

SALARY EQUITY COMMITTEE  
Remote Meeting Teams  
April 20, 2020 | 3:00-4:00 p.m.  
MINUTES

Present: Burgett, Clinefelter, Dyer, Fischer, Greene, K. Morgan, Parks, Trask  
Absent: Martin

Call to Order

x The meeting was called to order at 3:02pm.

Approval of the Agenda

x Approved with addition of COVID support discussion.

Approval of the April 6 2020 Minutes

x Approved without objection.

Chair's Announcement (Clinefelter)

Unfinished Business

- x Policy for administrator retreat to faculty
  - o The committee reviewed the latest draft from HR.
  - o Policy covers administrators with faculty status:
    - f New administrative hires who receive tenure status
    - f Faculty members who move into administrative roles while retaining faculty status
    - f Faculty members who move into temporary/interim administrative roles while retaining faculty status
  - o Corrected typo 'are' to 'all' on page 2.
  - o Stepback pay calculation depends on status as new hire versus hire from faculty
    - f Employees with no faculty work at UNC:
      - x Stepback pay calculation determined at time of hire, or
      - x If no pre-negotiated agreement exists 90% of the CUPA Doctoral All median salary for the specific rank and discipline is used as the step-back pay calculation.
    - f Employees returning to UNC faculty:
      - x Salary to be the same as when they moved to administrative role, plus any faculty salary increases that would have been earned while employed as an administrator, or
      - x If more than 10 years have passed since the employee served in a faculty role, then 90% of the CUPA Doctoral All median salary for the specific rank and discipline is used as the step-back pay calculation

- x Fall 2019 Staffing Report
  - o The Staffing r