

Minutes for 21 January 2016 Meeting of ECU University Budget Committee

Attending:

Terry Atkinson, Stephanie Colman, Joe Gaddis, Shanan Gibson, Nelson Cooper, Guglielmo Fucci, Bonnie Mani, Jeff Popke, Mark Sanders, Wanda Wynne

Not Present:

Kylie Dotson Blake, Susan Chapman, Rick Niswander, Gary Vanderpool, Carson Pierce, Kerry Sewell,

Guest:

Lisa Ormond (Staff Senate)

The meeting began at 3:02 p.m.

Item 1: Approval of the minutes of the 19 November 2015 Budget Committee meeting

The minutes of the 19 November 2015 Budget Committee meeting were approved by acclamation.

Item 2: Update from the Lisa Ormond, Chair of the Staff Senate, about their work regarding the recent Staff Senate Resolution #15-16 (see attached message)

Lisa noted that career banding hasn't been studied for reclassification since 2008. The UNC Staff Assembly has sent a letter to interim UNC-GA president Junius Gonzales to seek GA's leadership in defining and implementing a set of strategies to enhance market competitiveness of staff salaries. Lisa noted that ECU is in a good position relative to other UNC institutions with most of the campus at 85% the market compensation rate. The following four recommendations are taken verbatim from the letter.

- 1. We wish to encourage and be kept informed of the progress of the University's assessment of the State's new SHRA Compensation System. Our interest is in understanding whether this new compensation structure will be beneficial to University SHRA staff, and if so, in what timeframe it might be considered for implementation by the University, and if not, what other alternatives may be considered. We understand that General Administration Human Resources is actively engaged in working with its State Human Resources partners in conducting this assessment, and the Staff Assembly has been provided several preliminary updates.*
- 2. Each campus should be required to submit an annual compensation scorecard to the President and the Board of Governors that reports on the current compensation status of its staff as compared to recognized market benchmarks (e.g., market rate for SHRA staff). This report would contain sufficient detail to permit salary competitiveness to be identified for the campus as whole, as well as by major schools and divisions individually, and also include details by major job categories. We strongly recommend that UNC GA Human Resources create and provide a specific framework (e.g., guidelines and templates) for this scorecard. Once accomplished, this scorecard will allow campuses to autonomously make informed decisions based on the shared data, but also provide important feedback to the President and the BOG on campus-by-campus progress.*
- 3. The President should recommend to the BOG annual targets to allocate a specific percentage of discretionary campus funds to support staff employee market salary adjustments. Funds will not be used for across-the-board increases (which may only be authorized by the State Legislature for SHRA staff), but would be earmarked for moving employees who fall below market salaries closer to their applicable market benchmarks in accordance with applicable SHRA and EHRA compensation rules. Chancellors will work with their campus Human Resources leaders to identify observed staff compensation disparities.*
- 4. Explore appropriate avenues to move more authority for SHRA compensation and leave policies under the BOG, as opposed to the State Human Resources Commission. This is intended to improve the*

flexibility of the University as a whole and increase the involvement of the BOG in assuring market-based compensation for both SHRA and EHRA staff in comparison to our higher education peers. Any such changes must assure that all appropriate employee protections and benefits for SHRA staff shall be preserved.

Item 3: Faculty Salary Equity forums

There were two public forums about the Faculty Salary Equity report. Popke noted a lot of comments and expressions of disapproval oriented around salary compression, but the narrowly focused study did not examine the issue of compression. With all factors, no differences were found by gender, although some by race and ethnicity. The imperative is to keep the conversation going.

Item 4: Announcements

- i) Popke provided a brief update on the task force examining ECU's workload policy.
- ii) The committee will invite vice chancellor of university advancement Chris Dyba for February's meeting.

The meeting concluded at 3:45 p.m.

Respectfully submitted,
Mark Sanders

2-24-16