

Faculty Salary Study Summary

Introduction:

This **Summary** highlights the key findings from a faculty salary study conducted in fall 2018. A nine-member task force, appointed by the Provost, completed the study. The task force responded to three key research questions addressing median salary comparisons with R1/R2 institutions, entry-level salary comparisons and internal compression.

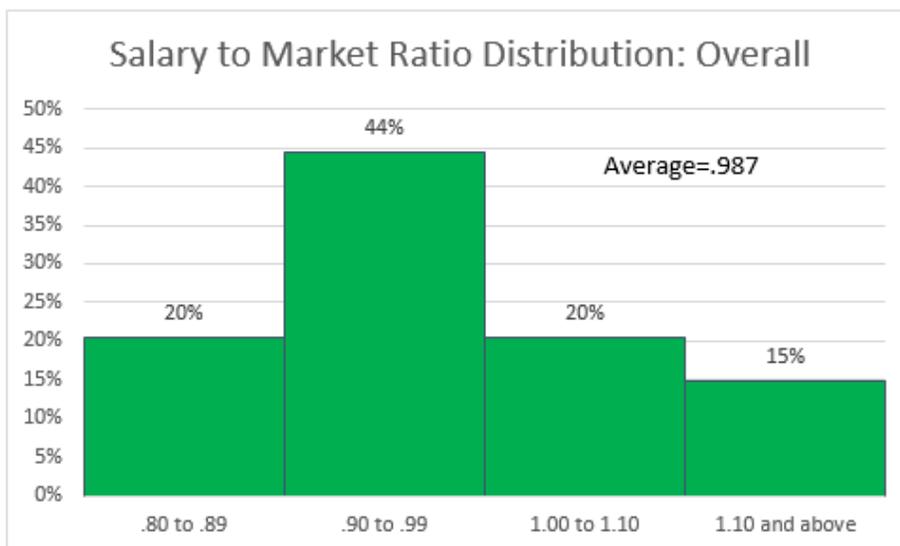
All library faculty employed on March 1, 2019 are included in the analysis. Associate deans were included in the study. The Dean of Libraries was not included in the analysis. One faculty member was removed as an outlier as the salary caused undue influence on the analysis.

Variables of interest included the following: annual salary, current rank (assistant librarian, associate librarian, and librarian), time in current rank, total years of experience, performance and market salary median (market salary data from annual CUPA-HR 2017-18 Faculty Salary Survey).

Research Questions/Key Findings:

1. Where does UNT fall at a disciplinary level relative to other R1/R2 institutions?

In accordance with UNT Regents' Rule 06.500 and Texas Education Code 51.908, UNT is charged with providing faculty with an average salary and benefits at least equal to the average of that provided by similar institutions. Results from the *Library Faculty Salary Study* revealed that the average salary to market ratio across all library faculty members is 98.7%. Sixty-four percent are being paid between 82% and 99% of market and the remaining 35.5% being paid at or above 100% of market value.



2. Are there internal compression issues?

Areas of internal compression were found in some cases. Factors utilized for identifying and addressing internal compression include market salary data from CUPA-HR, years of experience, performance, rank, years in rank and department head status.

3. Are we at market with assistant librarians hired within the last three years?

The average market ratio across those eight individuals was 93.5%, roughly the same as the average market ratio for the entire assistant group.

4. What are UNT's next steps?

UNT Libraries has allocated money to address salary market gaps for library faculty members who are both meritorious (performing at or above average) and experience pay inequity. These adjustments fall into two groups: 1) Library faculty who are performing at or above average and making less than 90% of their estimated market salary will receive a salary adjustment and 2) Library faculty who are performing at or above average will receive an adjustment to address internal compression issues.

ⁱ Members were Mary Barton (DAIR); Christy Crutsinger (Provost Office); Julie Judkins (Special Collections) Melinda Lilly (Academic Resources); Shaureece Park (Libraries); Cassie West (DAIR); Stacey Wolf (Collection Development); Kevin Yanowski ((Faculty Senate Representative, Collection Development) .