

# **SALARY EQUITY COMMITTEE**

November 27, 2017

## **Minutes**

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

Members Absent: Iyer, Morgan.

### **Call to Order**

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

### **Approval of the Agenda/November 13, 2017 Minutes**

The agenda was approved without objection.

The November 13, 2017 minutes were approved unanimously.

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

- Haberman asked for Committee approval to cancel the January 8<sup>th</sup> meeting due to scheduling conflicts.
- Compensation Identity Progress Update & Compensation Outcomes 2017-2018: Parks noted that the document will be distributed this week.

### **Unfinished Business**

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

Parks distributed information outlining NCHEMS/Doctoral All versus Doctoral All salary comparisons and progress (FY16, FY17).

#### **Committee Discussion**

- NCHEMS/Doctoral All versus Doctoral All comparisons, progress
- FY17 Administrative Staff Salary Comparison
- New target for "doctoral all" comparison (90%)
- New Compensation Identity Plan to adapt to the "doctoral all" comparison (if approved)
- Discussion of 3-5 year plan versus 10 year plan- pros and cons.
- Last year's targets
- Floor (calibrated by discipline)
- Motion for approval of "doctoral all" then continue to discussion updated Compensation Identity
- Compensation plan, length, ways to increase salary pool, commitment of reserves, amount needed for 3% raise
- Parks will run numbers for 4 years, target of 90% to include floor goal, working floor plus floor at end of 4-year period (January 22<sup>nd</sup> meeting discussion)

*MOTION:* Beginning in FY2018, the doctoral all database will be used for UNC salary comparison tabulation: Clinefelter.

*SECOND:* Carson.

*VOTE:* The motion passed unanimously.

#### **Loan Policy for UNC Optional Retirement Plan**

#### **Committee Discussion:**

- Plan Administrator: Quinn/HR-Parks
- Loan amount, number of loans allowed, loan application, term of loan, repayment.
- Limit loans to primary residence or medical
- Parks will also discuss the policy draft with PASC
- BOT is interested in looking at ORP/savings measures
- Feedback from Salary Equity and the Faculty Senate will be used as part of the overall review of the ORP
- Haberman will outline discussion of ORP loan policy with the Senate Executive Committee
- Parks will forward an updated draft document for the January 22<sup>nd</sup> Salary Equity Committee meeting

Years of Service Cap: Topic not discussed.

Faculty Compensation Equity Campus Wide: Topic not discussed.

### **New Business**

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

Aaron Haberman  
Chair

Lori Riley  
Recording Secretary