THE UNIVERSITY OF NORTH CAROLINA ASHEVILLE
FACULTY SENATE

Senate Document Number   SD6822S
Date of Senate Approval   4/28/2022

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Statement of Faculty Senate Action:

FWDC 6:   **Proposal to Establish New Standing Committee**
                          Salary and Compensation Committee (Faculty Handbook Section 10.3)

Effective date: Immediately

Summary: This document outlines the responsibilities and membership of the Salary and Compensation Committee (SCC) and codifies it as a standing committee.

Rationale: UNCA faces several interconnected salary issues, including cost of living (the fact that our salaries have not kept up with the cost of living in Asheville) and equity both across *and* within departments and offices in the case of compression and inversion.[1] On top of this, some departments and offices face significantly below-market salaries, which creates additional challenges for faculty and staff recruitment and retention. Faculty and staff turnover, burnout, and disengagement as a result of these compounding factors create significant barriers to student success and retention. Thus, if we wish to fully understand the student success ecosystem and maintain a vibrant and sustainable campus community, we must (1) understand how compensation impacts our ability to provide a high quality student experience and (2) work together to identify long term solutions to correct shortfalls in faculty and staff compensation.

The goals of this committee align with the duties of the Faculty Senate listed in Section 14.1: "The Senate shall advise the administration regarding faculty salaries, faculty workload, compensation, and benefits." It also aligns with a model for salary committees at other universities including Western Carolina University, University of North Texas, Case Western Reserve University, The Ohio State University Lima, and Santa Fe College.

ADD: Salary and Compensation Committee 10.3.16

Purpose

The committee shall facilitate the provision of annual reports on the status of faculty and staff compensation to the campus community, including (1) how compensation at UNCA compares with relevant and appropriate peer institutions, market conditions, living wages, and other

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[1] Some of these compensation and salary issues were outlined in a document presented to FWDC on February 24, 2022. The document can be accessed here: FWDC - Salary-Compensation Document (3-21-22).pdf

benchmarks, and (2) the status of efforts toward pay equity, both within and outside of departments/offices with particular attention to compression and inversion. In addition, the committee will also be charged to identify campus compensation goals, pathways and strategies for achieving those goals, and suggest concrete timelines for their achievement.

By October 1 each year, the committee shall disseminate these reports on salary and compensation trends as well as the underlying data to the Faculty Welfare & Development Committee, Faculty Senate, Staff Council *and* all faculty and staff. In addition, the committee shall present their report and recommendations to FWDC.

<u>Membership</u>

The Salary and Compensation Committee shall have 10 members. It shall include four faculty members including at least one member from each of the academic divisions (social sciences, natural sciences, and humanities) and at least one non-tenure track faculty member. The Faculty Welfare & Development Committee in consultation with SCC shall nominate faculty members to the Faculty Senate which shall elect members for staggered three-year terms. The committee shall also include two staff members (to be appointed by Staff Council) and the Provost. Finally, the committee shall include one ex-officio member from the Office of Institutional Research, one ex-officio member from Human Resources, and one ex-officio member from Finance. The three ex-officio members shall be non-voting. The chair of the Salary and Compensation committee shall be elected from among the faculty and staff members of the committee. The provost shall serve as vice-chair.

<u>Recommendations to:</u> FWDC

<u>Reports to</u>: FWDC