

SALARY EQUITY COMMITTEE
Remote Meeting - Zoom
October 19, 2020 | 3:00-4:00 p.m.
MINUTES

Present: Clinefelter, Fischer, Greene, Harraf, Kyle, Parks

Absent: Dyer, Trask

Call to Order

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

Approval of the Agenda

Approved without objection.

Approval of the October 5, 2020 Minutes

Approved without objection.

Chair's Announcements (Greene)

- Welcome to Abe Harraf, new MCB Senator.

Unfinished Business

- **Policy for administrator retreat to faculty**
 - The committee reviewed the latest edits from Codification.
 - Regarding Codification's notes about employees who are less than full-time, the committee likes how the policy is currently written.
 - Parks will follow up with Satriana about how the policy handles employees who are less than full-time.
 - The committee accepts the reworking of the Transition Leave section, which has been renamed Transition Period.

MOTION: Clinefelter – It is moved to approve the policy as presented and bring it forward to Faculty Senate.

VOTE: Approved by voice vote.

- **Out-of-state remote work policy**
 - The committee continued discussion of the draft policy from the last meeting.
 - Parks has met with vendors and is expecting to have an offer soon.
 - It is anticipated that the cost will be paid centrally, not directly by departments.
 - The committee gave feedback on various topics including:
 - circumstances that warrant out-of-state work versus the perception of needing to work on campus
 - application/approval process
 - workload agreements
 - limitation/threshold for what is considered out-of-state work
 - A new draft will be distributed for Salary Equity's review once it is available.

New Business

- **Compensation Identity Update**
 - Clinefelter provided an overview of compensation identity, how it came about as a way to build compensation targets into budget discussions.

- Salary Equity provided annual salary reports to the Faculty Senate, the BOT, and the wider campus community.
- In FY13, a five-year plan was implemented with the goal raising the average of UNC salaries to 90% of our peer group.
 - Development of a new five-year plan for FY18 was put on hold with President Norton's retirement.
- Salary Equity made annual recommendations for the distribution of salary pools, portioned between across-the-board (MOE) increases and parity increases.
- Salary Equity would like to give the BOT an update on what's happened to salaries over the past few years and where UNC stands competitively.
 - Updated IPEDS data will be available early 2021 (January/February).
 - Consider raising faculty promotional increases; UNC promotion increases are not in line with the market and often result in significant drops in parity.
 - Although comparison data for the staff side is not as robust as the faculty side, produce similar graphs/analysis of staff salaries to the extent that data allows.
 - Aim for making data and new compensation identity plan available for early Spring BOT meeting.

Comments to the Good of the Order

Greene – Thanks to Parks and HR for their show of support for campus community members affected by the wildfires.

Adjournment

The meeting was adjourned at 4:00pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary