

SALARY EQUITY COMMITTEE
UCAspen A & B
March 27, 2023 | 3:00-4:00 p.m.
MINUTES

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

Call to Order

The meeting was called to order at 3:01pm.

Approval of the Agenda

The agenda was approved without objection.

Approval of the March 2023 Minutes

The minutes were approved without objection.

Chair's Announcements

- x Daycare update
 - o Parks said there has been progress
 - f UNC submitted an initial application to the P3 office on October 2nd, 2023
 - f Our 2nd application was submitted in November due to increased costs and a Performa was provided last week
 - x We are hoping for approval before May 2023.
 - x P3 partnerships may be required to generate revenue to be self supporting.
 - x UNC is on the April 2023 EDQ meeting agenda
 - o Chair Kyle reached out to Dale Pratt about modeling 3% and 4% raise pools and was encouraged to also develop a 2% raise pool model.
 - f There is a 50% chance there will be 2% pool.
 - f DISCUSSION: Balancing of revenue and expenses is standard for this time of year
 - f Enrollment looks good but still need actual revenue before spending

Unfinished Business

- x Parity language for senior lecturers (see attached document)
 - o Revised language needs to be brought back to Senate to make sure everyone is on board
 - o MOTION: Bring updated Parity Calculation Process Language document to Faculty Senate as is
 - o VOTE: The SEC motion passed by unanimous voice vote.

- x Administrative/educational salary distribution
- x Shift date for Equal Pay Act adjustments ~~Not~~ discussed.
- x Adding a distinguished/super professor category ~~Not~~ discussed.
- x Multi-year compensation plan

- o Minimum wages/salariesNot discussed.
- x Update compensation investment rationale consistent messaging for UNC administrators
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