

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

Present: Greene, Hepperle, Kyle, Shafie, Senbet, Stutler, Vaughan
Zoom: Applegate, Barkley, Fischer, Lovewell, Schaberl
Absent: McCamey, Wiegand

Call to Order 3:02pm

Approval of the Agenda approved without objection

Approval of the February 19, 2024, Minutes approved without objection

Chair's Announcement

- **Compensation outcomes reports**
 - We will have another draft by Thursday.
- **Request for CUPA data and updated salary data**
 - Gained access today, and we will have models soon.
- **Median years-in-rank for full professors**
 - May have data tomorrow, still in the works. Robert will pull information for UNC.

Unfinished Business

- Administrative/educational salary distribution
- Shift date for Equal Pay Act adjustments
- Adding a distinguished/super professor category?
- Multi-year compensation plan
- Compensation outcomes reports
- Adjunct pay policies
- **Language changes in compensation letter (Schaberl)**
 - Kyle and Senbet have talked with administrators about making sure the processes for adjusting faculty and staff pay are equitable.
 - How much additional funds will go to the equal pay act?
 - More data is needed, when the report is available it will be able to provide more information.
 - It was suggested a model with percentage-based raises is to be looked at to see how the outcomes would differ from flat rate raises.
 - Once the data is available to determine how the pot is divided, a timely letter should be sent out including information on how raises have been determined and why.
 - Including mandated changes can be useful.
 - Letters should be sent around the time HR letters are sent.
 - There is on-going discussion with administration about budget and how their salary share is increasing quicker than faculty.
 - Admin wants to pay everyone the most they can but based on the budget realities it may be difficult.
 - Percentage vs flat rate
 - Depends on the budget.
 - With a percentage-based raise, parity disparities could increase.

- Faculty at a high salary and high percentage of parity are not getting large raises with the current system and some feel they are being penalized with the current process.
 - However, many on the committee argue that equity need to be prioritized and impacts on all faculty must be considered.
- Discussion about CIP-codes:
 - Within departments some people have different CIP codes, it was thought that everyone in a department was supposed to be under one.
 - CIP codes should be looked at more carefully.

New Business

Comments to the Good of the Order

Congrats to Dr. Lovewell on defending their dissertation!

Adjournment 3:59pm