

SALARY EQUITY COMMITTEE
UCAspen A & B
February 2023 | 3:00-4:00 p.m.
Meeting Minutes

Present: Barkley, Greene, Kyle
Present via Zoom: Athanasiou, Schabalea, Wadhvani, Wadhvani, Wadhvani
Absent: Clinefelter, Cobb, Parks, Weigand, Zukiewicz
Guest: Senbet

Call to Order

The meeting was called to order at 3:04pm.

Approval of the Agenda

Approved without objection

Approval of the February 6 2023 Minutes

Approved without objection

Chair's Announcements

x Parity process language going to Senate next week (see attached). This item will go to Faculty Senate Monday February 27 2023.

Unfinished Business

- x Administrative/educational salary distribution
- x Shift date for Equal Pay Act adjustments
- x Adding a distinguished/super professor category?
- x Multi-year compensation plan
 - o Minimum wages/salaries
- x Update compensation investment rationale consistent messaging for UNC administrators
Marshall was working on this with Office of Institutional Research and Effectiveness

DISCUSSION:

- x The committee reviewed the Faculty Compensation Data spreadsheet and realized there may be errors, i.e., listing the same position twice
- x Committee to consider capping the parity increase, noting a 10% cap on parity increases could put us in the black but that a \$10,000 cap will benefit the lowest paid individuals and may go further.
- x Tenure track status is incorrect in some places data spreadsheet.
- x The c

