




## University Senate CHARGE

<b>Date:</b>	March 26, 2013
<b>To:</b>	Ellin Scholnick Chair, Faculty Affairs Committee
<b>From:</b>	Martha Nell Smith  Chair, University Senate
<b>Subject:</b>	Review of Faculty Salary Inequities
<b>Senate Document #:</b>	12-13-50
<b>Deadline:</b>	December 15, 2013

The Senate Executive Committee (SEC) requests that the Faculty Affairs Committee conduct a broad review of faculty salaries at our University.

Specifically, we ask that you:

1. Review existing salary-related policies for faculty at our University.
2. Consider how salary inequities among faculty with comparable records and compression resulting from market-driven inequitable compensation should be addressed.
3. Review the overall principles of distribution of raises devoted to merit, retention, promotion, and salary inequities.
4. Consider whether post-tenure review should be reconsidered. If so, consider ways in which it can be used to detect and reduce inequities in salary.
5. Consult with the University's Office of Faculty Affairs regarding merit distribution.
6. If policy changes are recommended, consult with the University's Office of Legal Affairs
7. If appropriate, recommend whether existing policies should be revised.

We ask that the committee's final recommendations be submitted by December 15, 2013. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.