

# **SALARY EQUITY COMMITTEE**

April 9, 2018

## **Minutes**

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

Members Absent: Iyer, Rogers.

### **Call to Order**

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

### **Approval of the Agenda/March 26, 2018 Minutes**

The agenda was approved without objection.

The March 26, 2018 minutes were amended to correct the spelling of “Burgett” under New Business. The amended minutes were approved unanimously.

### **Chair’s Report/Announcements**

- The Salary Equity Motion was approved by the Faculty Senate April 2, 2018: Compensation Identity Update.
- SVP Quinn spoke to the Faculty Senate on April 2<sup>nd</sup>. Discussion items included cash and reserves, net revenue and expenditures, five year fiscal sustainability plan, undergraduate enrollment/tuition, and cost savings strategies.
- Follow up on Luger request to the Provost’s office and Parks, RE: detail on staff positions added in last 5 years. Parks will correspond with Sileo to complete the request.

### **Unfinished Business**

#### **Compensation Identity Plan**

- The Compensation Identity Plan Update motion was passed by the Faculty Senate at the April 2<sup>nd</sup> meeting.

Administrator Salaries - topic not covered.

#### **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.

#### **University Budget**

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

Parks distributed information, RE: Committee request 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.

### **FY18 Parity Increases for Professors with More than 10 Years in Rank**

<b>&gt;10 YIR</b>		<b>&gt;15 YIR</b>		<b>&gt;20 YIR</b>		<b>&gt;25 YIR</b>		<b>&gt;30 YIR</b>	
<b>Count</b>	<b>Amount</b>	<b>Count</b>	<b>Amount</b>	<b>Count</b>	<b>Amount</b>	<b>Count</b>	<b>Amount</b>	<b>Count</b>	<b>Amount</b>
82	\$6,644	46	\$6,644	20	\$0	8	\$0	4	\$0

**24 professors received parity for FY18. 23 had less than 5 years in rank; 1 had 17 years.**

Discussion:

- Comparison to previous year’s data
- Amount of savings by enforcing years in service caps

Faculty Compensation Equity Campus Wide: Topic not discussed.

Benefit Plan Review: Topic not discussed.

### **New Business**

#### **Discussion: Compensation Distribution Methods**

- MOE
- Distribution methods

- Parity levels/models
- Discretionary fund decisions at Provost level versus dean level: Committee could make a recommendations to administration
- Recommendation to address compression and inversion (even if there is no salary increase)

*MOTION:* The Salary Equity Committee recommends funds be identified to address compression and inversion issues for university employees for FY 2019: Clinefelter.

*SECOND:* de la Torre.

*VOTE:* The motion passed unanimously.

The motion will be presented at the April 16, 2018 Faculty Senate meeting.

Parks will bring compression/inversion information to the next meeting.

### **Adjournment**

The meeting adjourned at 3:50 p.m.

Aaron Haberman  
Chair

Lori Riley  
Recording Secretary