

SENATE ACTION FORM

No. 1224

Subject: Compensation Investment Plan

Reference to Senate Minutes dated: October 25, 2021

Senate Action:

MOTION: Salary Equity – It is moved to endorse the Compensation Investment Plan with the suggested changes.

VOTE: Approved by voice vote.

Response requested:

- Approval for placement in University Catalog
Approval for placement in University Regulations
Recommendation to Board for placement in Board Policy Manual
[X] None (sent as information item)
Other action requested/comments:

[Signature]
Faculty Senate Chair

11/4/2021
Date

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Administrative review of Senate action (unnecessary for information items):

Approve Reject Return to Senate for discussion/modification (comments attached)

President/Designated Administrative Officer Date

Date of Board approval (if applicable):

PLEASE RETURN SIGNED ORIGINAL AND ATTACHMENT TO THE FACULTY SENATE OFFICE, CARTER HALL 2004, BOX 75. Faculty.Senate@unco.edu

Attachment to Senate Action #1224

Approved by the Faculty Senate

October 25, 2021

Plan finalized by the Salary Equity Committee on November 1, 2021

Rowing, Not Drifting 2030

Salary Equity

The strategic plan was developed with a student-first focus noting that our students will experience a personalized education grounded in liberal arts and infused with critical and creative inquiry; establish relationships with faculty and staff that nurture individual development; gain the skills and knowledge that provide upward mobility among alumni; and share a commitment to the values of inclusion, equity, and diversity. In order to realize this strategic plan, the institutional priority recognizes that we must provide our faculty and staff with the support they need to succeed as professionals, educators, and in life. Achieving this will contribute to attracting and retaining the high-quality faculty and staff that are essential to providing strong support for our students and creating an environment that is able to put students first. The University strives to foster an environment where the individual well-being and sense of belonging of all members of our community are vital to our collective success.

In pursuit of this goal, President Feinstein and the Faculty Senate suggest that the University Uill carion6sF-6 a (e v)-4

Table 1. Comparison of UNC faculty and staff to peer salaries.

	UNC Median	NCHEMS 51 Median	% of
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UNC faculty and staff are paid approximately 15% below the national average (i.e., among peer institutions, NCHEMS-51). Low salaries for faculty and staff at UNC represent hundreds of thousands of dollars per individual in lost potential wages over the course of our employees’ careers (roughly \$590,000 less over the course of their lifetimes than individuals at our average peer institutions ([Wilson, 2019](#)), and low, uncompetitive salaries make it difficult for UNC to attract and retain high-quality faculty and staff.

Local Factors

The NCHEMS-51 is an important comparison peer group but does not fully address the impact of local cost of living. Greeley’s overall cost of living index is 105.9 with a specific housing index of 127.5. This suggests that living in Greeley costs 5.9% more than the national average and housing 27.5% more than the national average, with the median home cost in Greeley currently at \$370,000. Our starting salaries are pricing new faculty hires out of home ownership. Rental prices are similarly elevated with a modest two-bedroom apartment renting for \$1,278 and a three-bedroom for \$1,642. Local communities (within commuting distance) offer even less affordable housing (e.g. Windsor median home \$506,100; Loveland median home \$434,200; Ft. Collins median home \$487,800). With an estimated 2021 inflation rate of 2.4% (2020, 1.4%; 2019, 2.3%; 2018, 1.9%; 2017, 2.1%), we expect increasing difficulty for faculty and staff to cover housing costs.

The majority of new faculty are hired as Contract Renewable Assistant Professors or Tenure Track Assistant Professors. A sample of entry-level salaries illustrates the difficulty that new faculty experience attempting to live in Greeley.

Table 2: Sample of New Faculty Salaries

Hiring Status	Rank	Salary	Recommended Mortgage

As part of the University’s multi-year planning work, we now have an opportunity to establish sustainable practices for providing competitive compensation to recruit and retain faculty and staff to deliver on our promise of transformative education to our students. The Salary Equity Committee recommends prioritizing a

fair and equitable compensation plan that brings UNC faculty and staff salaries to 100% of parity with our NCHEMS51 peer group over the next five years.

There are several possible models for moving UNC faculty and staff salaries to 100% of parity in five years. The models below provide possible scenarios for reaching the goal but do not represent specific recommendations for the administration (Table 3). The Salary Equity Committee understands that the details regarding how to reach this goal will take significant discussion across the UNC campus.

Three possible scenarios:

- (1) moving to 100% of parity all at once in year 1, with 1.5% increases in subsequent years to maintain parity
- (2) front-loaded with 6% salary increases for the first three years, at which point we will get to 100% of parity, and 1.5% increases in years 4 and 5 to maintain parity
- (3) 4.5% increases per year in each of the next five years to reach 100% of parity in five years. A detailed breakdown of how scenario #3 impacts UNC faculty and staff salaries is presented in Table 4.

Table 3. Cost of salary increases in three possible scenarios

