



## Faculty Senate

East Carolina University

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### MEMORANDUM

TO: Members of the Faculty Salary Study Committee:  
Annette Peery                      Tim Gavin                      Brenda Killingsworth  
Katrina DuBose                      Ruth Ann Cook                      Laura Yan

FROM: Marianna Walker, Chair of the Faculty

DATE: May 26, 2010

SUBJECT: Initial Faculty Salary Study Report

I want to first thank each of you for your efforts thus far on this important topic. As I have read back through all of the material provided in your report that was presented to the Academic Deans and Directors on May 13, I am impressed. Traditionally this salary information, provided by Institutional Planning, Assessment, and Research (IPRE), has been available to the University community. However, this is the first time, since the conception of the 2005 Faculty Senate Resolution, that a group has been formed to address the faculty salary issues as outlined in the resolution. I am pleased that this yearly compilation of salary data will aid both the Faculty Welfare Committee and Faculty Salary Study Committee in their efforts to mitigate any possible salary imbalances.

When this initial report was distributed to the Faculty Senate Agenda Committee in April, there was discussion about the nature of the report to the Senate and a request for supplemental information was made and forwarded to members of the Study Committee in May. In light of the resolution to "study the salary structure" and from the discussion at the Deans and Directors meeting, I understand the lack of unit administrators' salaries included in the initial report and agree that the salary of the unit administrator (while also considered faculty) should be separate and, if included in the report, should not be included with faculty salaries. I also understand the interest in protecting faculty members' Banner ID numbers.

This initial Faculty Salary Study Report provides the process by which the Study Committee wishes to conduct business and work toward obtaining the annual salary information. The 2005 Faculty Senate resolution is unclear regarding the Faculty Welfare Committee's continued role in addressing salary imbalances. Since the Faculty Welfare Committee has been intimately involved in salary matters over the

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past 8+ years, as demonstrated in their meeting minutes and discussions with past Committee Chairs, it was determined that this committee needed to be "in the loop" when reporting to the Faculty Senate on issues related to their committee charge. Therefore, the Faculty Welfare Committee will receive a copy of the initial Faculty Salary Study Report prior to its inclusion in the September 2010 Faculty Senate agenda. At the Senate meeting, I will invite Professor Annette Peery, Chair of the Faculty Salary Study Committee, to present the 2010 initial report of the group.

Also, because the 2005 resolution is unclear, I will charge the Faculty Welfare Committee with taking a leadership role in refining the 2005 resolution. This refinement will provide more clarity on the current issues, increase the involvement of faculty in the discussion, and possibly place oversight of this informal study committee's activities within the Faculty Welfare Committee.

Again, I applaud the Faculty Salary Study Committee's collaborative efforts thus far on this ongoing issue and I look forward to working with all of you in meeting the needs of the faculty at East Carolina University.

Attachment (2005 Resolution)

c: Chancellor Steve Ballard  
Faculty Officers  
Faculty Welfare Committee Members

Faculty Senate Resolution #05-35  
Approved by the Faculty Senate: April 19, 2005  
Approved by the Chancellor: May 18, 2005

Resolution on Faculty Salary Practices.

Whereas, there are a number of cases of faculty salary imbalances such as compression and inversion and depression at East Carolina University; and

Whereas, the UNC-OP has indicated that such salary imbalances are not advisable; and

Whereas, such imbalances can lead to poor faculty morale and faculty retention problems; and

Whereas, the faculty realize that such imbalances are in many cases not the result of policy choices by chairs, directors, and deans at ECU, but are commonly due to market forces and salary directives from higher administration,

Therefore Be It Resolved that the Faculty Senate requests that each year the ECU Chancellor appoint a committee consisting of at least one member of the ECU administration and at least one member of the Faculty Welfare Committee to:

1. Study the salary structure of all colleges/schools and departments at ECU.
2. Compare that salary structure with our OP Peer universities and public PhD-granting universities in the United States.
3. Determine which departments and schools have significant salary imbalances (as noted by comparisons that demonstrate highly compressed, inverted, or depressed salaries).
4. Meet with the appropriate Deans about the salary situations in their schools to discuss the origins of the salary imbalances and decide which are most pressing to solve.
5. Set aside a small percentage of salary money each year to solve the most pressing salary problems.
6. Report annually to the Faculty Senate on progress in mitigating salary imbalances.