

SALARY EQUITY COMMITTEE  
UC Aspen C  
March 2, 2020 | 3:00-4:00 p.m.  
MINUTES

**Present:** Burgett, Clinefelter, Dyer, Fischer, Greene, Kyle, Martin, Parks, Trask  
**Absent:** Morgan

**Call to Order**

- The meeting was called to order at 3:04pm.

**Approval of the Agenda**

- Approved without objection

**Approval of the February 17, 2020 Minutes**

- Approved without objection

**Chair's Announcements** - Clinefelter

- Regarding the meeting with the President: promotions will be funded separately, which means there is more money to put toward parity; we'll follow up discussion about promotion bump increase during the Fall semester.
- New CUPA data is being worked on in HR right now; it may be ready mid-March. Usually we would make recommendation to Senate in February, but it will be later this year.

**Unfinished Business**

- **Review salary models to distribute 2% pool**
  - Exempt Staff – 2% flat rate
  - Faculty – flat dollar rate by rank, approximately 2% based off average salary by rank
    - Professor - \$1750
    - Assoc. Prof. - \$1650
    - Asst. Prof. - \$1200
    - Inst./Lect. - \$1000
  - Explain the context when presenting to Senate –
    - Flat rate by rank will allow more funds to address parity issues
    - Larger increase for associate professors as a group because this population has the lowest average parity (under 80%)
  - May need to cap additional parity amounts
    - 10% cap on individual faculty salary increases
  - Impact on compression and inversion also need to be assessed
  - What about adjuncts?
    - Current rates for adjuncts fair generally well to competitive national averages.
- **Discuss policy for administrator retreat to faculty**
  - Parse out the different categories: new administrative employee versus existing faculty member who transitions to an administrative role
  - For faculty without tenure or who have not attained the rank of full professor:

- The clock for tenure, promotion and sabbatical stops, and they do not undergo faculty evaluation in their department during their employment as an administrator.
- Step-back pay is calculated at 90% of the CUPA Doctoral All median for the individual's rank and discipline.
  - Although this percentage is higher than the UNC average, it is representative of our overall goal for salary parity.
- Employees who voluntarily step back don't get the 90% of CUPA; they get the same faculty salary as when moved to the administrative role, plus any salary increases that would have been earned during the period they were employed as an administrator.
  - Risk in distinguishing between being termination and voluntary step back:
    - Concern it may incentivize people to perform poorly in an effort to be terminated so they can receive the full 90%, rather than voluntarily leave the position.
  - Maybe reconsider the 90% - previously, salary had been determined by the highest salary of UNC faculty in the discipline, regardless of CUPA.
- Interim/Temporary Administrative Assignment
  - Faculty positions left vacant in the academic unit will remain funded by the department.
    - Salary savings used for instructional replacement costs via adjuncts or overloads
    - Assumes full-time administrative status (rather than part-time)
  - Need language about adjusting faculty workload in agreement with the dean and department
- Transition from Administration to Faculty
  - Funding for the return to faculty is paid by the administrative unit for 6 months, then the college must identify funding.
  - How are vacancies held in the units?
    - Vacant positions are to be held for a year; after the first full year of administrative appointment, departments will be consulted about their needs as far as filling the vacancy.
- The committee will review a revised draft next time.

## **New Business**

### Placeholders

- Compensation Identity Update, April 2018
- Faculty Compensation Outcomes, 2018-19
- Staff Compensation Outcomes, 2018-19
- Salary Equity Report on Compensation Nov. 2018
- Fall 2017 Staffing Report

## **Adjournment**

- The meeting was adjourned at 4:00pm.

Joan Clinefelter  
Chair

Betsy Kienitz  
Recording Secretary