

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 31<sup>st</sup> 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