

SALARY EQUITY COMMITTEE

January 22, 2018

Minutes

Members present: Clinefelter, de la Torre, Haberman, Hayden, Morgan, Parks, Rogers.

Members Absent: Burgett, Carson, Iyer.

Call to Order

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

Approval of the Agenda/November 27, 2017 Minutes

The agenda was approved without objection.

The November 27, 2017 minutes were approved unanimously.

Chair's Report/Announcements

- Haberman recommended that the Committee prioritize the discussion of the new Compensation Identity (using Doctoral All comparison)..

Unfinished Business

Compensation Identity Target

Parks distributed a draft Compensation Identity Plan update (01/19/18) shifting the comparison from NCHEMS to Doctoral All.

Committee Discussion:

- Haberman noted that the faculty salary floor target should be 88% versus 85% as outlined in draft
- Recalibrate the compensation identity target to 90%
- 5 year plan to achieve the targets
- Cost to achieve targets
- How would a straight dollar amount change the calculations? – Parks will run data estimates
- Exempt staff salary structure
- Classified staff –determined by the state
- Parks: Draft data for faculty, comparison -95% NCHEMS versus 90% Doctoral All target.
- Parks: Draft an explanation outlining the rationale for 90% Doctoral All target.

Loan Policy for UNC Optional Retirement Plan

Committee Discussion:

- Loan amount, number of loans allowed, loan application, term of loan, repayment.
- Parks will also discuss the policy draft with PASC
- Parks will submit a request for UNC to research vendors for Optional Retirement Plan – cost, fees, analyze plan, single record keeper, other alternatives, and recommendations. When the report is complete, Parks will bring to the Salary Equity Committee for discussion. The loan policy will fit into this process.

University Budget: Topic not discussed.

Years of Service Cap: Topic not discussed.

Faculty Compensation Equity Campus Wide: Topic not discussed.

New Business

CHEIBA Meeting

Parks noted that the CHEIBA meeting will be in Greeley January 29-30, and welcomed committee members to attend the January 29th session (9:00 a.m.- noon).

Adjournment: The meeting adjourned at 3:45 p.m.

Aaron Haberman
Chair

Lori Riley
Recording Secretary