



SENATE ACTION FORM

Senate Action Number: 1282

Subject: Resolution on AY27 (2026–27) Faculty Salary Increases

Reference to Senate Minutes Dated: 4/20/26

Senate Action

MOTION: To accept the Salary Equity Committee Resolution Recommendations

VOTE: Motion approved with one abstention

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: _____

Faculty Senate Chair

Date

Administrative Review of Senate Action (unnecessary for information items):

- ☐ Reviewed by VPAA/Provost. Check ☐ if comments are attached.
- ☐ Reviewed by General Counsel. Check ☐ if comments are attached.

Presidential Action:

- ☐ 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, CAMPUS BOX 75.**

Faculty.Senate@unco.edu

Faculty Senate Policy Proposal

Subject: Resolution on AY27 (2026–27) Faculty Salary Increases

Originator/Date: April 13, 2026

Placement(s): None; to be sent as information item to university administration.

Motion: To accept the Salary Equity Committee Resolution Recommendations

Purpose/Rationale:

Concerns continue to be raised regarding limited salary growth for some faculty over the past five to six years, particularly for those above current parity thresholds, resulting in a decline in purchasing power. At the same time, the data suggests that even a parity-only approach is not sufficient to maintain relative standing with peers. In response, the SEC adopted a balanced approach that provides meaningful increases across all ranks while continuing progress toward parity. This approach allocates two-thirds of the 3% pool to flat-rate increases and one-third to parity adjustments, with flat dollar amounts varying by rank.

Salary Equity Committee

Resolution on AY27 (2026–27) Faculty Salary Increases

For Consideration by the Faculty Senate

Progress toward 100% of parity

The Salary Equity Committee (SEC) continues to work with the administration to move faculty compensation toward parity with peer institutions. Recent data indicate that progress has slowed, as peer institutions have increased salaries at a pace that exceeds UNC's recent adjustments. As a result, even allocating the full 3% salary pool (\$1,011,940) to parity would not maintain the previously achieved 92.5% level, and would instead result in approximately 91.9% parity. The university has engaged Hannover Research to analyze faculty and staff compensation, including the parity model. Hannover has submitted its report, and the SEC will review and discuss the findings in an upcoming meeting to inform future recommendations.

Resolution

The Salary Equity Committee recommends that the Faculty Senate endorse the following distribution for AY27. The 3% salary pool should be allocated with two-thirds distributed as flat-rate increases of \$1,850 for full professors, \$1,750 for associate professors, \$1,650 for assistant professors, and \$1,200 for lecturers, instructors, and senior lecturers, and one-third allocated to parity adjustments. A maximum total increase of \$10,000 per faculty member should apply. This model is expected to result in a minimum parity of approximately 90.2% for 98% of the faculty members.