

# **SALARY EQUITY COMMITTEE**

October 30, 2017

## **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/October 2, 2017 Minutes**

The agenda was amended to add "Total Compensation: Benefits, Optional Retirement Plan" under New Business. The amended agenda was approved without objection.

The October 2, 2017 minutes were approved unanimously.

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

Haberman outlined Committee questions submitted to Quinn at the October 9<sup>th</sup> Faculty Senate meeting:

- How can we consistently plan and budget without hitting enrollment targets; how is this sustainable?  
*Quinn Response: There are lots of moving parts to our budget. In any given year it is possible to miss enrollment targets and revenue and still be "on budget" overall if actual expenditures are less than were budgeted for that year. Nevertheless, while both our gross revenue and our net (discounted) revenue have been increasing, they have not been increasing as much as we had planned. As President Norton discussed in her State of the University remarks, we have sustainable cost savings work to do this year.*
- What does it take in the budget to allow for a higher salary pool?  
*Quinn Response: Numerically, it takes a little over \$1 million for a 1% salary increase for faculty and staff. Again however, there are lots of moving parts to our budget; we need to make the transition from spending down reserves to cash flowing positive so that we can both be fiscally sustainable and provide students with an excellent, affordable education.*

### **Unfinished Business**

#### **NCHEMS/Doctoral All Discussion - Compensation Identity & Peer Group Discussion (Parks)**

The Committee continued discussion of NCHEMS, doctoral all matches and the draft Compensation Identity Progress Update:

- NCHEMS matches-not all schools in peer group reported
- Criteria for NCHEMS matches
- The Fall 2017 Compensation Update will be distributed in the next few weeks-Haberman requested that the memo include an additional explanation for NCHEMS/doctoral all matches and overall process.
- Peer group options-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.
- Revisit five year goals
- Haberman will update Executive Committee and Faculty Senate
- Continue discussion at November 13<sup>th</sup> meeting, make a motion on selection of peer group option.

Years of Service Cap: Topic not discussed.

Faculty Compensation Equity Campus Wide: Topic not discussed.

### **New Business**

#### **Total Compensation: Benefits/Optional Retirement Plan (ORP) (Parks)**

Parks outlined the current optional retirement plan benefits and proposed changes (allow transfer of money after age 65). Parks is drafting language for the November BOT meeting. Parks also outlined the need for a loan policy to outline/clarify the amount of times employees can borrow from their UNC retirement plan. HR will also look more extensively at the current UNC ORP model. Parks will forward an Optional Retirement Loan

Policy draft for discussion at the November 13<sup>th</sup> meeting.

**Other New Business**

**Adjournment**

The meeting adjourned at 4:00 p.m.

Aaron Haberman  
Chair

Lori Riley  
Recording Secretary