

SALARY EQUITY COMMITTEE
Remote Meeting - Zoom
October 19, 2020 | 3:00-4:00 p.m.
MINUTES

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

Absent: Dyer, Trask

Call to Order

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

Approval of the A. Unfinished Business

- **Policy for administrator retreat to faculty**

The committee reviewed the late about Park the policy handles employees who are less than full-time.

The committee accepts the reworking of the Transition Leave section, which has been renamed Transition Period.

MOTION: Clinefelter – It is moved to approve the policy as presented and bring it forward to Faculty Senate.

VOTE: Approved by voice vote.

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

The committee continued discussion

- Salary Equity provided annual salary reports to the Faculty Senate, the BOT, and the wider campus community.
- In FY13, a five-year plan was implemented with the goal raising the average of UNC salaries to 90% of our peer group.
 - Development of a new five-year plan for FY18 was put on hold with President Norton's retirement.
- Salary Equity made annual recommendations for the distribution of salary pools, portioned between across-the-board (MOE) increases and parity increases. Salary Equity would like to give the BOT an update on what's happened to salaries over the past few years and where UNC stands competitively.
- Updated IPEDS data will be available early 2021 (January/February).
- Consider raising faculty promotional increases; UNC promotion increases are not in line with the market and often result in significant drops in parity.
- Although comparison data for the staff side is not as robust as the faculty side, produce similar graphs/analysis of staff salaries to the extent that data allows.
- Aim for making data and new compensation identity plan available for early Spring BOT meeting.

Comments to the Good of the Order

Greene – Thanks to Parks and HR for their show of support for campus community members affected by the wildfires.

Adjournment

The meeting was adjourned at 4:00pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary