

## **Resolution 2022-1. On Salary Equity for Faculty Members of the University of North Carolina at Chapel Hill**

The Faculty Council finds that achieving equity in faculty salaries will require sustained focus by the University of North Carolina at Chapel Hill. With this resolution, we exercise our authority under section 2-8 of the Faculty Code to request information and reports from, and to give advice to, the Chancellor.

The Faculty Council resolves:

Sec. 1. The Faculty Council requests the following reports:

- (a) An annual report to Faculty Council summarizing the findings of the annual salary equity report described in Section 2 of this Resolution.
- (b) A report to Faculty Council every two years of trends observed in the findings of the annual salary equity report.

Sec. 2. The Faculty Council advises the Chancellor to initiate and provide resources for a 20-year salary equity initiative to identify, address, and diminish faculty salary inequities, with the following primary activities:

- (a) Formation of a salary equity oversight committee charged with reviewing annual salary equity analysis, investigating university wide and university unit policies and practices that maintain or exacerbate salary inequities, reporting progress toward institutional goals;
- (b) Completion of an annual salary equity report of faculty compensation that disaggregates and compares salaries by gender, race, ethnicity, rank, years at UNC-CH, and track (i.e., tenure, fixed-term, teaching) across the University and within each unit of the University (i.e., within the College of Arts & Sciences, within the School of Government, the Law School, etc., separately);
- (c) The creation and maintenance of a University website that provides public information regarding the institutional goals related to salary equity, major strategies for reaching institutional goals, and a dashboard to display progress toward goals over time; and
- (d) The collection and analysis of exit survey data from all faculty who leave UNC for any reason.

*Submitted jointly by the Committee on the Status of Women, the Fixed-Term Faculty Committee, and the Faculty Welfare Committee.*