

SENATE ACTION FORM

No. 1232

Subject: FY23 Salary Pool Distribution Model

Reference to Senate Minutes dated:

Senate Action:

MOTION: Salary Equity – It is moved to endorse the FY23 Salary Pool Distribution Model.

VOTE: Approved by voice vote.

Response requested:

Approval for placement in University Catalog

Approval for placement in University Regulations

Recommendation to Board for placement in Board Policy Manual

None (sent as information item)

Other action requested/comments:

Faculty Senate Chair

04/29/2022

Date

* * * * *

Administrative review of Senate action (unnecessary for information items):

Reviewed by **VPAA/Provost**. Check if comments attached

Reviewed by **General Counsel**. Check if comments attached

Presidential action:

Approve

Reject

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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, we form a pool of 3% (the board 3% (sba)-6 (r)3 (d) (o3a)4 (l)-2 ()-6 (ei)--4 (r)2 Tcc