

SALARY EQUITY COMMITTEE  
Remote Meeting - Zoom  
April 26, 2021 | 3:00-4:00 p.m.  
MINUTES

**Present:** Athanasiou, Clinefelter, Dyer, Fischer, Greene, Harraf, Kyle, Parks, Trask

**Absent:**

**Guest:** Levin

**Call to Order**

The meeting was called to order at 3:01pm.

**Approval of the Agenda**

Approved without objection.

**Approval of the April 12, 2021 Minutes**

Approved without objection.

**Chair's Announcements** (Greene)

- In planning for next year's meeting modality, we will follow suit with the Faculty Senate Executive Committee.

**Unfinished Business**

- **Out-of-state remote work policy**
  - Parks will be meeting with vendors in early May.
  - The committee discussed the changing nature of the work/school environment and the expectation for on-campus work/classes.
    - The Faculty Welfare Committee may need to take on issues related to faculty service.
  - We will return to the subject next Fall.
- **Compensation Identity update**
  - Parks is working on a preliminary draft proposal with different models to reach 100% parity.
    - The target is to present information and a recommendation to the BOT in September.
  - We will return to the subject at the first meeting of the semester in August.
- **Adjunct/Overload pay rates**
  - No new developments at this time.

**New Business**

- **Staffing Report & Salary Report**
  - Parks presented FY21 compensation outcomes data.
    - Parity information is based on NCHEMS 51 comparison.
  - DISCUSSION: salary report

- CIP codes are set by the deans. The four-digit code is used to maximize matches, instead of the more specific six-digit codes.
- CIP code descriptions need to be added to those currently listed as “#N/A”.
- Parks will share updated salary report information ahead of the next Faculty Senate meeting.
- Notify Faculty Senate that staffing report data is now available on the HR website: <https://www.unco.edu/human-resources/about-us/unc-human-resources-data.aspx>.

**Comments to the Good of the Order**

- Greene thanked everyone for their hard work during this challenging year.

**Adjournment**

The meeting was adjourned at 3:47pm.

David Greene  
Chair

Betsy Kienitz  
Recording Secretary