

## A Message from the Provost



March 26, 2019

Dear Library Faculty,

UNT is committed to offering competitive and equitable salaries to attract and retain top-quality faculty. It is through the teaching, scholarship and service contributions of our library 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 library faculty salaries compare with salaries at other R1/R2 institutions and to identify if compression 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 library faculty members is 98.7%. This means that UNT's overall rate of pay is just below the middle of R1 and R2 institutions, slightly lower than we would like. As a new R1 university we aim to pay slightly above the middle. All library faculty fall between .80 and 1.40 of salary-to-market ratio.
- The average market ratio for new assistant librarians hired within the last three years was 93.5%, roughly the same as the average market ratio for the entire assistant group.
- Internal compression issues were identified based on CUPA-HR salary data, performance, rank, and total years of professional experience.

University 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 in two groups.

- Library faculty who are performing at or above average and making less than 90% of their estimated market salary will receive a salary adjustment.
- Library faculty who are performing at or above average will receive an adjustment to address internal compression issues.
- Fifty-four librarians have been identified to receive an adjustment.

Adjustments will go into effect in April with the first adjusted paycheck on May 1. Individuals receiving an adjustment will be notified individually in the coming days.

Again, I am pleased with the outcome and the process. This work 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 library faculty closer to market and to address any internal compression issues. 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,  
Jennifer Cowley, PhD  
Provost and Vice President for Academic Affairs  
University of North Texas  
[Jennifer.cowley@unt.edu](mailto:Jennifer.cowley@unt.edu)  
940-565-2550

