

SENATE ACTION FORM

No. 1232

Subject: FY23 Salary Pool Distribution Model

Reference to Senate Minutes dated: April 18, 2022

Senate Action:

MOTION: Salary Equity – It is moved to endorse the FY23 Salary Pool Distribution Model.

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

None (sent as information item)

Other action requested/comments:



Faculty Senate Chair

04/29/2022

Date

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

Reviewed by **VPAA/Provost**. Check if comments attached

Reviewed by **General Counsel**. Check if comments attached

Presidential action:

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

President/Designated Administrative Officer

Date

Date of Board approval (if applicable): not 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 #1232

Approved by the Faculty Senate

April 18, 2022

Salary Equity Committee

Resolution Re Salary Increases for Faculty and Staff for FY23 (2022-23)

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, approximately 2% pool of funds shall be used for flat dollar salary increases based on rank. The remaining ~1% pool shall be used to bring nearly all faculty up to at least 88.4% of parity, adjusted by discipline and time in rank. The committee also recommends a cap of \$10,000 per person for parity adjustments. This cap will impact approximately 10 individuals.

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 2022/23. The 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 ensure equity.

For full-time faculty who meet all of the requirements for salary increases we recommend dividing the pool into two portions: a roughly 2% pool for flat rate increases based on rank, and the remaining 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 \$1,200 increase to base salary.
 - Assistant professors shall receive a \$1,400 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. All remaining funds will be used to address parity for individuals. Parity increases will be assigned to faculty whose adjusted salaries are less than 88.4% 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 88.4% of parity.

On average, the flat dollar amount equates to a better than 2% raise.

If less than a 3% is approved by the Board, the chair and vice-chair of the Salary Equity Committee will work with the Faculty Senate Executive Committee over the summer to determine an alternate plan.
