

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 to 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

