

## **Faculty Salary Study Committee Report to the Faculty Senate: Spring 2017 June 6, 2017**

The Faculty Salary Study Committee met twice in spring 2017. Please see May meeting summary for committee composition. We narrowed the committee charge to focus on salary compression, equity, and assignment of merit raises. To that end, we met with Ronda Bewley, (Provost's Office), Melinda Lilly (Provost's Office), Robert Watling (Vice-Provost for Academic Resources), V. Barbara Bush (Chair, Faculty Senate), Rebecca Dickstein and Jennifer Way (Co-Chairs, Committee on the Status of Women). In our meeting we requested current UNT faculty salary data and salary data of similar IHE's. The Provost's Office is currently working on providing us with the CUPA data.

### Recommendation:

- We recommend annual faculty evaluations to include market salary information and analysis of salary compression, if any.

### Next Steps:

- Meet with Melinda Lilly after the data is obtained;
- Work with institutional research to analyze data;
- Begin the work of addressing faculty salary issues, such as compression, market and equity.

Please see the accompanying committee two meeting summaries for details of our first meeting.