

Attachment to Senate Action #1232

Approved by the Faculty Senate

April 18, 2022

Salary Equity Committee

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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 Fenslem 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, a 3% pool of funds (the 2% of the 3% 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 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.