SALARY EQUITY COMMITTEE
Remote Meeting - Zoom
January 25, 2021 | 3:00-4:00 p.m.
MINUTES

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

Call to Order
 The meeting was called to order at 3:03pm.
Approval of the Agenda
 Approved without objection.
Approval of the January 11, 2021 Minutes
 Approved without objection.
Chair’s Announcements (Greene)

Unfinished Business
• Out-of-state remote work policy
o Parks – Nothing to move forward at this time.

• Compensation Identity update
o Parks and Brandon are continuing work on identifying a peer group.
 Out of about 90 schools, we’ve found about 30 that are a comfortable match.
 other
Colorado 4-year institutions, regarding pay increases, etc.
 The importance of staff data was noted, as UNC loses more staff to in-state
peers than faculty.
o Greene asked whether location type (urban/suburban/rural) and/or cost of living is
factored into the sample group.
 Parks will ask NCHEMS at their next meeting and noted that the cost of living
component is factored by county.

unct/Overload pay rates
o Greene presented a new draft based on discussion last time.
 Overload pay rate - $1576 per credit, standard across all colleges and Extended
Campus
 Adjunct pay rate – tiered amounts by credential level held by the adjunct,
standard across all colleges and Extended Campus
• There is no UR section for adjunct pay; create new 3-3-701(3).
• Clinefelter suggested adding ‘MFA/Terminal degrees’ to the PhD line of
the adjunct credential tier chart for increased inclusivity.
o Interim/Summer rates
 For adjuncts – same as rates set forth for regular academic year; not eligible for
overload pay at any time.


 For contracted faculty
–
 see
 UR

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 Summer and Interim Session
Compensation and Workload Policy; overload pay is not available for Summer/Interim sessions.
DISCUSSION:
 o Relationship between enrollment and compensation (graduated scale) as outlined in
Summer/Interim session policy

o
 Use of numbered dollar amounts in UR and the need to periodically6 (g;)-4.7 ()-0.T4 (e)-5.3.3 (l)-3.2 (l)-3.9 (y)6.3 ( )]TJ