**This template is provided as guidance in assisting committees to satisfy the reporting requirements found in Faculty Senate Bylaws, Article III, Section 2. Please note the following applicable provisions:**

***The Chair of each Faculty Senate Committee shall report at least once each semester to the chair of the Executive Committee regarding the business conducted by the Faculty Senate Committee….***

***It shall be the responsibility of committee chairs to monitor their committee membership’s status and any vacancies (whether occurring by repeated absence, leave of absence, resignation or retirement), and promptly report any occurring vacancies to the Senate leadership.***

**Email completed reports to** [**facultysenate@unt.edu**](mailto:facultysenate@unt.edu)**.**

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***Report to the Faculty Senate Executive Committee* Date:**  Dec.. 11, 2023

**“x” or circle:**  X  **Mid-year report**   **Year-end report**

**Committee Name**: **Faculty Salary Study Committee (FSSC)**

**Chair or Co-Chairs:** Paul D. Hutchison

**Meetings for the term/year:** Oct. 6, Nov. 3, and Nov. 15, 2023

**Membership and Attendance** (year-to-date attendance record):

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Group Represented, committee office, if applicable** | **Name** | **Department or administrative unit affiliation** | **Term End**  **(if applicable)** | **Meetings Attended** | **Meetings Absent (# Excused)** |
| Chair | Paul D. Hutchison | ACCT | 2025 | 3 | 0 |
| Co-chair |  |  |  |  |  |
| Secretary |  |  |  |  |  |
| Group I | Sophie Morton | WLLC | 2025 | 2 | 1 (1) |
| Group II | Janelle Foster | LIBR | 2025 | 3 | 0 |
| Group III | Vacant |  |  |  |  |
| Group IV | Brooke Nodeland | DCJ | 2025 | 1 | 2 (2) |
| Group V | Michael Sexton | MGMT | 2025 | 2 | 1 (1) |
| Group VI | Tao Zhang | KHPR | 2026 | 3 | 0 |
| Group VII | Mary Ann Barber | MATH | 2026 | 3 | 0 |
| Group VIII | Karen Anderson-Lain | COMM | 2025 | 1 | 2(2) |
| At-large | Cathie Norris | LTEC | 2024 | 2 | 1 |
| At-large | Mariya Gavrilova Aguilar | MGMT | 2026 | 2 | 1 |
| At-large | Paul D. Hutchison | ACCT | 2025 | 3 | 0 |

**Accomplishments (including items submitted for review or approval to the Executive Committee or Faculty Senate):**

* Oct. 6, 2023 meeting: met, elected chairperson; reviewed and updated committee responsibilities and referred to Faculty Senate Executive Committee for approval; had presentation and discussion by Nolan Gaffney (MGMT) about summer faculty salary compensation; and discussed other faculty salary opportunities to explore this coming academic year.
* Nov. 3, 2023 meeting: discussed the *Provost Faculty Salary Equity Task Force*, FSSC designees, and task force procedures and timeline; and discussed other faculty salary-related issues (e.g., workload issues like class sizes, master’s and dissertation service, etc.).
* Nov. 15, 2023 meeting: provided feedback on a Standardized UNT Performance Evaluation Metric that Provost Office is considering for implementation.

**Ongoing/future projects:**

* Will review salary equity study by *Provost Faculty Salary Equity Task Force* and provide recommendations.
* Will share and review salary equity study with the *Committee on the Status of Women Faculty*, *Committee on the Status of Faculty of Color*, and *Committee on the Status of Faculty with Disabilities*; and seek their input and recommendations.

**Do your committee charges remain relevant? If not, what changes to the charges do you propose (the Executive Committee establishes charges for each standing committee and may amend them as needed)?**

FSSC reviewed its committee responsibilities and submitted changes and edits to the Faculty Senate Executive Committee and Faculty Senate for approval.

**What are the reasons why this committee should continue as a standing committee for the Faculty Senate?**

The primary role of the FSSC is perform oversight over UNT faculty salaries. In this role, the FSSC seeks to identify and address salary inequities and then make recommends to the Provost’s Office for redress. Further, the FSSC provides a resource for faculty to communicate salary inequities that affect all faculty.