

SALARY EQUITY COMMITTEE
Remote Meeting - Zoom
January 11, 2021 | 3:00-4:00 p.m.
MINUTES

Present: Athanasiou, Clinefelter, Dyer, Fischer, Greene, Harraf, Kyle, Parks, Trask
Absent:

Call to Order

The meeting was called to order at 3:00pm.

Approval of the Agenda

Approved without objection.

Approval of the December 15, 2020 Minutes

Approved without objection.

Chair's Announcements (Greene)

Unfinished Business

- **Out-of-state remote work policy**
 - Parks – Accounting staff is working on the project. Nothing to move forward at this time.
- **Compensation Identity update**
 - Parks and Brandon have been working with NCHEMS and plan to have some samples ready to share around the end of January/early February.
 - We can ask NCHEMS representative(s) to attend Salary Equity to discuss sample groups and extend an invitation to the President and Provost.
 - Once we have the peer group identified, we can start the compensation identity plan in earnest.

DISCUSSION:

- Dyer asked if staff information is included in the groups.
 - Parks – Yes, but there is the issue of matching across staff roles. Only director level and above appear on the CUPA administrative survey. We'll use banding for the positions that don't have matches on the survey.
- Parks mentioned the new pay equity law and that UNC will be undergoing a self-check for pay discrepancies.
 - Substantially similar positions need to be compared for pay consistency.
 - Salary Equity will need to look at any inequities if identified.
- Greene asked about the possibility of raises in the coming year.
 - Parks believes the administration is still committed to a 2% pool, and it will be part of the budget discussion going forward.
 - Salary Equity will need to revisit the plan they recommended last Spring.
 - The inequity study may impact the salary pool depending on any salary inequities that need to be addressed.
- **Adjunct/Overload pay rates**
 - The committee reviewed the four example models Greene previously provided and discussed the pros/cons of set amounts versus numberless models.
 - Considerations include:

- Overload pay consistency across colleges, as well as between main campus and Extended Campus
- Tiered adjunct pay based on level of academic training: Masters versus terminal degree
- How to draw the line between pay standardization and market flexibility for adjunct pay
- Greene will work on a version with set amounts to bring forward next time.
 - Any recommendation will need to be vetted for compliance with the new pay equity law.

New Business

• Step Back revisions

- The administration recommended a couple minor revisions to the version previously approved at Faculty Senate:
 - 3-3-1301(4)(c)(ii): Step-back faculty with full-time administrative load without tenure or who have not ~~attained~~ already applied for the rank of full professor may not be considered for tenure, promotion or sabbatical for the duration of their assignment.
 - 3-3-1301(5)(a): At Step-back, unless negotiated at the time of hire, a paid transition period to permit the Step-back faculty to prepare to return to the faculty may be authorized. Unless otherwise agreed upon in writing prior to the commencement in an administrative position, no transition period shall exceed the completion of the current semester plus one (1) full semester.

MOTION: Fischer – It is moved to approve the administration's revisions as presented.

VOTE: Approved by voice vote.

- We'll run the revision by Codification before bringing it forward to the next Senate meeting.

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 3:55pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary