

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

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

Call to Order 3:02pm

Approval of the Agenda approved without objection

Approval of the October 21 Minutes approved without objection

Chair's Announcement – No report

Unfinished Business

- **Adjustments to the year in rank (YIR) for full professors (from 10 to 6-7 years)**
 - An external firm is being considered for salary analysis requested by the administration.
 - There have been concerns about the exclusion of the Salary Equity Committee (SEC). If an external firm is hired for a salary analysis. SEC expects full involvement.
 - Barkley stated that the upcoming meeting is a “sales call” to determine whether UNC will want to work with this company, Hanover.
 - It has not been decided whether a salary analysis will be a project that they take on. There is a list of possible projects that the firm may handle.
 - Kyle would like to see examples of reports or outcomes to determine if it would be useful to work with them.
 - MOTION: Fischer motions that if Hanover (or another firm) is considered for hiring to do salary analysis, the SEC would like to be consulted on the decision to hire and the work thereafter. Seconded by Greene
 - DISCUSSION:
 - Is the purpose of hiring Hanover to analyze compensation related to COM?
 - Barkley responded that a compensation analysis will not be specifically done for COM but for a comprehensive university-wide review. Hanover may also handle other Academic Affairs (AA) projects.
 - What are they likely to show us?
 - They are likely to confirm results we already know but could offer useful comparisons with other universities' faculty salaries.
 - What are we going to learn from this that we don't know? Who will value their answer other than SEC?
 - These are questions that can be discussed with Kirsty.
 - Members anticipate if the administration decides to continue with the salary analysis with Hanover (or another firm), where SEC should have input.
 - VOTE: Approved unanimously
 - Shafie stated that if we aren't going to have any adjustments/support for YIR, we need to figure out other matters.
 - If moving forward, parity needs to be established first, with SEC deciding on compensation pool distribution.

- SEC will be making recommendations based on the current models, however the Provost may not support the YIR adjustment until the consultation has been done.
 - Either way we decide to make the adjustment, we would be using the current model of 10 years with a 3% increase pool.
- The primary question is securing funds to keep full professors at 92.5%, but no decision has been made.
- Kyle suggested prioritizing the Board of Trustees resolution due to time sensitivity, since a presentation will be done at the December meeting.
- Senbet proposes to table and return to this discussion after meeting with Hanover on November 12.

New Business

- **Brainstorming Senate Resolution** on Faculty Compensation
 - The idea is to serve the document as an information item for someone who doesn't have the data.
 - Overall, results are the same based on the analysis done by Senbet and Dale. Three areas of differences are:
 - In Senbet's analysis, the salary portion of dining service staff employees that were outsourced to Sodexo was kept and extrapolated, while in Dale's, anything related to dining services was removed.
 - UNC COM is budget neutral (based on foundation funds). Senbet removed all spending on UNC COM in his analysis, while Dale kept UNC COM in his.
 - Senbet's analysis includes FY25, while Dale's does not go beyond FY24.
 - It was mentioned that the situation seems to have worsened significantly in recent years and that the President's explanation that the problem has been inherited does not seem to be the case.
 - If the administration was aware of this, what's been happening at the administration level?
 - They are likely making decisions based on what they believe is best, but their priorities may not align with ours (faculty).
 - It seems that academic departments are being asked to do more with less, but we don't see this on the administration side.
 - Points to address in resolution:
 - Start by recognizing that we have received annual salary statements in recent years.
 - Reiterate that UNC is committed to pay parity with peer institutions.
 - Differentiated salary increases are needed for faculty to catch up with the pay gap. Then, treat faculty and administrative staff equally, with the same percentage increase, and stop pay inequity.
 - Emphasize the need for core mission alignment.
 - A transparent policy that codifies how faculty and staff hiring is decided and a transparent policy on discretionary salary raises for staff and faculty.
- Distinguished Professor category rank (Welfare Committee working on criteria)
 - **Suggested promotion stipend**
 - **How to calculate year in rank**

- *There are 114 full professors with 4 YIR or above, 105 with 5 YIR or above, 97 with 6 YIR or above.*

Comments to the Good of the Order
Adjournment 4:02pm

SALARY EQUITY COMMITTEE
Campus Commons 2200
October 21, 2024 | 3:00-4:00 p.m.
MINUTES

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

Call to Order 3:01pm

Approval of the Agenda approved without objection

Approval of the October 7 Minutes approved without objection

Chair's Announcement – No Report, but is eager to hear about the Board of Trustees retreat

Report from Fischer:

- The retreat covered four topics, starting with financial updates. Fischer brought up the issue of the increasing gap between staff and faculty salaries. The Trustees brought up some questions and expressed some surprise and dismay about this issue. Fischer hopes to include this as a business item for the December BOT meeting. Everyone was on the same page and agreed that this is an item that needs to be discussed. Fischer is hoping to work with Kyle to draft a resolution to bring to the December BOT meeting.

Unfinished Business

- **Adjustments to the year in rank for full professors (from 10 to 6-7 years)**
 - The current median is set at 10 years, which was not established based on any data
 - YIR data from peers was unavailable, but HR had data from UNC that dates back 8 years despite a request for 10 years.
 - Kyle previously discussed this with Fleming, who expressed concerns:
 - Discipline-specific median varies.
 - Additional peer institution data is needed.
 - She is hesitant to support the proposal.
 - Reducing the median to 7 years without adjustments would drop full professors' parity to 89.5% from the current 92.5%.
 - An estimated \$441,000 will be required to make this adjustment and keep faculty at a floor of 92.5%
 - Senbet proposed potential solutions that include
 - Secure a separate funding pool to maintain 92.5%.
 - Applegate supports data-based adjustments to ensure reasonable outcomes.
 - A concern that was raised was over the variation in faculty among departments, implies that the same arguments can be made for current parity calculations because all units have the same numbers of associate or assistant professors.
 - It is important to receive input from the university community, particularly if funds will be drawn from the general salary raise pool to address full professors' parity misalignment.
 - If 100% of parity will be reached in two years, the SEC may hold off on making any recommendations on this particular item. However, it appears uncertain whether it will be reached.

New Business

- Distinguished Professor category rank (Welfare Committee working on criteria)
 - **Suggested promotion stipend**
 - **How to calculate year in rank**
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Comments to the Good of the Order

Adjournment 4:00pm