

SALARY EQUITY COMMITTEE
Compensation Plan Special Session
Remote Meeting - Zoom
December 15, 2020 | 3:30-4:30 p.m.
MINUTES

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

Absent: Athanasiou, Dyer, Trask

Guests: Anderson, Brandon, Feinstein, Levin, Maxey

Call to Order

The meeting was called to order at 3:33pm.

Approval of the Agenda

Approved without objection.

Approval of the November 30, 2020 Minutes

Approved without objection.

Chair's Announcements (Greene)

- Spring 2021 meetings will continue to be held on Zoom.

Priority Business:

- **Compensation Identity Plan and Compensation Outcomes**
 - Review Previous Comp Identity Plan and Compensation Outcomes
 - Parks outlined the previous compensation identity plan shared with the BOT in 2011.
 - Various peer groups were used throughout the years to measure percentile; we ranged from about 76% to 94% depending on the group used in any given year.
 - Three scenarios were presented to reach 90% of parity with the peer group within five years; each plan had a cost \$24.3M.
 - Parks then shared compensation outcomes based on information gathered at the end of last year.
 - FY21 parity indicators show the faculty average at 78% of CUPA.
 - The increase scenarios tab shows three ways to get to 90% of that peer group in five years, similar to the previous plan.
 - Only faculty have been included in the calculation, totaling about 10M. If we factor in staff, the total would be about 24M.
 - Parks expressed concern about using the Doc All peer group because, while the large group provides good data matches, it includes many institutions that would not be considered peers.
 - Review Current Carnegie Classification Peers
 - Brandon has taken a first cut at a potential peer group:
 - Four-year, public institutions with similar Carnegie classification, excluding HBCUs, tribal colleges, schools with medical degrees, land grant colleges, etc.
 - Limited to institutions with enrollment between 5-20k students.
 - From a start of about 200 schools, she used clustering methodology to come up with about 88 schools that resemble UNC.

- Variables clustered upon include research expenditures, region of the country, degree of urbanization, instructional expenditures per FTE, UG to GR ratio, etc.
- While the group is a good start, it will benefit UNC to engage with NCHEMS to provide a third-party perspective.
 - In working with NCHEMS, we will need to let them know which indicators are important to UNC for comparison.
 - We need a large enough group to maximize matches to roles and limit volatility.
- Once we have a preliminary set of peers from NCHEMS we can discuss the group with Salary Equity.
- Overview of Peer Group Thoughts
 - Feinstein discussed the importance of identifying a true set of peers, not just for salary comparison but broad enough to use for other purposes, such as examining how we are being funded by the State.
 - It's crucial to include local institutions in comparisons since they operate under same State funding model.
 - He shared information that shows how deeply underfunded Colorado schools are compared to peers in other states.
 - In thinking about compensation identity, we must acknowledge that we receive much less money than our out-of-state peers.
- Group Discussion of Peer Group Characteristics
 - Fischer and others support the idea that if we move to a *true* peer group (unlike the comparison group of Doc All), the aspirational goal needs to be 100%, not 90%.
 - Kyle suggests tying the compensation identity plan to the larger strategic plan.
 - The strategic plan (10 years) is broken down into two-year increments, which may be a good way to measure benchmarks in a long-term goal.
 - The committee is in agreement that working with NCHEMS would be helpful.
 - We will need to include in-state schools in our comparisons since they have same State funding issues.
 - Brandon has already been in contact with NCHEMS; Brandon and Parks will continue work over the break.

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 4:37pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary