

The ECU Faculty Senate Welfare Committee's Recommendations for Salary Equity Adjustments

The Faculty Welfare Committee envisions equity adjustments as an essentially administrative process as opposed to a peer-driven academic process. We think it is also important that the University distinguish between equity adjustment resources and regular annual salary increases. Without a separate basis for funding, the equity adjustment process may very well result in decisions that end up creating a wider sense of inequity among the faculty than the original inequities the process was designed to address.

The Welfare Committee recommends the following principles to address faculty salary inequities:

1. In accordance with the resolution passed by the Faculty Senate at its December 2002 meeting, the Welfare Committee's principal recommendation is that the University consistently provide a pool of money each year to address salary equity issues as part of a campus-wide adjustment program. Further, the Committee recommends that the University commit itself to a program that addresses equity issues within five years.
2. In determining faculty salary adjustments, the Committee recommends that the University consider these principal factors: market indicators for specific discipline, rank, and time-in-rank.
3. To insure that a significant number of faculty receive a reasonable adjustment, the Committee recommends that no single adjustment exceed a maximum value. This value would change annually and would be contingent upon the amount of funds available, the number of faculty needing corrections, and the size of adjustments needed to reach target values. For example, to insure that at least fifty salaries are adjusted, the maximum salary adjustment would be set at 2% of the funds available.
4. Because departmental involvement is crucial to the success of a long-term adjustment program, the Committee recommends that the individual chairs and deans be central to the process of making salary adjustments. Chairs are in a unique position that allows them to make the university aware of other mitigating factors that are otherwise not readily available; such as performance of candidates, candidates with non-terminal degrees or a candidate's previous experience.
5. Finally, an equity appeals process should be available to individual faculty members.

The Welfare Committee moves that the Faculty Senate adopt these principles as a recommendation to the Provost to address faculty salary inequities.