

SALARY EQUITY COMMITTEE
Remote Meeting - Zoom
October 5, 2020 | 3:00-4:00 p.m.
MINUTES

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

Absent:

Call to Order

The meeting was called to order at 3:03PM.

Approval of the Agenda

Approved without objection.

Approval of the September 21, 2020 Minutes

Approved without objection.

Chair's Announcements (Greene) – No Report

Unfinished Business

- **Policy for administrator retreat to faculty**

- The committee worked from the latest draft with Codification's recommendations.
- Transition Leave section, continued discussion from last meeting
 - One semester is sufficient retooling time to prepare for teaching.
 - Add the following clauses:
 - (b) Upon leaving the administrative position, the individual's pay during the transition period shall be negotiated by the President. However, no individual shall receive more than one semester of their administrative salary during the transition period.
 - (d) Once the transition leave is completed, the tenure, evaluation, and sabbatical clock starts anew. See also [POLICY REFERENCE].
 - Ask Codification to confirm specific policy reference(s).
 - In the Transition from Administration to the Faculty section, strike the reference in (b) of "up to six months" and start the clause with "For the transition period following the Step-back..."

MOTION: Clinefelter: It is moved to approve the policy as amended.

VOTE: Approved by voice vote.

- We will forward the edits to Codification for review.
- **Out-of-state remote work policy**
 - Parks discussed the initial draft of an out-of-state remote work policy.
 - Currently, there is no policy in place; UNC employees are expected to reside and work in Colorado.
 - In order to pursue options for out-of-state remote work, UNC needs to comply with other states' laws, tax codes, workers compensation, etc.
 - Vendors may offer viable options for managing compliance at a cost.

- Vendors charge a flat rate across the board, regardless of an individual state's more or less expensive/complex laws.
- How to offset this cost: payroll fee, charge to departments, other options?
 - For now, we are looking at domestic options; working remotely from another country is a more complicated situation to navigate.
 - The committee will continue review next time.

New Business

- Compensation Identity Update

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 3:59PM.

David Greene
Chair

Betsy Kienitz
Recording Secretary