

Passed unanimously, without dissent, at the School's general faculty meeting on Sept. 20, 1996:

### School of Journalism and Mass Communication Faculty Salary Policy

**The School is committed to conducting fair evaluations of faculty members with criteria applied evenly and to ensure that salary allocations are justified on the grounds of merit and/or equity.**

1. The dean determines faculty salaries in the UNC-CH School of Journalism and Mass Communication by taking into account the following factors:
  - a. Both long- and short-term indicators of merit;
  - b. Multiple criteria of merit, including scholarship, teaching, service, innovation, creativity and participation in the life of the School as evidenced in materials such as the faculty members' curriculum vitae, the School's annual report and teaching evaluations ;
  - c. Attention to actual salary levels, not only percentage amounts of increases;
  - d. Inequities resulting from changing market conditions, inadequate funding, discrimination (if any), compression because of disparity between internal rates of increase and competing offers, and inappropriate disparities arising from other sources;
  - e. For faculty members who also serve as administrators, such as associate deans or chairs of special programs, excellence in performance of administrative duties with regard to the portion of salary not attributable to regular faculty duties;
  - f. No discrimination on the basis of tenure track, be it professional or research.
  
2. The faculty will elect a committee of four faculty members at a regularly scheduled faculty meeting in spring 1997 to serve as the first committee. The first year two members will serve one year and two members two years. Every year after the first year, two new members will be elected. Each member will serve two years; the term will begin July 1 each year. The committee will elect its own chair.
  
3. The committee:
  - shall ensure that the written salary policy is on file and is available for convenient review by the faculty.
  - will receive from the dean by Oct. 1 of each year a list of all faculty members, their salary increases and percentage increases for the current fiscal year.
  - may review salary increases and may consult the dean about any trends that do not appear to follow the written salary policy.
  - after consultation with the dean may indicate to the dean any perceived inconsistencies but will not serve as an inhouse grievance committee.
  - will keep on file up-to-date information about salaries at peer universities and in Arts and Sciences and in other professional schools on the University campus.
  
4. The committee and the dean invite faculty members to submit at any time comments and recommendations on the overall salary policy. Formal and informal discussion are appropriate in regard to development and refinement of the School's faculty salary policy.
  
5. At the faculty meeting where committee members are elected each year, the faculty will review the written faculty salary policy to determine whether revisions in the policy are needed to ensure that it remains consistent with general faculty salary principles in effect within the University as a whole. In the interim the dean and the committee may

consult to determine whether changes in the School policy are needed. Suggestions will be brought to the faculty. Any revisions in the policy will be voted on by the faculty.

6. Each faculty member is encouraged to discuss with the dean on an individual basis his or her progress relating to merit factors. Any faculty member who has a specific complaint about his/her salary adjustment should follow the established University grievance procedure.