

SALARY EQUITY COMMITTEE  
Compensation Plan Special Session  
Remote Meeting Zoom  
December 15, 2020 | 3:30-4:

- o Variables clustered upon include research expenditures, region of the country, degree of urbanization, instructional expenditures per FTE, UG to GR ratio, etc.
- f While the group is a good start, it will benefit UNC to engage with NCHEMS provide a third-party perspective.
  - x In working with NCHEMS we will need to let them know which indicators are important to UNC for comparison.
  - x We need a large enough group to maximize matches to roles and limit volatility.
- f Once we have a preliminary set of peers from NCHEMS we can discuss the group with Salary Equity
- o Overview of Peer Group Thoughts
  - f Feinstein discussed the importance of identifying a true set of peers not just for salary comparison but broad enough to use for other purposes such as examining how we are being funded by the State.
    - x It's crucial to include local institutions in comparisons since they operate under same State funding model.
  - f He shared information that shows how deeply underfunded Colorado schools are compared to peers in other states.
  - f In thinking about compensation identity, we must acknowledge that we receive much less money than our out-of-state peers.

o Group Discussion of Peer Group Characterf 026 (o) 0 Tw 13.4C2-0.006 (c)9 (s)-1.3 ( )TJ 0 Tc 0 T  
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