

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