

# **SALARY EQUITY COMMITTEE**

March 26, 2018

## **Minutes**

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

Members Absent: Iyer.

### **Call to Order**

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

### **Approval of the Agenda/March 5, 2018 Minutes**

The agenda was approved without objection.

The March 5, 2018 minutes were approved unanimously.

### **Chair's Report/Announcements**

- SVP Quinn gave financial updates to the Faculty Senate at the March 19, 2018 meeting. Topics included discounting, expenditures and cost-savings measures. The graduate tuition waiver was one of the items on the cost-savings consideration list..
- The March 19<sup>th</sup> Salary Equity Committee motion was postponed to the April 2<sup>nd</sup> meeting (Compensation Identity Update).
- Two more meetings this academic year-agenda items this year/next year.
- Chair/Vice Chair Nominations - New Business.

### **Unfinished Business**

#### **Compensation Identity Plan**

- Salary Equity motion postponed by Senate until the April 2<sup>nd</sup> meeting.

Administrator Salaries – topic not covered.

#### **Fall 2017 Staffing Report/Memo 01/29/18**

Luger has requested additional information from Parks, RE: Detail on staff positions added in last 5 years.

This information can be forwarded to the Salary Equity Committee and Faculty Senate.

#### **Loan Policy for UNC Optional Retirement Plan**

- The Committee agreed that the loan policy should be tabled until the ORP consultant is determined and the ORP is being reviewed.

#### **ORP Consultant Selection Committee Update (Clinefelter)**

- 6 companies placed bids
- UNC Committee commented per criteria, plan offered, expertise, price, and ability to carry out the proposed plan.
- Stages: 1) Analysis/comparison of current rates, fees, annual rate of return, employee flexibility; 2) Alternatives; 3) Introduce alternatives and communicate with campus; 4) Continual overview of the process, consultant selection.
- Next steps - meeting week of April 9<sup>th</sup> - who to interview, how many.
- Selection decision spring 2018, consultant could work over the summer of 2018, presentation to campus fall 2018.
- Where does the money for the consultant come from? Special line item versus addition to budget?
- Additional questions can be forwarded to Clinefelter.

University Budget: Topic not discussed.

#### **Years of Service Caps**

The Committee agreed to ask Parks to run the data again for 10, 15, and 20 years in rank to see how many faculty members are affected and the overall dollar amounts.

Faculty Compensation Equity Campus Wide: Topic not discussed.

Benefit Plan Review: Topic not covered.

### **New Business**

#### **Nominations Chair/Vice Chair 2018-2019AY**

*MOTION*: Haberman nominated de la Torre and Morgan to serve as Co-Chairs. Both accepted.

*SECOND:* Burgett.

*VOTE:* The motion passed unanimously.

Topics for 2018-2019AY

- Revisit dollar amount versus percentages for parity.
- First or second meeting of 2018-2019 AY- invite President and/or Provost to discuss parity goals and 2018-2019 AY agenda items.

**Adjournment**

The meeting adjourned at 3:45 p.m.

Aaron Haberman  
Chair

Lori Riley  
Recording Secretary