

## Survey of Salary Policies at UNC-Chapel Hill as of 1/29 /99

UNIT	POLICY	FACULTY CONSULTATION	FACULTY REDRESS	GENDER EQUITY	COMPRESSION
<b>Law Library</b>	As of 5/7/96	"The director, in consultation with the librarians is responsible for formulating a written policy to guide recommendations for librarian salaries and salary increases. Consultation between the Director and the librarians regarding the development of a salary policy occurs through both formal and informal meetings with individual librarians. Consultation on a group basis occurs during monthly librarians meetings." Also there is a salary policy committee.	"Each fall .. the Director distributes information to all librarians... on their individual salaries and the general basis on which salary increases were allocated...A list of librarian salaries is distributed to librarians annually. The Director entertains comments and questions from librarians about this information upon request."	Salary inequities discussed generally	Specifically addressed
<b>Health Sciences Library</b>	As of 7/25/96	Very similar to above	Very similar to above; also refers to University Faculty Grievance Committee	Salary inequities discussed generally	Specifically addressed
<b>Academic Affairs Library</b>	As of 10/15/96	Reference to salary policy committee only.	As above: the Director distributes information to all librarians... on their individual salaries and the general basis on which salary increases were allocated, But: no reference to entertaining comments.	Salary inequities discussed generally	Specifically addressed
<b>Institute of Government</b>	As of 6/11/97	Faculty Salary Committee elected by faculty advises Director on policies and procedures after salary levels are set annually	Initially to the Director, then the Faculty Grievance Committee	Equity to address salary differential resulting from discrimination is noted	Specifically addressed

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<b>School of Medicine</b>					
Anesthesiology	As of 10/97	Consult for policy	Not addressed	Inequities addressed generally	Not addressed
Biomedical Engineering	As of 8/15/99	Salary level set by Chair with consultation from senior faculty members when appropriate. Salary policy formulated by a three person committee (one Professor, one Associate Professor, and one Assistant Professor) elected by faculty; recommendation taken to faculty who approve the salary policy	Faculty member first brought to Chair; if further disagreement, appeal may be taken to senior faculty for their recommendation to Chair. Further appeals to follow SOM and campus guidelines	Inequities addressed generally	Specifically addressed
Biochemistry & Biophysics	As of 8/15/97	Specifically addressed	Not addressed	Specifically addressed	Specifically addressed
Cell Biology & Anatomy	As of 10/97	No faculty salary committee	Not addressed	Not addressed	Not addressed
Dermatology	As of 10/97	Consult on salary	Not addressed	Inequities addressed generally	Not addressed
Emergency Medicine	Yes 10/97	Consult on policy	Not addressed	Not addressed	Not addressed
Family Medicine	As of 10/97	Consult on part of salary	Not addressed	Inequities addressed generally	Not addressed
Allied Health Sciences	As of 12/97	Consult about the policy	Not addressed	Not addressed	Not addressed
Medicine	As of 11/11/97	Not addressed	Specifically addressed: discussion with Division Chief and Chair and faculty member; if not resolved, faculty member may take issue to "appropriate" department committee	Specifically addressed	Specifically addressed
Microbiology & Immunology	As of 10/97	No faculty committee on salary policy	Faculty committee addresses complaints related to salary	Specifically addressed	Specifically addressed

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Ophthalmology	As of 9/15/97	Not addressed specifically, but faculty may respond to Chair's policies	Not addressed	Not addressed	Not addressed
Obstetrics and Gynecology	In process				
Orthopedics	In process				
Pathology and Laboratory Medicine	As of 10/97	Not addressed	Not addressed	Not addressed	Not addressed
Pediatrics	In process				
Pharmacology	As of 1/98	No faculty committee on salary policy	Specifically addressed; elected salary grievance committee (3 faculty members) hear complaints of individual faculty members about salary; Chair receives report of committee and makes final decision	Inequities addressed generally	Inequities addressed generally
Physical Medicine & Rehabilitation	As of 10/97	Consult on policy	Not addressed	Not addressed	Not addressed
Physiology	As of 10/97	Not addressed	Specifically addressed	Inequities addressed generally	Not addressed
Psychiatry	As of 2/98	No faculty committee on salary policy	Not addressed	Not addressed	Not addressed
Radiation Oncology	As of 10/97	Chair consults with Division Chief when such Chief exists; no faculty salary policy committee	Faculty member can discuss concerns with sub-Chairs or appropriate committees in the SOM and university level	Not addressed	Not addressed
Radiology	Yes 10/97	Not addressed	Not addressed	Not addressed	Not addressed

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Social Medicine	As of 6/97	The chair will be available to answer questions about principles and criteria. No faculty salary policy committee.	Chair responds to individual inquiries about salary adjustments	Inequities addressed generally	Inequities addressed generally
Surgery	As of 10/97	Consult on policy	Not addressed	Not addressed	Not addressed
<b>School of Pharmacy</b>	As of 4/16/97	Salary policy committee elected by faculty provides input to the Dean to formulate and implement salary policy	Not addressed	Not addressed	Specifically addressed
<b>School of Nursing</b>	As of 3/96	Faculty policy review committee elected by faculty reviews pressure of market trends on salary levels	Not addressed	Minority status is considered for salaries of new hires	Specifically addressed
<b>School of Public Health</b>					
Biostatistics	As of 10/97	No faculty committee to consult on salary policy	Not addressed	Salary inequities discussed generally	Specifically addressed
Environmental Science & Engineering	In process				
Epidemiology	As of 5/21/97	Faculty provided input in the development of salary policy	Not addressed	Not addressed	Not addressed
Health Behavior & Health Education	As of 10/97	Not addressed	Not addressed	Specifically addressed	Specifically addressed
Health Policy & Administration	As of 10/97	Chair examines annual reports submitted by faculty members; no faculty committee reviews or develops salary policies	Not addressed	Specifically addressed	Equity adjustments made for differences in salary levels for faculty of the same rank and level of accomplishments

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Maternal & Child Health	Yes 10/97	Not addressed	Not addressed	Salary inequities discussed generally	Equity adjustments made for differences in salary levels for faculty of the same rank and level of accomplishments
Nutrition	9/1/98	Chair, Full Professors and division directors meet to discuss faculty performance; Chair incorporates their input into evaluation of performance and salary decision	Not addressed	Salary inequities discussed generally	Addressed specifically
<b>School of Dentistry</b>	none submitted as of 1/26/98				
<b>School of Journalism &amp; Mass Communication</b>	As of 9/20/96	An elected faculty committee on faculty salary with four members reviews salary increases after Dean has made the decision and consultation cases that do not follow written policy or show inconsistencies	University Grievance Procedure	Not addressed	Specifically addressed
<b>School of Education</b>	As of Spring, 1997	Faculty Advisory Committee elected by faculty advises Dean on general salary policy	Not addressed	Not addressed	Not addressed
<b>School of Social Work</b>	As of 11/96	Personnel committee elected by faculty sets criteria for tenure and promotion which are used by Dean to decide salary levels	Not addressed	Not addressed	Not addressed
<b>Law School</b>	As of 10/24/96	Consultation by Dean with a three-person committee elected by faculty on overall salary structure	Not addressed	Inequities from discrimination addressed generally	Specifically addressed

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<b>School of Business</b>	As of 8/15/96	“Senior associate dean and area chairs meet with individual faculty to provide feedback”	Not addressed	Salary inequities addressed generally	Not addressed
<b>College of Arts &amp; Sciences</b>					
Mathematics	As of 5/95	Salary Advisory Committee	Not addressed	Salary inequities addressed generally	Not addressed
Statistics	As of 9/95	Advisory Committee evaluates faculty performance and recommends ideal salary level for each faculty member; Chair averages recommended salary and adjust average	Not addressed	Not addressed	Not addressed
Religious Studies	As of 4/30/96	Faculty Salary Committee elected from tenured faculty to advise the Chair regarding salary increases for faculty other than committee members	Not addressed	Salary inequities addressed generally	Specifically addressed
Linguistics	As of 11/94	Chair consults with faculty in the case of countering an outside offer; no regular consultation with Chair by faculty committee	Not addressed	Salary inequities addressed generally	Not addressed
Comparative Literature	As of 12/94	Not addressed	Not addressed in current plan	Not addressed	Not addressed
Anthropology	As of 4/97	Advisory committee ranks faculty members (top, middle, bottom) for salary recommendations	Personal evaluations are given on request	Not addressed	Not addressed
Physics and Astronomy	As of Spring/98	No faculty salary policy committee	Not addressed	Not addressed	Inequities addressed generally
Dramatic Art	As of 4/29/97	Not addressed	Not addressed	Salary inequities addressed generally	Not addressed

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History	As of 1995	Salary review committee of elected members evaluates quantity and quality of scholarship, and also ranks productivity; sends rankings to the Chair	Not addressed	Specifically addressed	Not addressed
Leisure & Recreation	As of 1995	Faculty adopted salary policy	Not addressed	Merit money not to be used to address inequities which should be handled at College level	Not addressed
Philosophy	As of 11/94	"Faculty members are entitled to discuss with the chair the basis of his or her salary recommendation for the faculty member in question."	"If he or she is unhappy with the chair's recommendation, he or she can protest the recommendation to the chair and seek some reconciliation from the chair. If this proves unsatisfactory, the faculty member may bring the protest to the Dean. If this proves unsatisfactory, the faculty member may initiate a formal grievance with the Faculty Grievance Committee."	Salary inequities addressed generally	Not addressed
Geology	As of 12/94, developed by chair	Not addressed	Not addressed	Reference to inequities	Reference to inequities
Germanic Languages	As of 11/94	Chair consults with full professors	Not addressed	Not addressed	Inequities addressed generally
Marine Sciences	As of Fall, 1995	Chair meets with tenured faculty to receive information about the performance of untenured faculty	Faculty member may request meeting with the Chair to discuss salary	Not addressed	Not addressed
Geography	As of Fall, 1997	A merit review committee elected by tenure track faculty meets after annual report by faculty to recommend merit raise levels	Not addressed	Not addressed	Not addressed

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Political Science	As of 11/11/94	A five person advisory committee appointed by Chair reviews criteria to be used in salary decision (rank, merit, and market awareness) and advises Chair about criteria	Not addressed	Not addressed	Discussed generally
Psychology	As of 12/19/94	A six-person department evaluation committee chosen by Chair from list generated by faculty evaluates faculty annually, creates merit score which is used for basis of salary raise, and submits report to Chair	Not addressed	Not addressed	Addressed specifically
English	As of 12/12/94	Chair sought input about creating salary committee, but majority of faculty expressed no interest in establishing a committee	Not addressed	Not addressed	Not addressed
Communication Studies	As of 12/7/94	All faculty discuss and approve general salary policies; Chair presents recommendation for salary level to Departmental Budget Committee (comprised of all Full Professors and one elected representative from lower ranks; Committee then concurs or suggests change to Chair; Chair then sends recommendation to the Dean	Not addressed	Inequities discussed generally	Specifically addressed
Art	12/2/94	Chair consults with Full Professors about performance and salary increases for untenured faculty for the year	Not addressed	Addressed generally	Not addressed



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Biology	11.28.94	Not addressed	Not addressed	Inequities addressed generally	Inequities addressed generally
Curriculum in Asian Studies	As of 11/30/94	Elected salary committee advises curriculum chair on annual salary adjustments, discusses salary policies and evaluates the performance of core faculty	Not addressed	Not addressed	Not addressed
Slavic Languages and Literature	As of 11/16/94	No faculty consultation on salary policy	Not addressed	Not addressed	Not addressed
City & Regional Planning	As of 5/4/95	No faculty salary committee	Not addressed	Equity discussed generally	Equity discussed generally
Computer Sciences	As of 4/27/95	No faculty salary committee	Not addressed	Not discussed	Equity discussed generally
Sociology	As of 12/15/94	Executive Committee may consult with Chair about salary policy	Executive Committee serves as review committee to hear faculty complaints about salary insufficiency	Affirmative action discussed generally	Addressed specifically
Physical Education, Exercise and Sports Science	Date not specified	No faculty salary committee	Not addressed	Not addressed	Not addressed
Economics	As of 12/8/94	Salary policy reviewed each year by Full Professors; Chair sets salary levels in consultation with Personnel Committee; Chair consults with Full Professors each year prior to setting salary levels to discuss priorities and needs for salary adjustments	Not addressed	Not addressed	Addresses need to consider market in setting salary levels

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Classics	As of 5/22/95	Faculty discussed and approved salary policy which gives Chair authority to set salary levels, "without the involvement of colleagues."	Not addressed	Not addressed	Addressed specifically
Romance Languages	As of 1/10/98	Faculty developed a statement of principles for salary recommendations and adopted the following response to the Faculty Council's directive: "We express our approval of the Faculty Council's adopting mechanisms for monitoring faculty salary distribution provided that the mechanisms be as simple as possible and representative as possible of each department's interests."	Not addressed	Not addressed	Addresses market competition generally
Chemistry	As of 11/23/94	Full Professors advise the Chair regarding appropriate salaries for faculty; Chair recommends salary level to Dean and informs faculty member of the salary recommendation after approval of the recommendation by the Dean	Not addressed	Not addressed	Competitive market considerations addressed
Curriculum in Women's Studies	As of 9/1/98	Faculty meet in May to discuss how to allocate salary increments; Chair follows faculty's recommendation but holds 1% of salary pool to distribute at Chair's discretion	Not addressed	Not addressed	Not addressed

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<b>School of Information and Library Science</b>	As of 9/2/98	Faculty elect three persons (one Assistant Professor, one Associate Professor and one Full Professor) to a Faculty Salary Policy Committee which ensures that the written salary policy is on file, receives a list of salary increases for each faculty member from the Dean each year, consults with the Dean about trends that are inconsistent with the written salary policy and appraises the Dean's performance in implementing salary policy; Committee and Dean invite faculty to submit comments about policy at any time; faculty review the policy every other year to determine whether revisions are needed; faculty vote on changes to the policy	Faculty are to follow University grievance procedure regarding specific complaints about salary adjustments	Not addressed	Addressed specifically