

SALARY EQUITY COMMITTEE
Remote Meeting - Zoom
February 8, 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 3:01pm.

Approval of the Agenda

Approved without objection.

Approval of the January 25, 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**
 - The committee reviewed NCHEMS Comparison Group Selection Service methodology.
 - Examine selection criteria and whether it's weighted appropriately
 - Part 1: Selection Criteria
 - Public 4-year, no land grant institutions, no medical schools, and similar Carnegie Classification
 - Part 2: Weighting Criteria
 - The means by which to rank institutions from most similar to most dissimilar
 - Range for each variable
 - Weight/importance for each variable
 - Weighting criteria include student FTE, research expenditures, percent of UG students awarded Pell grants, and several other criteria.
 - The lower an institution's score, the more similar an institution is to UNC.
 - Part 3: Final Adjustments
 - Institutions can be included or excluded based on other factors outside the selection and weighting criteria.
 - Using the selection and weighting criteria outlined in the document, an initial list of 82 peer institutions was generated.
 - Parks is meeting with NCHEMS on Tuesday to discuss next steps forward.

DISCUSSION:

- How to incorporate cost of living analysis
 - Maybe calculate on our own after the peer group is identified
- Weighting criteria: ranges and importance, what other factors to consider
 - Maybe include performing/visual arts degrees, first-generation student population, and endowment size if those options are available
- Parks will ask NCHEMS representatives to meet with us next time.

- **Adjunct/Overload pay rates**

- Greene sent a draft to the President and Provost for their initial review and feedback.
 - Greene will meet with Provost Anderson tomorrow for further discussion.
- MFA/terminal degree will be included on the PhD line of the credential chart.
- There may be some issues with how faculty are paid through Extended Campus.
 - Invite the Extended Campus Director to a future meeting when we are ready to discuss issues relating to Extended Campus.

New Business

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 3:59pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary