

EAST CAROLINA UNIVERSITY
GREENVILLE, NORTH CAROLINA 27834

OFFICE OF THE CHANCELLOR

Received
JAN 27 1984
FACULTY SENATE
January 26, 1984

TO: Members of the Board of Trustees

FROM: Dr. John M. Howell *JM - Howell*

Attached are two Faculty Senate resolutions relating to faculty salaries and one that I propose for your consideration. One of the Faculty Senate resolutions is directed to the UNC System Faculty Assembly and it calls for a specific salary increment. The other, urges me to convey to you the faculty's deep concern in these matters and requests your support of a fair salary increment for the faculty in 1984-85.

I share this concern and I am especially sensitive to the possibility that current emphasis on the salary needs of public school personnel can result in University personnel's being overlooked. University personnel have suffered the same salary freezes or low raises that the public school people have suffered. If they are now slighted in the interest of higher raises for public school personnel, they will be in a very bad comparative salary situation.

The Faculty Senate has appropriately limited its resolution to faculty salaries. As I present a resolution for your consideration, I have broadened it to include all University personnel. As you know, the raises for EPA and SPA personnel have been comparable in the past.

The resolution that I have drafted for your consideration relies on the rationale of the two Faculty Senate documents and ends with a new resolution paragraph.

I hope that the Executive Committee and the Board can act on this resolution on February 17.

JMH/ra

enclosures

~~CONFIDENTIAL~~
Resolution from the Faculty Senate Concerning Faculty Salaries
Faculty Senate Meeting
January 24, 1984
James LeRoy Smith

WHEREAS, North Carolina ranks 45th in the United States in average salaries for the top three academic ranks for male professors, with female professors averaging only 84% of that male average,* and

WHEREAS, average salary in North Carolina public colleges and universities across all ranks (both genders) is lower than that average in the South Atlantic states, which in turn is lower than that average in the United States, ** and

WHEREAS, the percent change in the Consumer Price Index since 1967 is 280%, while the percent change in the average faculty salary (assuming average merit increments during years when merit increments were available) is 225%, such that significant erosion of real salary has occurred, both in real terms and relative to other public institutions in the South Atlantic states and in the United States, *** and

WHEREAS, between 1971-72 and 1981-82, national faculty salary levels have fallen behind substantially in comparison with those in the private sector, faculty real salaries having declined by 20.5% as opposed to 4.3% for the private sector, **** and

WHEREAS, the faculty members at East Carolina University have continued to be productive in making significant contributions to this region and this state even in the face of this continued salary erosion, and

WHEREAS, the best younger and senior faculty cannot be expected to come to or remain in a professional context where financial reward is not consistent with the economic health of the immediate and broader society that they so valuably serve,

THEREFORE BE IT RESOLVED that the Faculty Senate of East Carolina University urges Chancellor Howell to convey to the Board of Trustees the faculty's deep concern in these matters and requests that the Board of Trustees solicit as they can support for a fair salary increment for the faculty for 1984-85.

*The Chronicle of Higher Education, January 18, 1984, p. 21.

**from the National Center for Education Statistics (HEGIS NCES Form 2300-3). These data are also used for the purpose of the AAUP Annual Report on the Status of the Profession. Prepared by Maryse Eymonerie Associates, McLean, Virginia 22101.

***Employment and Training Report of the President, 1982. Washington, D.C. GPO, and records on salary increments from the Office of the Vice-Chancellor for Academic Affairs, East Carolina University.

****Academe, July-August, 1983, Volume 69, Number 4, p. 1.

PASSED UNANIMOUSLY
1/24/84
James LeRoy Smith

EAST CAROLINA UNIVERSITY

Board of Trustees

RESOLUTION

WHEREAS, North Carolina ranks 45th in the United States in average salaries for the top three academic ranks for male professors, with female professors averaging only 84% of that male average,* and

WHEREAS, average salary in North Carolina public colleges and universities across all ranks (both genders) is lower than that average in the South Atlantic states, which in turn is lower than that average in the United States, ** and

WHEREAS, the percent change in the Consumer Price Index since 1967 is 280%, while the percent change in the average faculty salary (assuming average merit increments during years when merit increments were available) is 225%, such that significant erosion of real salary has occurred, both in real terms and relative to other public institutions in the South Atlantic states and in the United States,*** and

WHEREAS, between 1971-72 and 1981-82, national faculty salary levels have fallen behind substantially in comparison with those in the private sector, faculty real salaries having declined by 20.5% as opposed to 4.3% for the private sector, **** and

WHEREAS, the faculty members at East Carolina University have continued to be productive in making significant contributions to this region and this state even in the face of this continued salary erosion, and

WHEREAS, the best younger and senior faculty cannot be expected to come to or remain in a professional context where financial reward is not consistent with the economic health of the immediate and broader society that they so valuably serve,

THEREFORE BE IT RESOLVED that the East Carolina University Board of Trustees supports a fair salary increment for faculty members and all other University personnel for 1984-85.

*The Chronicle of Higher Education, January 18, 1984, p. 21.

**from the National Center for Education Statistics (HEGIS NCES Form 2300-3). These data are also used for the purpose of the AAUP Annual Report on the Status of the Profession. Prepared by Maryse Eymonerie Associates, McLean, Virginia 22101.

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****Academe, July-August, 1983, Volume 69, Number 4, p. 1.

John M. Howell
Chancellor

C. Ralph Kinsey, Jr.
Chairman

~~CONFIDENTIAL~~

Resolution from the Faculty Senate Concerning Faculty Salaries
Faculty Senate Meeting
January 24th, 1984
James LeRoy Smith

WHEREAS, North Carolina ranks 45th in the United States in average salaries for the top three academic ranks for male professors, with female professors averaging only 84% of that male average,* and

WHEREAS, average salary in North Carolina public colleges and universities across all ranks (both genders) is lower than that average in the South Atlantic states, which in turn is lower than that average in the United States, ** and

WHEREAS, the percent change in the Consumer Price Index since 1967 is 280%, while the percent change in the average faculty salary (assuming average merit increments during years when merit increments were available) is 225%, such that significant erosion of real salary has occurred, both in real terms and relative to other public institutions in the South Atlantic states and in the United States, *** and

WHEREAS, between 1971-72 and 1981-82, national faculty salary levels have fallen behind substantially in comparison with those in the private sector, faculty real salaries having declined by 20.5% as opposed to a 4.3% for the private sector, **** and

WHEREAS, faculty members of the University have continued to be productive in making significant contributions to this state even in the face of this continued salary erosion, and

WHEREAS, the best younger and senior faculty cannot be expected to come to or remain in a professional context where financial reward is not consistent with the economic health of the immediate and broader society that they so valuably serve,

THEREFORE BE IT RESOLVED that the Faculty Assembly of the University of North Carolina urges President Friday and the General Administration to convey to the Board of Governors and to the General Assembly the faculty's deep concern in these matters and requests that the Board of Governors seek an across the board cost of living increment of no less than 15% and an additional 7% increment for merit recommendations for EPA personnel of the University for 1984-85, and

BE IT FURTHER RESOLVED that the Faculty Assembly urges President Friday and the General Administration to seek additional funds to eliminate the disparities between male and female faculty salaries.

*The Chronicle of Higher Education, January 18, 1984, p. 21.

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