

SENATE ACTION FORM

No. 1274

Subject: Resolution on FY26 (2025–26) Faculty Salary Increases

Reference to Senate Minutes dated: 4/21/25

Senate Action

MOTION: To accept the Salary Equity Committee Resolution Recommendations

VOTE: Approved unanimously by 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

 X **None (sent as information item)**

_____ Other action requested/comments:



Faculty Senate Chair

4/22/25

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, BOX 75.

Faculty.Senate@unco.edu

Salary Equity Committee:
Resolution on FY26 (2025–26) Faculty Salary Increases

Progress Toward 100% of Parity

The Salary Equity Committee (SEC) commends the university's efforts over the past several years to move faculty compensation closer to parity with peer institutions. In FY25, an additional \$700,000 allocation ensured all faculty reached at least 89% of parity, followed by a 3% salary pool distribution (which was split between parity and flat-rate raises). As a result, approximately 75% of faculty reached 92.5% parity, while the remaining 25% were already above that level. These efforts helped to level the playing field for faculty parity in a way that we haven't seen at UNC in recent memory.

However, our peer institutions continued to implement significant salary increases this past year. Consequently, even if we were to apply the 3% compensation pool strictly for parity, it would no longer suffice to maintain the 92.5% threshold. Additionally, the university has engaged Hannover Research, an external firm, to evaluate faculty and staff compensation, including our parity model. The SEC anticipates the results of this analysis in Fall 2025 and intends to incorporate the findings into future salary equity planning.

Rationale

As a result of recent efforts focused on parity, some faculty members—particularly those already above parity—have not gotten substantial raises in a number of years and this can be problematic for morale. Inflation and rising costs have further diminished the real value of faculty compensation, leading to morale and retention challenges. Finally, the SEC calculated that 77% of faculty will be better off this year with an across-the-board increase rather than a parity-based approach, likely in part due to the substantial investment in parity by the administration last year that helped to level faculty parity across the university.

Thus, the SEC recommends that for FY26, the 3% salary pool be distributed as an across-the-board percentage increase to provide proportional and impactful adjustments for all faculty. This approach:

- Addresses compression and erosion in purchasing power.
- Provides equitable support across ranks and salary levels.
- Acknowledges that the data show that most faculty members will be better off with an across-the-board increase this year.

Resolution

The Salary Equity Committee recommends that the Faculty Senate endorse the following proposal for FY26:

- Implement a 3% across-the-board salary increase for all faculty members.
- The preferred effective date for this raise is August 2025 to align with the academic year and maximize its positive impact on recruitment, retention, and morale.
 - While recognizing the administration's concern regarding fiscal constraints and the suggestion to delay implementation of compensation increases to January 2026, the SEC respectfully encourages consideration of earlier implementation as a reflection of UNC's commitment to faculty excellence and an acknowledgement of the fact that UNC faculty salaries continue to lag far behind our peers.
 - In addition, because raises for some UNC employees will begin in August 2025, there is a concern that delaying raises for faculty is inequitable.
- The SEC further recommends avoiding contingency on Fall 2025 enrollment data for this raise. Predictable and stable salary increases are vital to ensuring faculty feel valued and supported even amid economic uncertainty.

Conclusion

This resolution reflects the Salary Equity Committee's deep commitment to UNC's mission and its faculty. We ask the Faculty Senate to endorse this proposal and affirm its importance in supporting faculty well-being and competitiveness.