

SALARY EQUITY COMMITTEE
Remote Meeting - Zoom
September 21, 2020 | 3:00-4:00 p.m.
MINUTES

Present: Athanasiou, Clinefelter, Dyer, Fischer, Greene, Kyle, Martin, Parks

Absent: Trask

Call to Order

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

Approval of the Agenda

Approved with addition of discussion of out-of-state remote work policy (Parks).

Approval of the September 8, 2020 Minutes

Approved without objection.

Chair's Announcements (Greene)

Unfinished Business

- **Policy for administrator retreat to faculty**
 - The committee reviewed Codification's revisions, recommendations, and comments.
 - Definitions – clarifying the two categories of admin with faculty status
 - Step back pay calculation will be 90% of the CUPA Doctoral All median for the specific rank and discipline when:
 - In the case of an employee initially hired in an administrative position, there is an absence of a written agreement at the beginning of employment
 - Per Parks, there are not many administrators left who don't have written agreements in place.
 - In the case of an employee initially hired as faculty, the step-back faculty has not served in a faculty position for 10 years or more.
 - The budgetary responsibility for funding the step-back faculty salary will remain with the administrative unit for up to six months.
 - Defining the funding in terms of months (rather than in terms of semesters) provides clear guidance regardless of the timing of a step back.
 - The clock for tenure, promotion, or sabbatical does not apply while the employee is in the administrative position.
 - Once the employee steps back to faculty, the clock resumes.
 - No faculty evaluation occurs during this time.
 - For any cases where the administrative assignment is less than full-time, the faculty member, their academic area, and the CAO will develop a written agreement addressing workload as well as tenure, promotion, and sabbatical.
 - Faculty evaluation continues to occur in such circumstances.
 - The committee will further examine the Transition Leave section next time.
 - The policy will need to more explicitly require research and preparation for teaching during transition time.

- **Pay reduction model**
 - At the last Senate meeting, the President indicated that administration will not be pursuing salary reductions at this time.
 - Without objection, the committee moved to table the topic.

New Business

- **Out-of-state remote work policy**
 - As UNC grows its Extended Campus and remote options, the university needs to consider the prospect of having employees who work from other states.
 - The committee is interested in a breakdown of how people are paid through Extended Campus.
 - Parks is examining how other institutions deal with out-of-state employees and will bring information for Salary Equity to review.

Placeholder

- **Compensation Identity Update**
 - Add to new business for next time.

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 3:59PM

David Greene
Chair

Betsy Kienitz
Recording Secretary