

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.