Members present: Gaede, Hayden, Luger, Martinez, Parks.
Members absent with alternate: Clinefelter (Tomlin).
Members absent: Kallsen, Williams.

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

Approval of the Agenda/February 9, 2015 Minutes
The agenda was amended to add “Market Trigger Models (Parks)” as the first agenda item. The amended agenda was approved without objection.
The February 9, 2015 minutes were approved unanimously.

Chair’s Report/Announcements:
Luger received an inquiry about the clarification of the 90% parity goal (outlined in the most recent Compensation Identity Plan). Does this mean 90% for each faculty member, or an average of 90% parity overall? Parks outlined the five year goals, and the changes in peer group comparisons, and noted that the outline intent was a 90% average.

Unfinished Business
Market Based Distribution Models (Parks)
Parks provided two distribution models for discussion (2.0% MOE/parity 10% vs. 1.5% MOE/parity 30%). The Committee discussed the FY15 compensation process and goals outlined in the Provost memo “Compensation Information and Process” and the breakdown of compression, MOE, parity, and Provost discretion. The Committee suggested a third model that outlines parity at 20%. Parks suggested a 5% cap on parity versus the 10% cap used for the FY15 process, and is researching numbers to assure this would not negatively affect faculty members. Parks will continue the compensation discussion with the Executive Staff (plus merit pay discussion) when the Salary Survey information is compiled. The Committee also discussed what happens when a senior faculty member retires and is replaced by a lower salaried faculty member (where do the funds go).

Faculty Questionnaire/Forum (Salaries)
Questionnaire Draft-The following suggestions were made to the Questionnaire draft #3:
- Tomlin suggested adding the following question(s):
  What is your understanding of the university compensation identity plan’s goal to reach 90% of parity.
  a-On average, UNC faculty salaries will equal 90% of peer institutions (with some faculty salaries remaining below 90% while others are above 90%)
  b-Each faculty member’s salary will be equal to at least 90% of parity.
  Which of these two goals should the university pursue?
- Gaede suggested moving Luger’s additional questions to follow #16.
- Gaede suggested reformatting the questions with the answers “Strongly agree, agree, etc.” to graph form.
- Parks will provide an “Ethnicity” format.
- The survey will be renumbered accordingly.

Riley will forward an updated draft to Luger and Gaede for final review and Qualtrics distribution.
Forum Date: The Committee tentatively set a date for the Faculty Forum on Salaries (March 30th at 3:00 p.m.).

Method of Distribution (Parity Dollars): Topic not covered.

New Business
Other New Business
Adjournment
The meeting adjourned at 3:55 p.m.