

SALARY EQUITY COMMITTEE
Remote Meeting Zoom
February 22, 2021 | 3:00-4:00 p.m.
MINUTES

Present: Athanasiou, Dyer, Fischel, Greene, Harraf, Kyle, Parks, Trask
Absent: Clinefelter
Guests: Brandon, Clark, Levi Prescott

Call to Order

The meeting was called to order at 3:01pm.

Approval of the Agenda

Approved without objection.

Approval of the February 8, 2021 Minutes

Approved without objection.

Chair's Announcement (Greene)

- x Welcome to Brian Prescott and John Clark from NCHEMS and welcome back to Sonja Brandon they are here to aid in discussion of peer group selection.

Unfinished Business

- x Out-of-state remote work policy
- x Compensation Identity update
 - o The committee reviewed a draft list of peers provided by NCHEMS.
 - f The list includes the additional data discussed at the last Salary Equity meeting.
 - f
- o Brandon calculated cost of living and found that the group average is about 4% higher than Greeley
- o The committee discussed where to draw the line to create the peer group.
 - f Limit manipulation to preserve a 'true' peer group
 - f Establish a Colorado peer group separate from the comparison peer group.
 - f Ensure the peer group is large enough to provide adequate comparison for positions and limit volatility across programs.
 - f Several institutions with collective bargaining are among the closest matches to UNC based on their distance scores
 - f Once the list is narrowed, we can pull faculty salary data.
- o Parks suggested taking all institutions with distance scores of up to 600 which would provide a set of 51 peers.
 - f If we select institutions with scores up to 650, it will provide a set of 60 peers.
- o Parks encouraged the committee to be ready to decide the finalized peer group at the next Salary Equity meeting.

Adjunct/Overload pay rates

Business

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 4:01.

David Greene
Chair

Betsy Kienitz
Recording Secretary