

SALARY EQUITY COMMITTEE
UC Aspen C
October 7, 2019 | 3:04:00 p.m.
MINUTES

Members Present: Clinefelter, Fischer, Greene, Heise, Morgan, Parks, Trask
Members Absent: Burgett, Martin

Call to Order

The meeting was called to order at 3:04pm.

Approval of the Agenda

The agenda was approved with addition of Staff Compensation Outcomes, 2018-19.

Approval of the September 23, 2019 Minutes

The 9/23/19 minutes were approved without objection.

Chair's Report/Announcements (Clinefelter)

Clinefelter distributed a communication from Parks that explained Kay Norton was paid \$67,217.50 from August to December 2018 to assist with Andy Feinstein's transition. It also detailed the faculty and staff salary pool distributions broken down by MOE and Parity from FY 2018 to FY 2019. In the previous salary plan, the goal was to have no staff/faculty at less than 70% parity and to get salaries up to 90% parity. That goal was not met, and we need a new long-term salary plan.

Faculty Compensation Outcomes & Staff Compensation Outcomes data coming from HR
o Heise

VOTE Approved by voice vote

- x Loan Policy- Parks submitted a draft for review
 - o "Plan Administrator" – currently Michelle Quinn language intentionally vague to account for potential position/title changes
 - f Plan Administrator roles is internal, not an outside provider.
 - f The committee would prefer language to make sure it is clear the Administrator is internal to UNC.

MOTION Clinefelter– Everytime "Administrator" is used, insert "UNC Plan administrator"

SECOND Greene

VOTE: Approved by voice vote

- o The committee agrees that the number of outstanding loans is 1.
- o Regarding the use of "outstanding" versus "active" describe the loans, the committee agrees to use "outstanding, active".
- o