

SALARY EQUITY COMMITTEE
Remote Meeting - Zoom
March 29, 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 3:03pm.

Approval of the Agenda

Approved without objection.

Approval of the March 8, 2021 Minutes

Approved without objection.

Chair's Announcements (Greene)

- The proposal for the NCHEMS 51 peer group has passed and received the President's endorsement. Thanks to everyone who helped present peer group to Senate.
- We will have nominations for Chair/Vice Chair at our next meeting.

Unfinished Business

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

- No new developments at this time.

- **Compensation Identity update**

Salary Increases for 2021/2022

- The committee discussed recommending a flat dollar amount for faculty by rank, like last year's recommendation.
 - The salary pool for the coming year is not yet finalized, so let's be prepared for modeling 2%, 2.5%, and 3% increases.
 - Any unused portion can be used to address parity, compression, etc.
 - Inversion adjustments and promotion increases will not be taken out of the salary pool.
 - We should consider recommending changes to Board Policy regarding promotion increases:
 - Increase promotion amounts to avoid issues with parity
 - Codify the separation of promotion funds from the salary pool
 - Flat dollar amounts, promotion increases, and parity increases will hit in July.
 - Parity adjustments are determined after promotion and flat dollar increases are applied.
 - Pay equity adjustments, for those who need them, may be done by April paychecks.
 - The committee reviewed what was shared with Senate last Spring as a starting point to create a similar recommendation to Senate this semester.

- Parks will work on a model with flat dollar amounts to share with Salary Equity before the next meeting.

- The hope is to bring a recommendation to Senate on 4/19.

Compensation Identity Plan

- Parks shared draft information for a new compensation identity plan.
 - Three scenarios for salary increases across five years: all at once, 3 years at 5% (plus two additional years), and 5 years at 3.75%
- Parks recommends working on the plan over Summer to prepare a recommendation to the BOT in Fall.

- **Adjunct/Overload pay rates**

- Feedback needed from Extended Campus/Arte Libunao.

New Business

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 3:58pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary