

SALARY EQUITY COMMITTEE  
Remote Meeting Zoom  
January 1, 2021 | 3:00-4:00 p.m.  
MINUTES

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

Call to Order

The meeting was called to order at 3:00pm.

Approval of the Agenda

– Accounting staff is working on the project. Nothing to move forward at this time.

x Compensation Identity update

- o Parks and Brandon have been working with NCHEMS and have some samples ready to share around the end of January/early February
  - f We can ask NCHEMS representative(s) attend Salary Equity to discuss sample groups and extend an invitation to the President and Provost
- o ~~Greene~~ Once we have the peer group identified, we can start the compensation identity plan in

DISCUSSION:

- o Dyer asked if staff information is included in the groups.
  - f Parks – -check for pay discrepancies.
  - f Substantially similar positions need to be compared for pay consistency
  - f Salary Equity will need to look at any inequities if identified
- o Greene asked about the possibility of raises in the coming year.
  - f Parks believes the administration is still committed to a 2% pool, and it will be part of the budget discussion going forward.
  - f Salary Equity will need to revisit the plan they recommended last Spring.
  - f The inequity study may impact the salary pool depending on any salary inequities that need to be addressed.

x Adjunct/Overload pay rates

- o The committee reviewed the four example models Greene previously provided and discussed the pros/cons of set amounts versus numberless models.
- o Considerations include:

- f* Overload pay consistency across colleges as well as between main campus and Extended Campus
- f* Tiered adjunct pay based on level of academic training: Masters versus terminal degree
- f* How to draw the line between pay standardization and market flexibility for adjunct pay
- o Green will work on a version with set amounts to bring forward next time.
  - f* Any recommendation will need to be vetted for compliance with the new pay equity law.

#### New Business

##### x Step Back revisions

- o The administration recommended a couple minor revisions to the version previously approved at Faculty Senate:
  - f* 3-3-1301(4)(c)(ii): Stepback faculty with fulltime administrative load without tenure or who have not attained already applied for the rank of full professor may not be considered for tenure, promotion or sabbatical for the duration of their assignment.
  - f* 3-3-1301(5)(a) At Stepback, unless negotiated at the time of hire, a paid transition period to permit the Stepback faculty to prepare to return to the faculty may be authorized. Unless otherwise agreed upon in writing prior to the commencement in an administrative position, no transition period shall exceed the completion of the current semester plus (1) full semester.

MOTION: Fischer It is moved to approve the administration's revisions as presented

VOTE Approved by voice vote.

- o We'll run the revision by Codification before bringing it forward to the next Senate meeting.

Comments to the Good of the Order

#### Adjournment

The meeting was adjourned at 3:55pm.

David Greene  
Chair

Betsy Kienitz  
Recording Secretary