

SALARY EQUITY COMMITTEE
Remote Meeting - Zoom
November 30, 2020 | 3:00-4:00 p.m.
MINUTES

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

Absent: Dyer

Guest: Schaible-Brandon

Call to Order

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

Approval of the Agenda

Approved without objection.

Approval of the November 16, 2020 Minutes

Approved without objection.

Chair's Announcements (Greene)

- Welcome to Sonia Schaible-Brandon, Director of Institutional Research & Effectiveness, who is here to help discuss comparison groups.

Unfinished Business

- **Out-of-state remote work policy**
- **Compensation Identity update**
 - In working with the President to put together a new compensation plan, there are three main components:
 - 1. Agreement on how we measure our competitive salary position
 - Establish what peer/comparison group to use: CUPA Doctoral All, NCHEMS, Hanover
 - Target date of January 31st for agreed upon measurement method and salary targets
 - Provide organized message to the BOT at their February meeting: comparison group, targets, and what it will take to reach targets
 - Provide data on average pay per faculty group
 - 2. Agreement on process for distributing annual pay increases
 - Salary Equity will make a recommendation for distribution in Spring
 - Preliminary recommendation to the President and Provost by March 2021
 - 3. Develop clear processes for pay adjustments outside of the annual pay increase.
 - Examples: promotions, new job duties, external market adjustments, internal equity adjustments
 - HR is working on a detailed proposal likely ready in December.

- Target date of February 2021 for final versions

DISCUSSION: In thinking of establishing a peer/comparison group, we need to know who we are and who we want to be as a university. A group of about 45-60 institutions is the size we need for comparison. UNC previously used NCHEMS but found the peer group they provided to be too small; UNC moved to Doctoral All because it provided wider comparison and more matches to more roles. Schaible-Brandon has experience using peer/comparison groups, including working with NCHEMS. She noted there is a lot we can do with NCHEMS to supplement the peer group, even requesting certain schools to be included. From a master group of peers (about 60 institutions), we can use subsets for comparison of certain aspects: number of students, programmatic mix, Carnegie classification, etc.

- Salary Equity will meet on 12/15 with the President for continued discussion.
- **Adjunct/Overload pay rates**
 - Greene shared a draft of four possible models for adjunct/overload rates and asked committee members to consider the options.
 - Current overload rate in UR at \$1545 and set adjunct rates the same for all colleges
 - Wacker memo (2016) with overload rate at \$1576 and adjunct rates determined by college
 - Set rate for overload with market-driven flexibility for adjuncts
 - Market-driven flexibility for overload and adjuncts

New Business

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 4:00pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary