

SALARY EQUITY COMMITTEE

March 5, 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/February 19, 2018 Minutes

The agenda was approved without objection.

The February 19, 2018 minutes were approved unanimously.

Chair's Report/Announcements

- de la Torre asked for clarification on the Luger request for additional information, re: staffing position increases over the past five years. Parks noted that the 2017 Staffing Report details the staffing position x 3 years. Luger's request has been forwarded to the Office of the Provost. Parks will correspond with Sileo regarding next steps.
- de la Torre distributed an article "U.S. Colleges are Separating Into Winners and Losers" – The article outlines the future of higher education to include enrollment trends, demographics, funding, and recruitment of students outside of the U.S.

Unfinished Business

Compensation Identity Plan

- Discussion of updated Compensation Identity document
- Presentation to Senate March 19, 2018

MOTION: Revise Paragraph 4 of the Compensation Identity Plan: Clinefelter.

Given the change in the comparison group, and the salary pool of 2% for FY 18 and no planned increase in FY19, it is necessary to recalibrate our compensation identity target to 90% by FY 23, and **Additionally, in support of parity**, a faculty salary floor target of 85% **will be established**.

SECOND: de la Torre.

VOTE: The motion passed unanimously.

MOTION: Present the revised Compensation Identity Plan to the Faculty Senate on March 19, 2018: Clinefelter.

SECOND: de la Torre.

VOTE: The motion passed unanimously.

Administrator Salaries

Parks distributed a document outlining UNC administrator salary comparisons for 2015-2016 as part of a previous Committee request. The Committee discussed higher education trends, current vacancies, combined positions, and administrative positions added since the 2015-2016 report (Campus Community and Climate) Fall 2017 Staffing Report/Memo 01/29/18

- Overall staffing trends
- Increase in staff positions – outline of five year trend
- Summary of net changes in faculty positions

Loan Policy for UNC Optional Retirement Plan

- The Committee agreed that the loan policy should be reviewed when the ORP is reviewed.

ORP Consultant Selection Committee

- Review of consultant vendors to assist UNC through the process of reviewing its current ORP program.
- Timeline for review of vendors: Goal of review completion approximately end of March 2018 with vendor recommendations to campus in the fall of 2018.

University Budget: Topic not discussed.

Years of Service Cap: Topic not discussed.

Faculty Compensation Equity Campus Wide: Topic not discussed.

New Business**Benefit Plan Review**

- Review of current plan
- Explore cost-saving alternatives
- Salary Equity recommendations
- Look at benefits as a part of the total compensation package

Adjournment

The meeting adjourned at 3:55 p.m.

Aaron Haberman
Chair

Lori Riley
Recording Secretary