

SALARY EQUITY COMMITTEE

February 5, 2018

Minutes

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

Members Absent: Burgett, Carson, Iyer, Parks.

Call to Order

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

Approval of the Agenda/January 22, 2018 Minutes

The agenda was approved without objection.

The January 22, 2018 minutes were approved unanimously.

Chair's Report/Announcements: No report.

Unfinished Business

Compensation Identity Target

Parks was unable to attend today's meeting, but forwarded a compensation identity update (02/03/18).

Discussion:

- NCHEMS Peers are still listed in the 5-year chart. Should this be labeled "Doctoral All"?
- Outline specifics for communication to faculty
- Percentage increases versus flat amount
- Floor target 85% by FY23
- Compensation Identity target 90% by FY23.
- Compensation Identity target calculation: total salary, % of peers – FY 19-23
- Exempt staff projections
- Classified staff – base building pay structures determined by the state.
- Revisit discussion of capping years of service
- 5 year plan to achieve the targets
- Cost to achieve targets

Loan Policy for UNC Optional Retirement Plan: Topic not discussed.

University Budget: Topic not discussed.

Years of Service Cap: Topic not discussed.

Faculty Compensation Equity Campus Wide: Topic not discussed.

New Business

Fall 2017 Staffing Report/Memo 01/29/18

- 15-year overview
- Employee headcount trends
- Salary expense trends
- 5 year staffing and salary trends
- Net staffing and salary changes by year
- Demographic information
- Staff to student ratios, peer comparison

Discussion:

- Tenure-track versus tenure data
- Ask for a breakdown of staff salaries, itemized description of Table 2
- Ask for details of percentage increases in staff, administration (upper administration + support staff)
- Clarify parity for exempt banding versus faculty parity
- Forward additional questions for Parks to Haberman.

Additional Discussion Item: President's Memo

de la Torre asked Haberman to request additional information about today's memo from the President (Sustainability Work Update), specifically the phrase "\$3 million more in reserves spending than anticipated".

Haberman will ask Reynolds for clarification at today's Senate Executive Committee meeting.

Adjournment: The meeting adjourned at 3:55 p.m.

Aaron Haberman
Chair

Lori Riley
Recording Secretary