

SALARY EQUITY COMMITTEE

February 19, 2018

Minutes

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

Members Absent: Iyer, Morgan.

Call to Order

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

Approval of the Agenda/February 5, 2018 Minutes

The agenda was approved without objection.

The February 5, 2018 minutes were approved unanimously.

Chair's Report/Announcements: No report.

Unfinished Business

Compensation Identity Target

- Parks: As of this year, floor is at 80.5% (last year's data)
- FY23 goal: 90% overall, 85% salary floor.
- Floor goal versus parity goal-what would it take to reach both.
- Distribution model to address both parity and floor.

The Committee recommended the following changes to the Compensation Identity Plan draft.

• Revise Paragraph 3:

Prior to this change comparison group, it was recommended that we move our original compensation identity target from 90% of our peers to 95% of our peers using the NCHEMS 10 peer group. **Included in this update was a faculty salary floor target of 88%.**

• Revise Paragraph 4:

Given the change in the comparison group, **and the salary pool of 2% for FY 18 and projected salary pool of 0% for FY 19**, it is necessary to recalibrate our compensation identity target to 90% by FY 23 and a faculty salary floor target of 85%.

- Page 1 Chart: Replace "NCHEMS Peers" with "Doctoral All Comparison"

Fall 2017 Staffing Report/Memo 01/29/18

Requests to Parks: 15-year overview

- Differentiate upper administration and staff growth, data
- 10 year trend report-administration data versus faculty data
- Part-time faculty data
- Credit hour production (in-load separate from overload)
- Higher education trends
- Models for the future.

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

Scope of Work

Parks distributed a document outlining UNC's plan to seek a consultant to assist UNC through the process of reviewing its current ORP program and asked for Committee volunteer(s) to join the discussions. Clinefelter volunteered to serve as the initial representative. Committee members are welcome to volunteer as the process continues.

Adjournment

The meeting adjourned at 3:55 p.m.

Chair

Recording Secretary