

SALARY EQUITY COMMITTEE

October 2, 2017

Minutes

Members present: Carson, Haberman, Hayden, Parks.

Members Absent: Burgett, Clinefelter, de la Torre, Iyer, Morgan, Rogers.

Call to Order

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

Approval of the Agenda/September 18, 2017 Minutes

The agenda was approved without objection.

The September 18, 2017 minutes were approved unanimously.

Chair's Report/Announcements

- Haberman updated the Faculty Senate Executive Committee, RE: parking revenue research completed by the committee. The Executive Committee agreed that the Salary Equity Committee has covered all of the requested research areas. Haberman presented the findings to the Faculty Senate. Haberman suggested that the Salary Equity Committee could revisit parking fee structure after the upcoming university parking research/survey is completed.
- Haberman recommended cancellation of the October 16, 2017 meeting due to a scheduling conflict.

Unfinished Business

NCHEMS/Doctoral All Discussion

See New Business discussions (Parks)

Years of Service Cap: Topic postponed.

Faculty Compensation Equity Campus Wide: Topic not discussed.

New Business

Health Care Information Update (Parks)

Parks reviewed updated exempt health benefit information: 5% increase in premiums for the basic plan (95% of exempt employees use this plan) and a decrease in the premiums for the high deductible plan. Parks would like to continue discussion/review of the benefit plan options with the Committee. Discussion will continue at the October 30, 2017 meeting.

Compensation Identity & Peer Group Discussion (Parks)

Parks distributed the following information and welcomed Committee input (information will also be shared with PASC).

- Combined Fall and Spring Compensation Identity Progress Update/Compensation Outcomes (draft document)
 - FY17 CUPA Faculty Salary Comparison/Progress
 - FY17 CUPA Administrative Staff Salary Comparison/Progress
 - 5-Year Progress
 - Faculty Salary Investments FY13-FY18
 - Faculty Compensation Outcomes
 - NCHEMS 10 and NCHEMS 27 CUPA Comparisons
- Review of CUPA data comparisons for NCHEMS 10, expanded to 27, and Doctoral All subsets (Parks will forward the list of 27)
- 3 available options for peer group comparisons moving forward (pros and cons of each):
 - Use NCHEMS 27 for overall annual aggregate summary of CUPA salary data, Doctoral All for individual salary calculations.
 - Use NCHEMS 27 for overall annual aggregate summary of CUPA salary data, and for individual salary calculations. Include a calculated factor applied to salary comparisons with no NCHEMS 27 match.
 - Use Doctoral All for aggregate data and for individual salary comparisons.

DISCUSSION: The Committee discussed MOE (could it be a flat dollar amount versus a percentage), revisit

merit pay, raise the compensation floor, consider morale, track progress (define progress). The Committee requested the following additional information from Parks:

- List of the 63 administrator position titles
- Calculate 1% MOE, distributed equally across faculty positions, run scenario report.

Other New Business

Questions for Michelle Quinn at the October 9 Faculty Senate Meeting

Haberman asked if there were any Committee questions for Michelle Quinn, who will attend the October 9, 2017 Faculty Senate meeting. The following questions will be forwarded to Luttmann/Quinn for Faculty Senate discussion:

- How can we consistently plan and budget without hitting enrollment targets, how is this sustainable?
- What does it take in the budget to allow for a higher salary pool?

Adjournment

The meeting adjourned at 4:00 p.m.

Aaron Haberman
Chair

Lori Riley
Recording Secretary