

*February 15, 2022*

## *Faculty Senate PP Committee with ERC Committee*

**Present:** Herle McGowan, Jennifer Kuzma, Leda Lunardi, Sarah Carrier, Walter Robinson, Steven Vincent, Eileen Taylor, Roger Narayan, Tom Koch, Richard Bernhard, Mathew Gerard, Helmut Hergeth

**Guests:** Taufika Williams & Anne Burke from Council on the Status of Women (CSW)

Convened at 3 p.m.

The main issue for discussion was salary equity.

### **SALARY EQUITY STUDIES and DATA**

First issue discussed was that faculty analyzed in the normal, triennial studies on salary equity are only a small subset of faculty (i.e. tenure-track). The CSW has been asking administration for clarification on why certain categories are considered while others are not. CSW emphasized that professional track faculty (and staff) should also be considered in the equity study. CSW is asking for Senate to help advocate for the study being as inclusive as possible. It seems unjust that the most studied group on campus has the most power (tenure-track faculty/tenured faculty). That is the key place where CSW interests intersect with Faculty Senate.

It was noted that there are gaps in the record of the triennial survey too. They stopped doing the equity study after 2008, because they couldn't do anything about inequities (not enough resources to adjust studies after the Great Recession). The last study was also in 2017, and the next study should have been done in 2020. However, the pandemic derailed that process.

The 2017 study indicates that gender inequities have been remedied but there are other important factors to consider as discussed at the meeting. For the triennial equity they are comparing apples to apples, but it would also be meaningful to know who is being promoted into higher paying positions. Who has a better opportunity for achieving those positions? Those are questions of gender and racial inequity too.

The Resources and Environment Committee (REE) has been working with Sr Vice Provost Katharine Stewart to request certain questions be considered in the next study and/or separate analyses or data provided. These include the following (see also google doc <https://docs.google.com/document/d/1XbkcsAFX4jpyluRcaDFBcPaNq1Ur4CSCcjoIMxMrIEo/edit>)

#### **Research questions:**

1. *How does NCSU compare to the market in terms of income inequality? What is the trend?*
2. *What are the trends over time in the relative distribution of faculty categories/administrative positions?*

**Data Range:**

Five years at least, ten years if possible.

**Compare market income inequality to NCSU income inequality by discipline.**

- CUPA salary ranges for tenure-track faculty by rank/discipline that UHR uses to benchmark salaries.
- NCSU salary ranges for tenure-track and professional track faculty by rank/discipline.
- Supplemental data: total salary and base salary.
- Wish list - adjust for annual inflation

**Distribution of faculty/administrative categories across campus over time**

- Full time faculty (Primary faculty appointment)
  - By headcount
  - By FTE (efficiency)
  - By College
  - Tenure track/Professional track
- Full time administration (Primary administration appointment)
  - By headcount
  - By FTE (efficiency)
  - By College
  - Tenure track/Professional track
- SHRA Staff
  - By headcount
  - By FTE (efficiency)
  - By College
- What relative percentage of FTEs are covered by graduate students versus faculty (TT/Professional) over the last 5 or 10 years?
- How many people are in EHRA positions outside of college and not teaching? By unit/function? (e.g., libraries, ORI, UHR, DASA, etc)

**Other Issues**

- Retention - what is the churn (new hires/separations)?

REE has asked for as many of the above variables as possible to be included. Sr VP Stewart assured them that if they are not included, she would help us go to HR to get the information.

The need for qualitative data from department heads about the challenges that they face was discussed. NC State can't systematically remedy inequities if resources in the departments are limited and they are distributed based on different or random criteria. Many felt this would be a worthwhile endeavor. The point was raised that a survey could ask them about an aspirational approach to achieving salary equity in their departments.

**BROADER RESOURCE DISTRIBUTION ISSUES**

There was discussion about how NC State might manage or distribute internal resources better to systemically address inequities. There is the tendency to rely or "blame" the UNC system's lack of raises, but distributional issues between admin and faculty raises at NC State are problematic. (Note: PPC and REE document showing admin salaries—EPA non-teaching—have increased at a much higher rate than teaching faculty over the past decade).

The PPC committee argued for the University Budget Advisory Committee in 2020 which was reinvigorated afterwards in AY 2020-202. However, this year it is dormant again.

Related to this, it was mentioned that it would take \$3.8 million to get all faculty below the market minimum up to minimum. That does not seem like too much to find internally, some noted.

The question was raised about what other universities do to ensure consistent raises for faculty over time to at least meet inflation or exceed it. Two things were noted—a step-system like the U of CA or faculty unions that negotiate raises annually.

### **NEXT STEPS**

REE will continue to work with Katharine Stewart on getting the quantitative data mentioned above.

Walt, Anne, and Taufika volunteered to draft some questions for department heads.

Steven mentioned the goal of pulling together a report for a full Senate memo and review by the end of the semester.

**THE MEETING ADJOURNED AT 4:01 PM**