

SALARY EQUITY COMMITTEE
UC Aspen C
October 21, 2019 | 3:00-4:00 p.m.
MINUTES

Members Present: Burgett, Clinefelter, Fischer, Greene, Heise, Kyle, Morgan, Parks, Trask
Members Absent: Martin

Call to Order

The meeting was called to order 3:04pm.

Approval of the Agenda

The agenda was approved with addition of Compensation Identity Update from Parks.

Approval of the October 7, 2019 Minutes

The 10/7/19 minutes were approved without objection.

Chair's Report/Announcements (Clinefelter) – No Report

Unfinished Business

- **Salary Equity bylaws**
 - II(C.)(2.) – “External parity for non-classified, professional administrative staff is the ratio of UNC’s

- **Compensation Identity Update, April 2018** - UNC Faculty & Administrative Salaries Compared to CUPA Averages FY14 – FY16 and CUPA Medians FY17 – FY 19
 - 90% parity for faculty was reached in FY 16 – the overall trend is down since that time
 - f* Difficulty in comparing peer groups due to volatility of which institutions are reporting and the similarities/differences in the reported positions
 - Quality of data in professional administrative survey can be unreliable when it goes beyond positions that are at all universities.
 - f* Volatility in UNC's internal data for FY19 with the amount of people leaving positions (e)-3 337 0