases specific codes were necessary.
 - He also mentioned that using more detailed CIP codes can complicate comparisons, which is why smaller codes are often preferred.
- There is a lack of consistency in the discussions when transitioning between CUPA and NCHEM data.
 - NCHEM is a smaller subset of CUPA, utilizing data from institutions similar to UNC.
- The compensation reports indicated the use of the term "CUPA median" but it should be "NCHEM" instead of "CUPA."
- A timeframe to review NCHEM and CUPA comparisons was requested, however the relevant data may already be in the provided spreadsheet.
 - The need for pay bands and accuracy was questioned.
 - Senbet, Kyle, and Bauer will have further discussions about this.
- Adjustments to the year in rank for full professors (from 10 to 6-7 years)
 - Last year, the associate professor median was adjusted from 5 to 3 years.
 - There is ongoing discussion about changing the median years to 7, though there are concerns about variability among departments.
 - Kirsty also requested additional data, but it's currently unavailable. It was

suggested that we revisit the adjustments later in the future.

- Some key implications include the increased cost of reaching parity and concern about where the funding will come from. In the case of using the existing pool it may create disparities among different groups around the university.

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 3:59pm