

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE

FACULTY SENATE

Sense of Senate Resolution (SSR) Number SSR0118F

Date of Senate Approval 09/06/2018

EC 1: Creation of the Task Force on Total Compensation

Sense of the Senate Resolution

The 2017-18 Faculty Senate and Staff Council Chairs presented their findings of a year-long work regarding Total Compensation. They presented [a snapshot](#), created in collaboration with the Director of Academic Budgeting, at the [Faculty Senate Meeting on April 5, 2018](#). Faculty Senate recommended that further analysis was necessary in light of the interest expressed by senators. A motion passed without dissent asking that the leadership of FWDC and IDC examine this data to ascertain whether Senate should create a possible multi-representative task force.

In light of the recommendations of the Senate Officers, Faculty Senate would like to see a multi-representative task force created with representatives from the following areas:

- Faculty Welfare and Development (FWDC)
- Institutional Development Committee (IDC)
- Staff Council
- Academic Affairs
- Human Resources
- Finance
- American Association of University Professors (AAUP)
- Other offices may be consulted on an as needed basis

FWDC would be the subcommittee to gather the appointments to this task force from the above groups and monitor the progress of the task force.

The purpose of the Task Force on Total Compensation is (1) to analyze current information and/or collect an additional underlying dataset on salary changes, cost of living metrics, and benefit expenses over time; (2) to develop a synthesized report on the situation specific to faculty and staff at UNC Asheville; and (3) to generate recommendations on specific areas that would better inform our leadership team and improve their ability to advocate on our behalf. The task force also needs to present a plan for ongoing review of this data.

FWDC would report the task force's progress at each Senate meeting. The task force will present their final report to Faculty Senate at their April 4, 2019 meeting. After that presentation, the Senate Chair and a representative from the task force will share the findings with the Staff Council, the Chancellor, and the Board of Trustees.