Call to Order
The meeting was called to order at 3:00 p.m.

Approval of the Agenda/March 31, 2014 Minutes
The agenda was amended to add “Call for Nominations: Chair/Vice Chair 2014-2015AY” and to move “Course Overload Compensation” to the first agenda item. The amended agenda was approved without objection. The March 31, 2014 minutes were approved unanimously.

Chair’s Report/Announcements: No report.

Unfinished Business
Course Overload Compensation
Luger presented a language proposal to clarify the course overload compensation rate, noting that the proposed placement would require renumbering/adjustment of University Regulations section 3-3-701:

**BPM:** 2-3-401(3)(b): Add: “The pay rate for all courses taught as an overload can be found in University Regulations [3-3-701(2)].” **UR:** Add new section 3-3-701(2) Overload Pay Rate. “The pay rate for all courses taught as an overload will be $1545.00 per credit, including those taught for Extended Studies.”

**MOTION:** Add the proposed language to the Board Policy Manual and University Regulations to clarify course overload compensation rates: Clinefelter.

**SECOND:** Martinez.

**VOTE:** The motion passed unanimously.

“Allocation of Parity Funds” Draft Document Update
Parks distributed a document outlining sample models for a 3% salary increase pool “Market Based Distribution Models with a 3% Salary Increase Pool”, noting that the information has been presented to the Executive Staff. The Committee discussed peer comparison projections, NCHEMs peer group vs. all public doctoral institutions, and presentation of the models to the Senate as a resolution vs. a proposed amendment to the University Regulations. The Committee discussed the importance of communicating a model to the faculty and agreed a resolution would be the best avenue.

The Committee discussed parity definitions, parity targets, promotion, and compression. The Committee agreed that a cap should be placed on the increase a faculty member can receive during the compensation distribution process and/or parity adjustments. Parks will research and present the data to the Committee for a 15% cap.

Parity Adjustments for Lecturers, Senior Lecturers, and Instructors
Luger displayed a spreadsheet (via Parks) outlining data for instructors and lecturers at UNC with salary comparisons to CUPA instructor data. The spreadsheet displayed data for current UNC instructors and lecturers, peer averages for instructors, instructor +10%, and assistant professors. The Committee discussed possible calculations for senior lecturer parity. The Committee will continue discussion at the April 28, 2014 meeting.

New Business
Call for Nominations/Election: Chair/Vice Chair for 2014-2015AY
Luger opened up the floor for nominations for Chair and Vice Chair.

Schuttler nominated Luger for Chair. Luger accepted.

Nominations were closed.

Luger was declared Chair for the 2014-2015 academic year by acclamation.

Luger nominated Gaede for Vice Chair. With approval of the Committee, Gaede will be contacted for confirmation of acceptance. Upon acceptance confirmation, Gaede will be declared Vice Chair for the 2014-
2015 academic year.

**Other New Business**

UNC Salary Book

Luger recommended distribution of the September 30, 2013 UNC Salary data to the Salary Equity Committee (as outlined in Salary Equity Committee Bylaws). Luger will forward the information to the Committee.

**Adjournment**

The meeting adjourned at 4:00 p.m.

Stan Luger
Chair

Lori Riley
Recording Secretary