

SALARY EQUITY COMMITTEE
Remote Meeting - Zoom
January 25, 2021 | 3:00-4:00 p.m.
MINUTES

Present: Clinefelter, Dyer, Fischer, Greene, Harraf, Kyle, Parks

Absent: Athanasiou, Trask

Call to Order

The meeting was called to order at 3:03pm.

Approval of the Agenda

Approved without objection.

Approval of the January 11, 2021 Minutes

Approved without objection.

Chair's Announcements (Greene)

Unfinished Business

- **Out-of-state remote work policy**
 - Parks – Nothing to move forward at this time.
- **Compensation Identity update**
 - Parks and Brandon are continuing work on identifying a peer group.
 - Out of about 90 schools, we've found about 30 that are a comfortable match.
 - Some Colorado schools are included in the wider sample.
 - Plans to have a sample from NCHEMS to share for next time.
 - Clinefelter – Regardless of how many Colorado schools are in the peer group, Salary Equity has typically provided data to the BOT on where UNC stands relative to other Colorado 4-year institutions, regarding pay increases, etc.
 - The importance of staff data was noted, as UNC loses more staff to in-state peers than faculty.
 - Greene asked whether location type (urban/suburban/rural) and/or cost of living is factored into the sample group.
 - Parks will ask NCHEMS at their next meeting and noted that the cost of living component is factored by county.
- **Adjunct/Overload pay rates**
 - Greene presented a new draft based on discussion last time.
 - Overload pay rate - \$1576 per credit, standard across all colleges and Extended Campus
 - Adjunct pay rate – tiered amounts by credential level held by the adjunct, standard across all colleges and Extended Campus
 - There is no UR section for adjunct pay; create new 3-3-701(3).
 - Clinefelter suggested adding 'MFA/Terminal degrees' to the PhD line of the adjunct credential tier chart for increased inclusivity.
 - Interim/Summer rates
 - For adjuncts – same as rates set forth for regular academic year; not eligible for overload pay at any time.

- For contracted faculty – see UR 3-3-702 Summer and Interim Session Compensation and Workload Policy; overload pay is not available for Summer/Interim sessions.

DISCUSSION:

- Relationship between enrollment and compensation (graduated scale) as outlined in Summer/Interim session policy
- Use of numbered dollar amounts in UR and the need to periodically update
- Dyer asked whether there is any policy comparable to overload pay on the staff-side.
 - Parks confirmed there is not. Workload/credit hour calculation for faculty lends itself to quantifiability more easily than staff FTE.
- Greene will submit the adjunct/overload policy draft to the President and Provost for their initial feedback.

New Business

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 4:00pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary