SA, Zukiewicz

Call to Order

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

Approval of the Agenda

 The meeting agenda was approved without objection.

Approval of the February 20, 202
3
 Minutes

 The meeting minutes were approved without objection.

Chair’s Announcements

•
 While the senate approved the parity language to be added to University Regulations,
questions about Senior Lecturers mean we may need to make changes and bring it back to
Senate

o
 Kyle clarified with Parks that Senior Lecturers
 get a parity raise by adding 10% to
 the median

peer data for lecturers. Then an adjustment of
 1%
 will be added
 each year for nine
 years.
Unfortunately, there is no CUPA data
 for a Senior Lecturer.
 People had questions about this
process that Kyle couldn’t answer, so Kyle will come back to the committee after talking
with Marshall.

Unfinished Business

•
 Administrative/educational salary distribution

•
 Shift date for Equal Pay Act adjustments

•
 Adding a distinguished/super professor category?

•
 Multi
-year compensation plan

o
 Minimum wages/salaries

•
 Update compensation investment rationale
–
 consistent messaging for UNC administrators

o
 Parks shared
 that peer institutions gave
 their faculty/staff
 similar raises this year as they
have in the past, so UNC has made progress towards parity.

•
 How to divide salary pool between flat rate raises and parity

o
 Kyle sent the committee an updated faculty
 compensation data table
 and discussed

with committee members the
 various impact
s
 to specific positions
 when
 column W (Flat
Rate Increase)
 is adjusted up or down.

o
 There is
 widespread
 support on the committee for a $10,000 cap
 on
 parity increase
s,
with the intent to redistribut
e
 any excess to all.

o
 Should we consider different
 amounts
 for flat rates? Discussed adjusting the
 Assistant
Professor’s flat rate because their starting salary
 is higher

o
 We may need to consider developing a Plan B if we are only
 given
 a 3% pool
 for raises.

o
 Associate Professors are still slightly lower in their percentage of parity
 than other
groups, but not nearly as low as in the past. Committee discussed adjusting
 flat rate
increase amounts, but minor changes didn’t
 really make a difference in percentage of
parity for different groups
 so we are likely to stick with the same flat rate raises as last
year.

o

The median year in rank
 for Associate Professors
 has been reduced from 5 years to 3
years, which means Associate Professors will get larger parity raises this year.

o
 The committee discussed the need for messaging related to our recommendations for
raise allocations. Kyle will draft something to send to the entire University after Senate
approves our recommendations.

New Business

•
 Professional staff model for distributing raises

o
 Parks and Cobb shared with Kyle via email that Professional
 Administrative
 Staff
 Council

(PASC
)

would like to move toward

a
 flat rate raise

structure, but since neither were in
attendance Kyle wasn’t able to share details about their plan.

o
 Committee members asked what happened to the
‘band
s
’
 used in previous
 faculty
compensation data
 tables? Kyle did not have an answer so Cobb
 and Parks will update
at our next meeting.

Comments to the Good of the Order

 Enjoy Spring break!

Adjournment

 The meeting was adjourned at 3:55pm.