

SENATE ACTION FORM

No. 1245

Subject: Parity Calculation Process Language

Reference to Senate Minutes dated: February 27, 2023

Senate Action:

MOTION: SEC – It is moved to approve the parity calculations process language.

VOTE: Approved by unanimous voice vote.

Response requested:

Approval for placement in University Catalog, Undergraduate and Graduate

Approval for placement in University Regulations

Recommendation to Board for placement in Board Policy Manual

None (sent as information item)

Other action requested/comments:

Dawit Senbet

2/28/2023

Faculty Senate Chair

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 #1245
Approved by the Faculty Senate
February 27, 2023

FACULTY SENATE POLICY PROPOSAL/MOTION

Subject: Parity Calculation process language for University Regulations

Originator/Date: Salary Equity Committee

Placement(s): University regulations after section 3-3-701(1)c (III)

Reviewed by Salary Equity and sent to Faculty Senate February 27th 2023

Motion: Adopt the changes to University Regulations outlined below.

Purpose/Rationale: In line with UNC's vision of "Rowing, Not Drifting 2030," we strive to recognize and retain excellent faculty and staff by continually evaluating our internal compensation strategies, remaining nimble and responsive enough to adjust when necessary. As we strive to reach 100% of parity, we feel it is appropriate to ensure that members of our campus community understand how parity is calculated.

Proposed Language:

- Faculty salary parity is calculated in comparison to the median salary of individuals from the same discipline, with the same rank and tenure-status, in our approved peer group. An individual faculty member's comparison group is calculated using the first four digits of the discipline's CIP code. The peer median salary comparison is adjusted for years-in-rank for each faculty member as follows:
 - Professor: plus 1% for each year over 10; minus 1% for each year under 10
 - Associate Professor: plus 1% for each year over 3 up to 9 years; minus 1% for each year under 3
 - Assistant Professor: plus 1% for each year over 3 up to 6 years; minus 1% for each year under 3
 - Instructor/Lecturer: plus 1% for each year over 5 up to 9 years; minus 1% for each year under 5