

A Message from the Provost



Dear Faculty,

UNT is committed to offering competitive and equitable salaries to attract and retain top-quality faculty. It is through the teaching, research and service contributions of our faculty that UNT cultivates excellence in the next generation of educators and scholars while creating new knowledge and innovation to move society forward. I understand the importance of supporting the excellent work of faculty through fair compensation.

Last fall, I appointed a task force to determine how UNT faculty salaries compare with salaries at other R1/R2 institutions and to identify if compression or equity issues exist in UNT's current pay structure. Overall, I am pleased to report that UNT fared well in this analysis.

Here are a few highlights from the **summary report**:

- The average salary-to-market ratio across all of UNT's 1,096 continuing faculty members is 1.009. This means that UNT's overall rate of pay is just above the middle of R1 and R2 institutions, which is fitting given our standing as a new R1 institution. Ninety-eight percent of faculty fall between .60 and 1.39 of salary-to-market ratio and the remaining 2 percent are above 139 percent of market salary.
- Seventy-six percent of the new hires are between 90 and 110 percent of the market median of all assistant professors. An additional 13% were above 110% and the remaining 11% were below 90%.
- Gender and ethnicity are not statistically significant predictors of salary after controlling for other variables (market salary median, number of years with degree before hire, years at UNT before current rank, years in current rank, highest degree, honorarium and current rank).

UNT has allocated about \$310,000 to address salary market gaps for faculty members who are both meritorious (performing at or above average) and experience significant pay inequity. These adjustments fall in two groups.

- Assistant professors hired within the last three years who are performing at or above average and making less than 90% of their estimated market salary will receive a salary adjustment. Eight assistant professors have been identified to receive this market adjustment. The adjustment will go into effect in March with the first adjusted paycheck on April 1.
- Continuing faculty who are performing at or above average and making less than 85 percent of the market median will receive an adjustment. Seventy-five faculty members have been identified to receive this market adjustment. This salary adjustment will go into effect September 1, with the first adjusted paycheck on October 1.

Individuals receiving a market adjustment will be notified individually in the coming days.

Again, I am pleased with the outcome and the process. This work builds on the equity adjustments made in 2015 and provides a strong framework for conducting future salary studies. This investment does not fully address pay equity issues, but makes a significant effort to bring the most compressed faculty closer to market. Our plan is to replicate the study on a three-year rotation.

Thank you again for all the work you do to help make our students successful and keep UNT moving forward.

Sincerely,

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