

Faculty Salary Study Committee Report to the Faculty Senate: Fall 2016 December 16, 2016

The Faculty Salary Study Committee (see October meeting summary for committee composition) met once in fall 2016. All members of this committee are new. Consequently, none of us have experience with this committee and its charges. We determined that the responsibilities on the Senate website for this committee appear not to be current. Thus we dedicated our efforts this meeting to better define the committee charge and to clarify our responsibilities and role at UNT.

To that end, we have requested a meeting with Faculty Senate Chair, Dr. Barbara Bush. We would like to better define this committee's charges and also develop a timeline of work products to be completed and submitted. Dr. James Conover has provided this committee with data sets of faculty salaries for UNT and also Dr. Paul Hutchison has provided comparable salary data from U Houston, OSU, UCF, UTD, UTA and UTSA. The latter six to use for analysis and comparison.

Next Steps:

- Follow up on meeting request with Dr. Barbara Bush. As soon as the committee charges are clarified/better defined, begin the work of reviewing and analyzing the data;
- As per Dr. Conover's recommendation, meet with Melinda Lilly of the provost's office and Jason Simon of the Institutional Research office, for sets of salary data - those of UNT faculty employees and those of faculty employees of comparable schools;
- As soon as our charge(s) are better defined, begin the work of addressing faculty salary issues, such as compression, market and equity.

Please see the accompanying committee meeting summary for details of our first meeting.