

SALARY EQUITY COMMITTEE

November 13, 2017

Minutes

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

Members Absent: Burgett, Iyer.

Call to Order

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

Approval of the Agenda/October 30, 2017 Minutes

The agenda was amended to add "Discussion of Greeley Tribune Article, RE: Deferred Compensation-Norton and Quinn". The amended agenda was approved without objection.

The October 30, 2017 minutes were approved unanimously.

Chair's Report/Announcements

- Haberman outlined the three options for peer comparisons to the Senate Executive Committee and the Faculty Senate, noting that the Salary Equity Committee agreed upon "Doctoral All". Haberman recommended additional discussion, and a formal motion at the November 27th meeting, after discussion on the compensation identity update. Parks will draft an updated compensation identity for the November 27th meeting.
- Haberman asked for recommendations on agenda items.
 - Clinefelter recommended that the committee continue research of salary comparisons to CU, CSU, and Metro, gather additional compensation/peer comparison information and provide an update to the new President.
 - Review of personnel trends (review compensation report distributed by Parks last year). An updated version will be distributed soon.
 - Parks recommended Committee review of the optional retirement plan and the maternity policy.
- Compensation Identity Progress Update & Compensation Outcomes 2017-2018: The document is ready for distribution and is awaiting final administration approval. Haberman will ask for timeline information at the Senate Executive Committee meeting.

Unfinished Business

NCHEMS/Doctoral All Discussion - Compensation Identity & Peer Group Discussion: See Chair's Report.

Years of Service Cap: Topic not discussed.

Faculty Compensation Equity Campus Wide: Topic not discussed.

New Business

Discussion of Deferred Compensation – Norton and Quinn

- Current enrollment, state funding, tuition increase cap – all factors in decision for salary freeze
- Deferred compensation is part of the President's total compensation package
- Quinn's compensation-retention purposes
- Reserves versus endowment spending
- Other institution practices, RE: reserves, spending
- President's memo did not ask for faculty/staff input
- How is promotion and tenure compensation affected? Parks will follow up with Quinn and report to the Committee.

Loan Policy for UNC Optional Retirement Plan

- Plan Administrator: Quinn/HR-Parks
- Loan amount, number of loans allowed, loan application, term of loan, repayment.

Due to time constraints, discussion will continue at the November 27th meeting.

Adjournment: The meeting adjourned at 4:00 p.m.

Aaron Haberman
Chair

Lori Riley
Recording Secretary