

SALARY EQUITY COMMITTEE
Carter Board Room, 4th Floor
September 23, 2019 | 3:00-4:00 p.m.
MINUTES

Members Present: Clinefelter, Fischer, Greene, Heise, Kyle, Parks

Members Absent: Burgett, Martin, Morgan, Wiegand

Call to Order

The meeting was called to order 3:04pm.

Approval of the Agenda

The agenda was approved with no objections.

Approval of the September 9, 2019 Minutes

Minutes for 9/9/19 are not available.

Chair's Report/Announcements (Clinefelter)

- Regarding the President's reps to Salary Equity
 - Marshall Parks, Director of HR, has been serving in this capacity and will continue to serve as liaison between Salary Equity and the President & Administration.
- Regarding Kay Norton's post-presidency salary
 - Parks – Norton had tenured status in MCB but is fully retired.
- Re. Budget info
- Things to do: Loan issue; bylaws; other?

Unfinished Business

- **Faculty Senate bylaws & Salary Equity bylaws** – examining to ensure there no discrepancies
 - If Salary Equity changes its bylaws, does Senate have to re-examine its bylaws?
 - CUPA reference is outdated in both sets of bylaws.
 - Salary Equity bylaws section II. C. 4 may need revision.
 - Existing language: “4. The external parity measures will use only those peer institutions that have submitted both faculty salary data, by discipline and rank, and administrative salary data, by position.”
 - Reference to PASC representative's term needs to be updated as follows:
 - “The PASC representative's term shall be consistent with the term he/she serves on PASC.”
 - Send bylaws to Senate by the end of the semester.
- **Loan Policy** – 401a is the primary retirement vehicle and there is currently no loan policy
 - Some people have as many as 30 loans against their 401a plans.
 - People cannot borrow against Social Security.
 - 401a is a replacement for Social Security; its primary purpose is as a retirement plan.
 - Consider a limit of two loans, which would provide a buffer for unforeseen circumstances.
 - Many higher education institutions allow only one loan.
 - Changes would be effective for the next calendar year or fiscal year, whichever is decided.
 - Policy would not affect terms of existing loans.
- **Compensation Identity Update, April 2018**
- **Faculty Compensation Outcomes, 2018-19**

- **Salary Equity Report on Compensation Nov. 2018**
 - Previously NCHEMS 10 was used for comparison.
 - Problems with data set in 10 depending on reporting data volatility
 - Comparing similar school for overarching data, not discipline level pay
 - 5-year plan is to move from 78% to 90% of peers.
 - Faculty and staff took a hit with increases in contribution.
 - ~2% raise would keep us from sliding back

- **Fall 2017 Staffing Report**

New Business

- None

Adjournment

The meeting adjourned at 4:00pm.

Joan Clinefelter
Chair

Betsy Kienitz
Recording Secretary