

SALARY EQUITY COMMITTEE  
UC Spruce A  
September 7 2021 | 3:00-4:00 p.m.  
MINUTES

Present: Athanasiou, Clinefelte de la Torre Fischer, Greene Parks, Trask  
Absent: Kyle  
Guests: Babbs, Levin

Call to Order

The meeting was called to order at 3:06pm.

Approval of the Agenda

Approved with the addition of pay pool accounting error and funding for promotional increases under new business

Approval of the August 23 2021 Minutes

Approved without objection.

Chair's Announcements (Greene)

The out-of-state employment policy has been sent to Faculty Welfare.

We received a question from a faculty member about the use of mean/median salary raises. Parks will respond to the inquiry.

Unfinished Business

Compensation Identity update

- o Parks presented a draft compensation investment plan with different models to achieve 100% parity with the NCHEMS 51 peer group within five years
  - f Model options: All at once Three years at 6% Five years at 4.5%
  - f Uses assumption of 5% increase annually for peers
  - f Total with fringe, approximately 27 million to achieve peer median

DISCUSSION:

- o Potential impacts of faculty leaving or retiring and being replaced at lower salaries
- o Growth outlook for peers enrollment trends may lead to continued slow growth
- o Smaller peer group impacts staff comparison more than faculty as there are fewer matches for staff.
- o Calculations will be done annually to provide a snapshot of where we are with salaries each year.
- o Present all data with fringe factored in to give clearer picture of total cost
- o How to present to the BOT
  - f where salary investment fits into the bigger picture of University needs and priorities
  - f provide concrete examples of average starting salaries for faculty
    - x Clinefelter will investigate starting salaries at the community colleges for comparison
    - f Fischer will talk with Trustee Babbs about what would be helpful to present at the

xIncrease base raises for promotion

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