

SALARY EQUITY COMMITTEE  
UC Aspen C  
October 7, 2019 | 3:04:00 p.m.  
MINUTES

Members Present: Clinefelter, Fischer, Greene, Heise, Morgan, Parks, Trask  
Members Absent: Burgett, Martin

Call to Order

The meeting was called to order at 3:04pm.

Approval of the Agenda

The agenda was approved with addition of Staff Compensation Outcomes, 2018-19.

Approval of the September 23, 2019 Minutes

The 9/23/19 minutes were approved without objection.

Chair's Report/Announcements (Clinefelter)

x Clinefelter distributed a communication from Parks that explained Kay Norton was paid \$67,217.50 from August to December 2018 to assist with Andy Feinstein's transition. It also detailed the faculty and staff salary pool distributions broken down by MOE and Parity from FY 2018 to FY 2019. In the previous salary plan, the goal was to have no staff/faculty at less than 70% parity and to get salaries up to 90% parity. That goal was not met, and we need a new long-term salary plan.

x Faculty Compensation Outcomes & Staff Compensation Outcomes data coming from HR  
o Heise

VOTE Approved by voice vote

- x Loan Policy- Parks submitted a draft for review
  - o "Plan Administrator" – currently Michelle Quinn language intentionally vague to account for potential position/title changes
    - f Plan Administrator roles is internal, not an outside provider.
    - f The committee would prefer language to make sure it is clear the Administrator is internal to UNC.

MOTION Clinefelter– Everytime "Administrator" is used, insert "UNC Plan administrator"

SECOND Greene

VOTE: Approved by voice vote

- o The committee agrees that the number of outstanding loans is 1.
- o Regarding the use of "outstanding" versus "active" to describe the loans, the committee agrees to use "outstanding, active".
- o Loan Policy to go into effect next fiscal year
  - f There needs to be communication to faculty so they know what to expect and are aware of resources for help.
  - f Existing loans would not be affected.
- o The committee will review the policy again after Parks submits it to lawyers.
- o Termination of employment section– Any unpaid balance becomes due at the day of termination.
  - f Parks will confirm with lawyers; this is a rule of every employer that allows loans

- x Compensation Identity Update, April 2018
- x Faculty Compensation Outcomes, 2018
- x Staff Compensation Outcomes, 2018
- x Salary Equity Report on Compensation Nov. 2018
- x Fall 2017 Staffing Report

#### New Business

- x None

#### Adjournment

The meeting was adjourned at 3:55pm.

Joan Clinefelter  
Chair

Betsy Kienitz  
Recording Secretary