

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