

voting) member.

- B. The FWC shall consider and recommend policies concerning the conditions and compensations of faculty employment such as tenure, academic freedom, promotions, faculty travel, sabbaticals, faculty salaries, insurance benefits, academic privileges, faculty evaluation, reduction in force policies, and standards of professional ethics. The FWC is also empowered to examine existing employee benefits policies, regulations, and procedures of the University related to personnel benefits. Such benefits include, but are not limited to: health insurance, life insurance, and tuition waivers for employees and their dependents.
- C. The FWC shall conduct continuous reviews of University policies, practices, and regulations affecting faculty welfare and make recommendations for their revision as necessary.
- D. The committee shall elect annually at the last meeting of the spring

- H. Responsibilities of the Salary Equity Committee:
1. Review the group of University approved peer institutions and make recommendations for any necessary changes, if possible during the fall semester.
 2. Request and review the annual staffing plan of exempt staff and faculty at UNC. Ensure that copies are distributed to the offices deemed appropriate and ensure a copy is held in the University archives.
 3. Request appropriate data to make annual external and internal parity comparisons for the purpose of making recommendations on how to achieve external and internal parity. The tests for parity are defined as:
 - a. External parity for faculty is the ratio of UNC's average full-time faculty salary by rank to the average full-time faculty salary at the peer institutions. The average faculty salary at the peer institutions will be based on the discipline and rank mix reported by UNC to the College and University Personnel Association (CUPA), or other data as appropriate.
 - b. External parity for administrative staff is the ratio of UNC's average full-time administrative salaries for positions as reported to the CUPA to the average administrative salaries for the same positions at the peer institutions. Only positions at UNC identified as Executive, Senior Management and Director will be included in the administrative salary parity calculation.
 - c. The external parity measures will use only those peer institutions that have submitted both faculty salary data, by discipline and rank, and administrative salary data, by position.
 - d. Internal parity will be achieved when the external parity ratio for faculty is equal to the external parity ratio for administrative salaries.
 4. Ensure that fairness and equity is maintained, review annually the salaries for all faculty and exempt staff which may include, but not be limited to, new hires, merit pay, and summer salaries, and recommend to the Senate any modifications to the distribution process.
 5. Review the annual university budget audits, the annual budget, or any other relevant budgetary documents to make relevant recommendations.
 6. Review benefit plans including but not limited to health, life, and disability insurance that are part of the fringe benefit plan and make relevant recommendations.
- I. The chair shall report to the Senate on the Committee's current activities.

Article VII -Codification Committee

- A. The Senate Chair shall appoint three senators to the Codification Committee, subject to confirmation by the Senate. Those senators may contit5Oc/F1 0 0 7 Tm0 g0 G{A}5(r)-3(t)-4(i)6(cl)-5(e)9(V)-5(I)7(I)18)]TJETBT/F1 11.04 T

