

MOST RECENT ANALYSIS OF EQUITY ISSUES RELEVANT TO EMPLOYMENT OF FACULTY AND ADMINISTRATORS

Most Recent Analysis of Salary Equity Among Faculty

Each Fall, the UNCG Office of Institutional Research creates a series of reports on faculty salary equity. These reports, which are generated for each academic department, show the average faculty salary at each faculty rank. The reports also list all faculty members in the department whose salary is greater than one standard deviation above or below the departmental average salary for that rank.

One copy of the salary reports is provided to the Provost. The academic deans receive a copy of the salary reports for all departments in their academic unit. Each dean is required to justify the report findings or take action to eliminate observed inequities. For example, high salaries may be justified by reference to documentation confirming the faculty members' outstanding level of academic performance. Likewise, lower salaries may be justified by the dean's description of a given faculty member's merely satisfactory performance in comparison to the achievements of more high-performing faculty. When a justification cannot be made, a case of salary inequity may be declared, and the dean must create and share with the Provost the dean's plan for removing the inequity.

This process was last completed in Fall 2017.