

SALARY EQUITY COMMITTEE
UC Aspen A & B
September 6, 2022 | 3:00-4:00 p.m.
MINUTES

Athanasiou

- Compression adjustments: are to ensure compliance with the equal pay act within the department. Equal pay adjustments happen in April, necessary to comply with Colorado State law.
- Parity adjustments: are to ensure that our salaries are aligned with peer schools (NCHEM51). This would happen after the equal pay adjustments. Historically.

Promotion adjustments were passed in 2013, so since the increases would be effective in 2023, a 10 year window might be more appropriate. Let's decide on what promotional raises are appropriate to propose.

New Business

The current set up benefits years in rank (see process below)

- o Calculating individual faculty salary comparisons

§ In all cases, the comparison is the discipline specific CUPA median for our peer group (determined ~~be~~ to

Adjust the 5 year median YIR for associates should be changed to 3 years to better reflect the reality at UNC.

Idea: after 25 years as full, the YIR positive adjustments would be 15% ($25\% - 10\% = 15\%$). Then a faculty should receive maybe less than a 1% YIR adjustment (e.g. 0.5%?)

The competitive forces in hiring are such that most of the faculty we hire are entry level hires. While most deans and higher-level admins are mid or late career hires where salaries are higher.

- Marshal's goal is to get a multi-year compensation plan set up.
- Before we were shooting for a peer comparison of 100%. That's because now we have a reasonable comparison group of peer schools.
- Approximately 26 million dollars to get all of our campus (staff and faculty) up to our peers.
- Goal is to get us there over 5 years. But once you get there, you can't stop.
- One model is to do that all at once, that would have cost about 12 million. And then to keep about 5 million per year to get us there.
- This has been historically easy to calculate because the increases were so stable for the peer schools.
- This year it could be different because the peer schools might have different increases.
- An alternative would be to propose something more quick to get everyone to 100% on the faculty side (not staff). There is a window of about \$4 million to get all faculty members to 100%