

SALARY EQUITY COMMITTEE

August 21, 2017

Minutes

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

Members Absent: Iyer, Parks.

Call to Order

The meeting was called to order at 3:03 p.m.

Approval of the Agenda/April 24, 2017 Minutes

The agenda was amended to add "Parking Revenue Research" and "Salary Equity Committee's Role in UNC Budget Review". The amended agenda was approved without objection.

The April 24, 2017 minutes were approved unanimously.

Chair's Report/Announcements

Haberman reviewed items from the 2016-2017 academic year: Compensation Identity Plan, Promotion Stipends, Distribution Models, and Years of Service Cap.

Unfinished Business

Years of Service Cap

The Committee reviewed the discussion of years of service cap from the 2016-2017 academic year (topic was placed on hold) including percentage of faculty affected, the dollar amount, and how parity calculations are affected. Haberman asked for Committee input regarding continuation of discussion/pursuing the topic. The Committee agreed it would be helpful if Parks provides the current numbers to determine how many are affected and the overall outcome.

New Business

NCHEMS/Doctoral All Discussion

Haberman reviewed compensation goals and the rationale for using NCHEMs and Doctoral All for the peer comparisons (some faculty members do not have a match in NCHEMs) and asked for Committee input regarding recommendation about the peer groups. Discussion: Will NCHEMs expand in the near future and possibly accommodate more matches? Clinefelter inquired about previous conversations/decisions about the peer group and will research whether or not the discussion included a move to "Doctoral All" only.

Parking Revenue Research

At the August 18th Faculty Senate Retreat, Luttmann charged the Salary Equity Committee to research the revenue generated by faculty and staff parking permits to address a motion made at the June 12, 2017 Faculty Senate Summer meeting (*MOTION*: Suspend the faculty parking permit fees until 100% salary equity/parity is achieved with peer institutions: Sundeen. *SECOND*: Murry). The Committee agreed it would be helpful to research peer institution practices, RE: parking fees, options, etc. The Committee agreed to develop questions for a Parking Services representative and invite them to attend an upcoming Salary Equity Committee meeting (Haberman will contact Ron Eberhard, Director of Parking Services). The Committee agreed to revisit the topic in October. Committee questions:

- Yearly revenue from faculty and staff parking permits
- Where does the money go?
- How is the parking fee amount determined?
- Number of faculty/staff that purchase permits yearly (can also determine number who do not by obtaining total number of faculty and staff from HR).
- What is the plan for the future regarding parking spaces, etc. e.g. parking garage?

Salary Equity Committee Duties-Review Bylaws (RE: Role in UNC Budget Review)

At the Faculty Senate Retreat, Luger asked Haberman if the Salary Equity Committee can review the budget to determine the ratios for administrative positions versus faculty positions over the past few years. The Committee discussed the current Salary Equity Bylaws to determine the purview for budget items. Haberman cited the following section that pertains to the request:

II: Duties of the Salary Equity Committee

E. Review the annual university budget audits, the annual budget, or any other relevant budgetary documents to make relevant recommendations.

Haberman will inquire to the Senate Executive Committee (RE: appropriate budget documents to be reviewed (and distribute to the Committee). The Committee also discussed the possibility of attending a budget meeting (Finance and Administration/Quinn) and/or inviting Quinn to a Salary Equity Committee meeting. The Committee will review the budget documents and continue discussion at the September 5, 2017 meeting.

Faculty Compensation Equity Campus Wide

Burgett asked if the Committee could discuss compensation decisions/parity equity from college to college. Due to time constraints the discussion will continue at the September 5, 2017 meeting.

Adjournment

The meeting adjourned at 4:00 p.m.

Aaron Haberman
Chair

Lori Riley
Recording Secretary