**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****.**

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***Report to the Faculty Senate Executive Committee* Date:**  May 11, 2021

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

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

**Chair or Co-Chairs:** Paul D. Hutchison and Mary Ann Barber (Co-chairs)

**Meetings for the term/year:** May 2021

**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 | 2022 | 1 |  |
| Co-chair | Mary Ann Barber | MATH | 2022 | 1 |  |
| Secretary |  |  |  |  |  |
| Group I | Christophe Chaguinian  | WLLC | 2022 | 1 |  |
| Group II | Diane Robson | LIBR | 2022 | 1 |  |
| Group III | Mary Ann Barber | MATH | 2022 | 1 |  |
| Group IV | Adam Trahan | DCJ | 2022 | 1 |  |
| Group V | Paul D. Hutchison | ACCT | 2022 | 1 |  |
| Group VI | Tao Zhang | KHPR | 2023 | 1 |  |
| Group VII | Sophia Kinyanjui | CHEM | 2022 | 1 |  |
| Group VIII | Majorie Hayes | THEA | 2023 | 1 |  |
| At-large | Cathie Norris | LTEC | 2021 | 1 |  |
| At-large | Erin Welch | MGMT | 2023 | 1 |  |
| At-large | Joy Houser | MLOM | 2022 | 1 |  |

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

* Two FSSC members were appointed to Chair and serve on the Provost’s Faculty Equity Salary Task Force (PFESTF). They worked diligently to obtain faculty salary data from the Provost’s Office and worked with the Institutional Research Office to assist them in performing analysis and presentation of salary results. This salary study complements a similar salary equity study done in 2017-2018 and allows comparisons. Delays this year in getting this salary report completed were caused by the pandemic work environment, and loss of staff in both the Provost’s Office and Institutional Research.)
* Meeting is planned with the FSSC for late May 2021 to review the Equity Salary Results by the PFESTF with Institutional Research Office personnel.
* Equity Salary Results by the PFESTF will be shared with the *Committee on the Status of Women* and *Committee on the Status of People of Color*.
* Equity Salary Results by the PFESTF will be presented and discussed with Faculty Senate EC and the full Faculty Senate in June 2021 with Institutional Research Office personnel.

**Ongoing/future projects:**

* Begin to discuss and determine faculty salary issues that the FSSC should address in 2021-2022.

**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)?**

Yes; the charges remain relevant.

**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 redress. Further, the FSSC provides a resource for faculty to communicate salary inequities that affect all faculty.