

SALARY EQUITY COMMITTEE
UC Spruce A
August 23, 2021 | 3:00-4:00 p.m.
MINUTES

Present: Clinefelter, de la Torre, Fischer, Greene, Kyle, Parks

Absent: Athanasiou, Trask

Guests: Babbs, Levin

Call to Order

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

Approval of the Agenda

Approved with the prioritization of Compensation Identity and the addition of Increase base raises for promotion.

Approval of the April 26, 2021 Minutes

Approved without objection.

Chair's Announcements (Greene)

Unfinished Business

- **Compensation Identity update**
 - This semester we need to develop a new compensation Identity plan, which will be a multi-year investment plan to achieve 100% parity with our NCHEMS 51 peer group.
 - Parks will send an initial draft before our next meeting.
 - Fischer asked the committee to have information ready to share with the BOT at their retreat on September 24th.
- **Out-of-state remote work policy**
 - Parks provided updates to the committee:
 - The current Pandemic Plan: Remote Work Policy can be found at: <https://www.unco.edu/human-resources/employee-resources/covid-19-hr-guidance/Remote-Work-Policy-and-Procedure.pdf>
 - The pandemic remote work plan is different in scope than the out-of-state employee hiring policy.
 - The main concern is we still need a solution to get in compliance with payroll and tax laws of other states/countries to handle the situation of employees who are out-of-state.
 - We don't currently have the capacity to manage the types of payroll/HR issues created by having out-of-state employees.
 - We interviewed several companies regarding the management of out-of-state employment, but so far none have presented an adequate solution.

DISCUSSION:

- Permission for out-of-state employment should be based on what best serves our students and the University.
- Impacts on faculty service must be considered.
- The committee moved to send the out-of-state employee hiring policy to the Faculty Welfare Committee for their input.
- **Adjunct/Overload pay rates**
 - Greene was waiting for feedback from the Provost Anderson and Extended Campus at the end of last Spring.
 - Greene will follow up with Interim Provost Vollendorf about the status of adjunct/overload pay rates policy updates.
 - Parks did some work over Summer relating to faculty workload and compensation; Associate Provost Matchett was involved in that work.
 - Issue of consistency: different ways of measuring overload and adjunct pay across colleges
 - The push is to become more standardized across colleges.
 - Guidelines need to be established with options for flexibility to address market needs in hiring.

New Business

- **Sabbatical discussion**
 - Cris de la Torre can follow up with Abe Harraf as to what topics need to be discussed.
- **Increase base raises for promotion**
 - Currently, UNC has flat dollar amount increases for promotion [see 3-3-701(1)(c)]
 - Lecturer to senior lecturer = \$2,000
 - Instructor to assistant professor = \$2,000
 - Assistant professor to associate professor = \$3,000
 - Associate professor to full professor = \$5,000
 - When faculty are promoted, they tend to experience a drop in parity in their new rank.
 - Parity increases can help address these issues when the salary pool for raises allows, but it may not always be an adequate solution, especially when there may not be money to fund salary increases in any given year.
 - It would be good to know what our peers are doing with increases.
 - Parks noted that many schools have gone away from the flat amount, going instead to percentage increases.
 - The committee asked Parks to provide data to examine the financial impact of increasing the base raises for promotion.

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 3:58pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary