

The University of North Carolina at Chapel Hill
School of Pharmacy
Faculty Salary Policy

The School of Pharmacy Faculty Salary Policy provides a framework from which an employee's job performance is reviewed and salary decisions and increases are determined. This Salary Policy helps the School attract the best-qualified people, provide compensation in accordance with assigned duties and responsibilities, and encourage retention and a high level of performance.

Initial Salary Negotiated with New Faculty

A new faculty member's initial salary is based on the individual's qualifications (educational preparation, years and type of experience, productivity and accomplishments in teaching, research and service, and national or international standing), named professorships, administrative load, equity within the School, and market conditions. The Division Chair discusses these qualifications with the Dean and with the Dean's approval the Chair writes an offer letter to the new faculty member.

Annual Salary Increases and Adjustments

Division Chairs conduct annual performance evaluations focusing on teaching responsibilities, student evaluations, new teaching innovations, mentoring of graduate students, research activities and publications, service activities, and special awards and recognitions.

Based on these evaluations, annual salary increases and adjustments for individual faculty members are recommended by their respective Division Chairs. These recommendations are forwarded to the Dean for final approval. The Dean administers salary increases and adjustments for Division Chairs and administrators. Salary allocations and increases are based on availability of funds, merit (performance evaluations), competitiveness with peer institutions, internal equity considerations, recruitment experience, and opportunities for career advancement. The School follows the instructions, limitations and conditions for salary adjustments as determined by the North Carolina General Assembly, UNC Board of Governors, as well as the Offices of the President, Chancellor, and Provost.

Other Annual Salary Adjustments

Annual salary adjustments may be given (contingent upon the availability of funds) when:

1. The faculty member has accepted responsibilities in addition to teaching and research
2. There is a faculty retention situation (pre-emptive as well as firm offer)
3. A promotion has been granted

Communicate Salary Increases and Adjustments

Each faculty member must be advised in writing of the dollar amount and percentage of his/her salary increase/adjustment as well as the total salary for the year.

Grievance Procedure

A faculty member who is dissatisfied with the School's Faculty Salary Policy, his/her salary increase/adjustment or his/her current salary level may discuss these concerns with the Dean of the School of Pharmacy. If the faculty member fails to find satisfaction, he/she is then advised to appeal, using the University's established grievance procedures.