

SALARY EQUITY COMMITTEE  
Remote Meeting - Teams  
April 20, 2020 | 3:00-4:00 p.m.  
MINUTES

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

**Absent:** Martin

**Call to Order**

- The meeting was called to order at 3:02pm.

**Approval of the Agenda**

- Approved with addition of COVID support discussion.

**Approval of the April 6, 2020 Minutes**

- Approved without objection.

**Chair's Announcements (Clinefelter)**

**Unfinished Business**

- **Policy for administrator retreat to faculty**
  - The committee reviewed the latest draft from HR.
  - Policy covers administrators with faculty status:
    - New administrative hires who receive tenure status
    - Faculty members who move into administrative roles while retaining faculty status
    - Faculty members who move into temporary/interim administrative roles while retaining faculty status
  - Corrected typo 'are' to 'all' on page 2.
  - Step-back pay calculation depends on status as new hire versus hire from faculty.
    - Employees with no faculty work at UNC:
      - Step-back pay calculation determined at time of hire, or
      - If no pre-negotiated agreement exists, 90% of the CUPA Doctoral All median salary for the specific rank and discipline is used as the step-back pay calculation.
    - Employees returning to UNC faculty:
      - Salary to be the same as when they moved to administrative role, plus any faculty salary increases that would have been earned while employed as an administrator, or
      - If more than 10 years have passed since the employee served in a faculty role, then 90% of the CUPA Doctoral All median salary for the specific rank and discipline is used as the step-back pay calculation.

**MOTION:** It is moved to approve the language of the step back policy as presented.

**VOTE:** Approved by voice vote.

- **Fall 2019 Staffing Report**
  - The Staffing report is ready to go to Senate.
  - The Salary report will be ready to go to Senate at the same time.
    - The salary report is comprised of FY20 CUPA/Doctoral All comparison group and compensation outcomes for faculty and administrative staff.

## **New Business**

- **Officer Elections**
  - Chair – David Greene
    - Approved by Voice Vote
  - Vice Chair – Joan Clinefelter
    - Approved by Voice Vote
  
- **COVID Support Discussion**
  - Can employees adjust the percentage contributed to retirement to provide them with more cash on hand?
    - Per federal law, no. Retirement contribution cannot have a variable rate.
  - Can employees cash out vacation time to provide more cash on hand?
    - No, leave accrual counts as liability on financial statements, but it's not available cash.
  - Can leave accrued beyond the maximum amount be rolled over?
    - A temporary leave accrual increase for Exempt staff is being sought with BOT.
      - Increase from 384 to 424 hours for FY21 (40 hours over the maximum)
      - Allotment will return to 384 hours after June 30, 2021
    - The State is allowing for classified staff 80 additional hours of vacation over the maximum to rollover.

## 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