

SALARY EQUITY COMMITTEE  
Remote Meeting - Zoom  
March 29, 2021 | 3:00-4:00 p.m.  
MINUTES

**Present:** Athanasiou, Clinefelter, Dyer, Fischer, Greene, Harraf, Kyle, Parks

**Absent:** Trask

**Guest:** Levin

**Call to Order**

The meeting was called to order at 3:03pm.

**Approval of the Agenda**

Approved without objection.

**Approval of the March 8, 2021 Minutes**

Approved without objection.

**Chair's Announcements** (Greene)

- The proposal for the NCHEMS 51 peer group has passed and received the President's endorsement. Thanks to everyone who responded. Please bring this up at our next meeting.

**Unfinished Business**

- **Out-of-state remote work policy**

- No new developments at this time.

- **Compensation Identity update**

*Salary Increases for 2021/2022*

- The committee discussed recommending a flat dollar amount for faculty by rank, like last year's recommendation.

The salary pool for the coming year is not yet finalized, so let's be prepared for modeling 2%, 2.5%, and 3% increases.

Any unused portion can be used to address parity, compression, etc.

- Inversion adjustments and promotion increases will not be taken out of the salary pool.

We should consider recommending changes to Board Policy regarding promotion increases:

- Increase promotion amounts to avoid issues with parity
- Codify the separation of promotion funds from the salary pool

- Flat dollar amounts, promotion increases, and parity adjustments should be a point to create a similar recommendation

