

Resolution 2017-2

On Faculty Compensation

Approved by the UNC Faculty Assembly January 06, 2017

Whereas, Faculty and Staff constitute the core of the educational mission of the UNC system; and

Whereas, Faculty and Staff are those most directly involved in improving admissions, retention and student success; and

Whereas, Faculty and Staff have barely received minimal increase in compensation over the past 10 years at a rate that trails far behind inflation; and

Whereas, Market-driven starting salaries for new faculty and staff continue to create salary compression, and, at times, inversions, for those faculty with more longevity of service; and

Whereas, Faculty salaries should be compared to those in other professions that required intensive academic background, such as physicians; and

Whereas, The ratio of salary compensation between Tier 1 administrators and faculty/staff continues to increase at a dramatic rate; and

Whereas, The success of the Strategic Plan depends entirely on the work of faculty and staff; and

Whereas, There are considerations to provide substantial incentives for chancellors based on success of the Strategic Plan while the work is actually accomplished by faculty and staff,

Resolved, That GA include as an utmost priority on the legislative agenda a request for across-the-board salary increases for all faculty and staff; and

Resolved, That in addition, GA also inserts as a priority on the legislative agenda a request for merit increases and replenishment of the faculty retention fund.

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2016-17 Executive Committee

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