

SENATE ACTION FORM

No. 1046

Subject: Resolution: Faculty Salary Increases for 2013-2014 AY

Reference to Senate Minutes dated: March 4, 2013

Senate Action:

MOTION: The Salary Equity Committee recommends approval of the Resolution outlining Faculty Salary Increases for the 2013-2014 academic year. (see attachment)

VOTE: The motion passed unanimously.

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: administration endorsement

Faculty Senate Chair

March 7, 2013
Date

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

_____ reviewed by General Counsel. Check _____ if comments attached

_____ reviewed by VPAA/Provost. Check _____ if comments attached

Presidential action:

_____ approve; _____ reject; _____ r

Attachment to Senate Action Form #1046

Approved by the Faculty Senate

March 4, 2013

Salary Equity Committee

Resolution: Faculty Salary Increases for 2013-2014 AY

The President and the Board of Trustees have made a commitment to increase faculty salaries beginning in fall 2012 over a five-year period to an average of 90% parity. For the 2012-13 academic year, a faculty salary pool of roughly 5% was created that provided funds for a 3% maintenance of effort salary increase and a pool of 2% to fund parity. The parity target was to get all faculty eligible for raises to at least 80% of parity, as determined by discipline and years in rank, using CUPA data and average salaries from UNC's ten peer institutions for salary comparisons.

This process required a suspension of the faculty salary increase process as described in University Regulations 3-3-701. While Salary Equity and the administration would prefer revising this section of University Regulations, given the five-year goal to increase faculty salaries to an average of 90%, it seems reasonable to have the greatest amount of flexibility to address salary increases rather than be held to a formula which may have to be repeatedly suspended. Salary Equity thus proposes that for AY 2013-14, we again suspend the process described in University Regulations 3-3-701 in favor of the process described below. In Fall 2013 Salary Equity will issue a report on faculty salary increases as we did in Fall 2012 to insure transparency and to make the results clear to all members of the University. In addition, it is the intent of Salary Equity to use the following year to work with the administration to develop a replacement for 3-3-701 so that we will not have to suspend that University Regulation repeatedly.

Salary Equity thus initially proposes that a 5% pool for faculty salaries be identified. After monies are set aside for promotions, inversions and the like, funds will be used for a maintenance of market (MOM) faculty salary increase of roughly 2% for all faculty eligible for a raise. The remaining approximate 3% pool shall be used to address parity, with the goal of raising all eligible faculty to at least 85% of parity. Faculty currently at or above 85% parity will be given parity increases only in certain instances, such as retention, which will be identified and communicated to Salary Equity for its review.

Salary Equity is also working on creating indicators that we can use to assess our progress on faculty salaries as we aim for 90% parity for faculty. These include but are not limited to: number of faculty at or above 90% parity over the 5-year period; average faculty parity levels over the five-year period; the number of new faculty hired at 90% parity or higher; parity averages by College and by rank.

The proposal above does mean that merit increases will again be suspended for AY 2013-14. However, it is Salary Equity's intent to address merit salary increases in the new regulation language for 3-3-701. In addition, Salary Equity is mindful that exempt and classified staff salary increases must also be addressed. To the extent possible, we are hopeful that those members of the University community will have salary increases structured along the lines of the faculty salary increases.