

SENATE ACTION FORM

No. 1023

Subject: Report on UNC Faculty Salaries

Reference to Senate Minutes dated: February 13, 2012

Senate Action:

MOTION: The Salary Equity Committee recommends approval of the Report on UNC Faculty Salaries for presentation to the Executive Staff, and upon approval, to the Board of Trustees.

VOTE: The motion passed with a hand vote of 20-0-0.

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)

X other action requested/comments: *endorsement and communication to the Board of Trustees*

Faculty Senate Chair	February 13, 2012 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; _____ 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, BOX 75.

Attachment to Senate Action Form #1023
 Approved by the Faculty Senate
 February 13, 2012

Report on UNC Faculty Salaries

Prepared for the UNC Faculty Senate by the Salary Equity Committee
 February 2012

Introduction

This report documents the current status of average faculty salaries compared to UNC's National Center for Higher Education Management Systems (NCHEMS) peer institutions,¹ CU-Boulder and CSU, and all public doctoral institutions in the U.S. It represents the third such effort in recent years. In fall 2007, the Faculty Senate passed a motion directing the Salary Equity Committee to report on the state of faculty salaries. A report was issued on February 2, 2007 and an updated report followed on April 22, 2008. The data presented below were derived from the U.S. Department of Education's Integrated Post Secondary Education Data System (IPEDS) data base in January 2012 and do not reflect current year salaries.²

Comparisons

NCHEMS Peers

While UNC's salaries have always lagged behind each of these comparison groups, in recent years UNC salaries have moved further away from either of these groups. Simply put, UNC faculty salaries have virtually never been worse. In fact, when UNC average salaries are compared to the NCHEMS peers over the past twenty years, Full Professors are at a lower level of parity than ever before and are, for the first time, below 80 percent (79.20%) of the average salaries for our peer institutions. Assistant Professors are also at their lowest level of parity in twenty years, just above 82 percent (82.73%), dropping from a twenty-year high of almost 96 percent in 2001-2002. Meanwhile, Associate Professors, now at almost 84 percent (83.87%), were only lower in one other year during the past twenty. Salary freezes for all but those faculty members who have been promoted during the past three years have clearly taken their toll. In light of the fact that these figures do not reflect 2011-2012 salaries, during which time there were no salary increases, except for promotion stipends, it is likely that UNC's parity averages will show a further decline when this data is available. See Figure 1 for UNC salaries as a percent of peer averages over the past twenty years.

In dollar terms the gaps between UNC's average salaries by rank and our peer institutions are considerable. Full Professors are \$20,707 behind their peers; Associate Professors are \$11,998 behind their peers; Assistant Professors are \$10,732 behind their peers.

¹ The following institutions were selected by NCHEMS in 2006 as UNC's peer institutions: Ball State University, Bowling Green State University-Main Campus, Illinois State University, Indiana University of Pennsylvania-Main Campus, Miami University-Oxford, Northern Arizona University, Northern Illinois University, SUNY Binghamton, University of North Carolina at Greensboro, University of North Texas. All calculations of parity going back to 1990 were made using these institutions. For CU-Boulder and CSU measures of parity to their peers, NCHEMS designations were used.

² Comparisons of the average salary of Instructors and Lecturers have not been made because not all institutions used for comparative purposes in this report use each of these ranks.

CU-Boulder and CSU

The two previous salary reports also included comparisons to CU-Boulder and CSU in order to provide a comparison to in-state institutions facing similar funding sources and constraints. Within the state of Colorado the dollar differences and the percent of parity differences between UNC on the one hand, and CU-Boulder and CSU on the other, are even greater than when UNC is compared to the NCHEMS peers. CU-Boulder's faculty at the rank of Full Professor average \$48,181 more than UNC's Full Professors and are at 91.9 percent of parity with its peer institutions; Associate Professors average \$22,493 more and are at 101.3 percent of parity with its peer institutions; Assistant Professors average \$23,300 and are at 98.9 percent of parity. For CSU, Full Professors average \$33,370 more than UNC's Full Professors and are at 95.6 percent of parity; Associate Professors average \$17,006 and are at 100.2 percent of parity; Assistant Professors average \$18,046 and are at 96.3 percent of parity.

Thus, while UNC's faculty at the rank of Full Professor, Associate Professor and Assistant Professor average 81.93 percent of parity, both CU-Boulder and CSU are each at 97.37 percent of parity with their respective peers.

Public Doctoral Universities

An even broader measure comparing UNC's average salary by rank to all public doctoral granting institutions in the U.S., including Puerto Rico, shows a similar low position. Of the 176 institutions reporting salary data to IPEDS, UNC ranked 168 out of 176 at the Full Professor level; 168 out of 176 at the Associate Professor level, and 172 out of 176 at the Assistant Professor level. In dollar terms, UNC's Full Professors are \$28,228 behind the median Full Professor salary for all public doctoral institutions in the U.S. Associate Professors at UNC are \$16,063 behind the median Associate Professor salary for all public doctoral institutions. Assistant Professors at UNC are \$15,548 behind the median Assistant Professor salary.

See Figures 2, 3, and 4 for comparisons of average salaries by rank for CU-Boulder, CSU, Median Public Doctoral Universities, NCHEMS peers and UNC.³

³ In order to make these figures more readable, the scales used for Figures 2,3 and 4 are not identical.

Figure 1: UNC Average Salaries by Rank as a Percent of NCHEMS Peer Averages, 1990-2011. Source: IPEDS



Figure 2: UNC 2010-2011 Average Assistant Professor Salary Compared to CU-Boulder, CSU, Median Public Doctoral Universities, NCHEMS Peers in dollars: Source: IPEDS

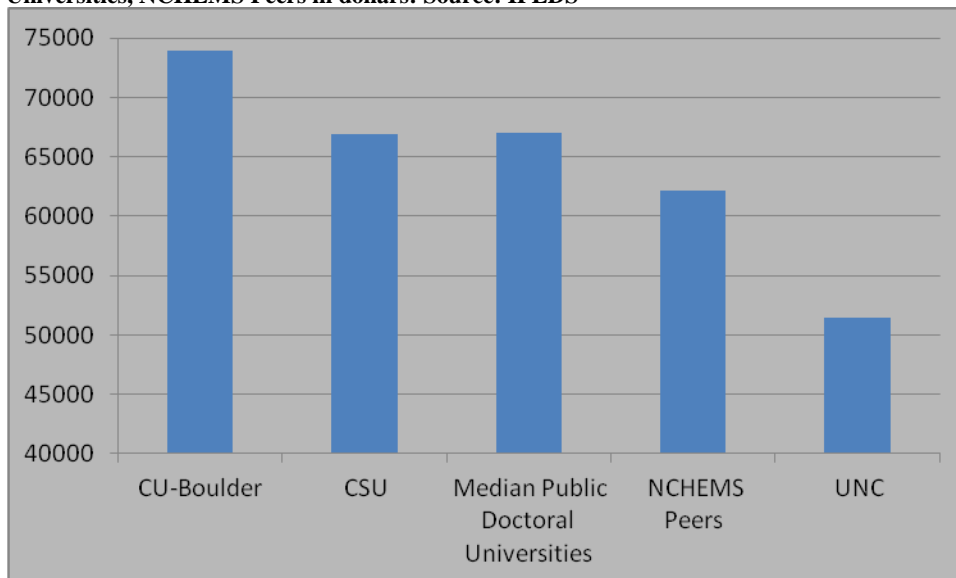


Figure 3: UNC 2010-2011 Average Associate Professor Salary Compared to CU-Boulder, CSU, Median Public Doctoral Universities, NCHEMS Peers in dollars: Source: IPEDS

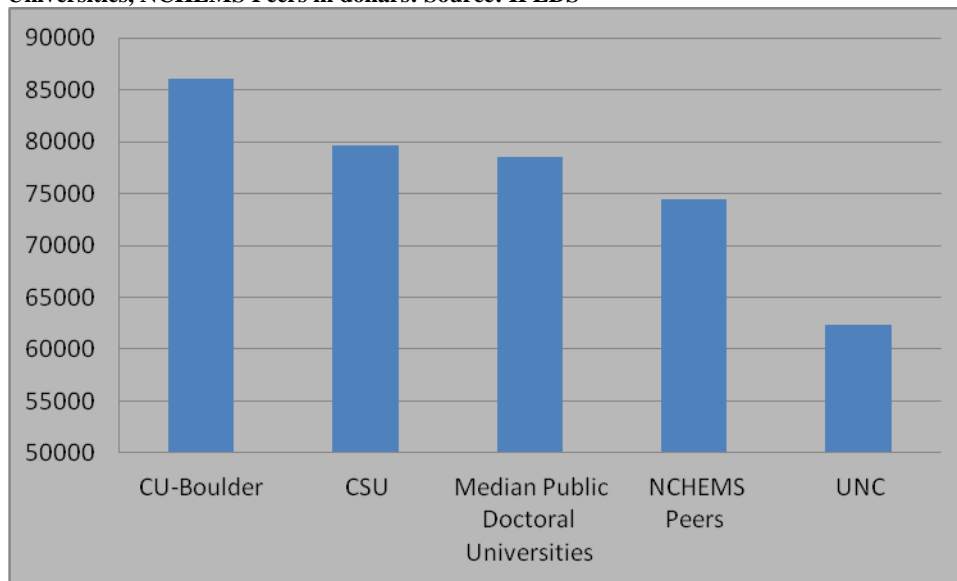


Figure 4: UNC 2010-2011 Average Full Professor Salary Compared to CU-Boulder, CSU, Median Public Doctoral Universities, NCHEMS Peers in dollars: Source: IPEDS

