

SENATE ACTION FORM

No. 1216

Subject: Salary Pool Distribution Model

Reference to Senate Minutes dated: April 19, 2021

Senate Action:

MOTION: Salary Equity – It is moved to endorse the Salary Pool Distribution Model.

VOTE: Approved by voice vote, 1 opposed.

Response requested:

Approval for placement in University Catalog

Approval for placement in University Regulations

Recommendation to Board for placement in Board Policy Manual

None (sent as information item)

Other action requested/comments:

Faculty Senate Chair

4/27/2021
Date

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Attachment to Senate Action #1216

Approved by the Faculty Senate

April 19, 2021

Salary Equity Committee

Resolution Re Salary Increases for Faculty and Staff for FY22 (2021-22)

Resolution

The Salary Equity Committee proposes that a 3% pool of funds for salary increases be accepted. Exempt staff shall receive a 3% raise with the lower ends of their pay bands adjusted to ensure equity. For faculty, a 2% pool of funds shall be used for flat dollar salary increases based on rank. A 1% pool shall be used to bring all faculty up to 81% of parity, adjusted by discipline and time in rank.

Rationale and Details

Although UNC's budget has not been finalized, President Feinstein believes that we can have a 3% compensation pool for salary increases for AY 2021/22. Salary Equity Committee recommends the following pay increase distribution model.

For exempt/professional staff, we recommend an across the board 3% salary increase. In addition, we recommend that the lower end of the pay bands be adjusted to insure equity.

For full-time faculty who meet all of the requirements for salary increases we recommend dividing the pool into two portions: a 2% pool for flat rate increases based on rank, and a 1% pool for parity. (Promotions and inversion adjustments come from a separate pool of funds.) Specifically:

1. Flat-dollar increases to salaries shall be distributed according to rank.
 - Instructors/lecturers shall receive a \$1,000 increase to base salary.
 - Assistant professors shall receive a \$1,250 increase to base salary.
 - Associate professors shall receive a \$1,650 increase to base salary.
 - Full professors shall receive a \$1,750 increase to base salary.
2. The 1% pool will be used to address parity for individuals. Parity increases will be assigned to faculty whose adjusted salaries are less than 81% of parity according to discipline and time in rank.

By dividing the 3% salary increase pool into a combination of flat dollar amounts by rank and a parity pool, we can ensure equity and assist those faculty members at the lower end of the pay ranges. The parity monies will be used to bring all faculty up to at least 81% of parity.

In the past, we have recommended that no faculty member receive a salary increase of more than 10%. We are not making such a recommendation this year. There are 21 faculty members who would receive more than a 10% raise, but these are due salary inversions that need to be addressed.
