

SALARY EQUITY COMMITTEE
Remote Meeting - Zoom
March 8, 2021 | 3:00-4:00 p.m.
MINUTES

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

Absent: Trask

Guest: Levin

Call to Order

The meeting was called to order at 3:04pm.

Approval of the Agenda

Approved without objection.

Approval of the February 22, 2021 Minutes

Approved without objection.

Chair's Announcements

Unfinished Business

- **Out-of-state remote work policy**

- Parks updated the committee on the latest developments.
 - UNC must either hire staff or pay a vendor to provide the needed HR/payroll/tax-related services for out-of-state employees.
 - We are waiting for responses from several vendors regarding costs.
 - Considerations for a policy must include how to respond to growth in Extended Campus.
 - Finding a solution for Extended Campus may be a separate issue from how to address main campus.

DISCUSSION: *permission to work out-of-state*

- Next year, the Faculty Welfare committee should take on the larger question of permission to work out-of-state as there are impacts on faculty service requirements.
- PASC employees are also impacted; however, classified employees must be Colorado residents.

- **Compensation Identity update**

- The committee continued discussion on the selection of a finalized peer group from the NCHEMS draft of UNC peers.
 - It would be useful to have a direct comparison of parity numbers between the previous group and the new group.
 - Parks hopes to have faculty summary data for the new peer group available before the next Faculty Senate meeting.
 - Messaging to Faculty Senate:
 - Advantages of having an actual peer group to measure ourselves against versus a list of all doctoral institutions

- Sufficient group size: 51 institutions with similarities to UNC, large enough to provide adequate comparison and to limit volatility
- Room for growth: goal of 100% parity versus arbitrary 90% with Doc All

MOTION: Fischer – It is moved to approve the set of 51 institutions with a distance score of up to 600 as the compensation identity peer group.

VOTE: Approved by voice vote.

- We will bring the peer group selection to Faculty Senate on 3/22.
 - Provide selection methodology and, if possible, parity numbers for the new data.
- At the next Salary Equity meeting, we will begin work on the salary pool distribution model.
- **Adjunct/Overload pay rates**
 - Greene – The President and Provost have taken an initial look at the draft; Parks has also provided some feedback.

New Business

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 3:56pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary