

SALARY EQUITY COMMITTEE  
Remote Meeting - Zoom  
February 22, 2021 | 3:00-4:00 p.m.  
MINUTES

**Present:** Athanasiou, Dyer, Fischer, Greene, Harraf, Kyle, Parks, Trask

**Absent:** Clinefelter

**Guests:** Brandon, Clark, Levin, Prescott

**Call to Order**

The meeting was called to order at 3:01pm.

**Approval of the Agenda**

Approved without objection.

**Approval of the February 8, 2021 Minutes**

Approved without objection.

**Chair's Announcements** (Greene)

- Welcome to Brian Prescott and John Clark from NCHEMS and welcome back to Sonia Brandon; they are here to aid in discussion of peer group selection.

**Unfinished Business**

- **Out-of-state remote work policy**
- **Compensation Identity update**
  - The committee reviewed a draft list of peers provided by NCHEMS.
    - The list includes the additional data discussed at the last Salary Equity meeting.
    - The list has about 80 schools with scores ranging from 200 to 900.
  - Clark and Prescott explained comparison methodology and the mechanics of calculating distance scores to identify peers.
  - Brandon calculated cost of living and found that the group average is about 4% higher than Greeley.
  - The committee discussed where to draw the line to create the peer group.
    - Limit manipulation to preserve a 'true' peer group.
    - Establish a Colorado peer group separate from the compensation peer group.
    - Ensure the peer group is large enough to provide adequate comparison for positions and limit volatility across programs.
    - Several institutions with collective bargaining are among the closest matches to UNC based on their distance scores.
    - Once the list is narrowed, we can pull faculty salary data.
  - Parks suggested taking all institutions with distance scores of up to 600, which would provide a set of 51 peers.
    - If we select institutions with scores up to 650, it will provide a set of 60 peers.
  - Parks encouraged the committee to be ready to decide the finalized peer group at the next Salary Equity meeting.
- **Adjunct/Overload pay rates**

**New Business**

**Comments to the Good of the Order**

**Adjournment**

The meeting was adjourned at 4:01pm.

David Greene  
Chair

Betsy Kienitz  
Recording Secretary