

School of Education Salary Policies

Faculty

Appointments:

Beginning salary based on prior work experiences, degree level, and equity within appointment rank.

Increases:

Annual Review by Dean and Senior Associate Dean

- Annual Report submitted by individual (includes information on scholarly productivity, teaching, and service)
- Exceptional service to School initiatives
- Equity within appointment rank

EPA Non-Faculty

Appointments:

Beginning salary based on prior work experiences, degree level, and equity among peers.

Increases:

- Often at the Legislative increase rate applied to SPA staff
- Equity among peers
- Outstanding performance

SPA Staff

Appointments:

Beginning salary is determined first on salary grade of position. Factors include education, experience, and equity within School.

Increases:

- Legislative increases.
- In-range increases based on availability of funding and UNC guidelines for awarding such.

Faculty Merit Review Policy

Individual faculty members submit their annual reports electronically by April 15th and by paper copy to the Dean and their designated program coordinator. Program coordinators review individual faculty annual reports and share their recommendations regarding merit with the faculty member. When a faculty member is a member of more than one program, the Senior Associate Dean designates the program coordinator who should review the faculty member's annual report. Individual faculty sign to indicate that they have received the recommendations from the coordinator. The coordinator forwards his or her recommendations to the Dean. If the faculty member disagrees with the coordinator's recommendation, he or she may appeal to the Dean. The Senior Associate Dean meets with the Program Coordinator in the Graduate Studies and Professional Studies Division to review their annual reports and make recommendations for merit to the Dean.

Annual Review of All Faculty

Procedures have been established for annual review of all faculty to provide advice and support to faculty members with regard to their teaching, research, and service competence and to assist the Dean in determining merit salary increases. The annual review is completed by Program Coordinators under the supervision of the Senior Associate Dean. Program Coordinators review individual faculty annual reports and share their recommendations regarding merit with the faculty member. When a faculty member is a member of more than one program, the Senior Associate Dean will designate the Program Coordinator who should review the faculty member's annual report. Individual faculty should sign the report and recommendations from the Coordinator. The Coordinator will forward his or her recommendation to the Dean. If the faculty member disagrees with the Coordinator's recommendation he or she may appeal to the Dean. The Senior Associate Dean will meet with the Program Coordinators to review their annual reports and make recommendations for merit to the Dean.

Specific procedures are as follows:

J.1. The format for collecting information follows the University annual report form including, or as well as, the following:

J.1.a. information over a three-year period to insure that a balanced picture of productivity is collected;

J.1.b. copies of published work for the most recent year;

J.1.c. all student course evaluations; and

J.1.d. professional development projections.

J.2. Review of faculty annual reports will proceed as follows:

J.2.a. individual faculty will submit two copies of the annual report to the Associate Dean and one to the Program Coordinator;

J.2.b. Program Coordinators will review the annual reports of their faculty with faculty development objectives in mind, and they share recommendations regarding merit with the faculty member;

J.2.c. professional development plans are discussed by the Program Coordinators with the individual faculty members based on the annual report and course syllabi;

J.2.d. for untenured Assistant Professors, the Program Coordinator writes an evaluative statement;

J.2.e. faculty sign their annual reports and Program Coordinators' recommendations (and in the case of untenured Assistant Professors, the Program Coordinator's evaluative statement);

J.2.f. the Program Coordinator forwards the recommendation (and optional written evaluation) to the Dean;

J.2.g. if the faculty member disagrees with the Coordinator's recommendation, he or she may appeal to the Dean;

J.2.h. if there is a subsequent need for merit reviews for salary purposes, the Dean will request rankings from the Program Coordinators;

J.2.i. the Associate Dean will meet with the Dean to review the Program Coordinators recommendations and make recommendations to the Dean;

J.2.j. the Associate Dean will meet with the Program Coordinators to review their annual reports and make recommendations to the Dean; and

J.2.k the Dean will review Assistant and Associate Deans.

Special Annual Evaluation of Untenured Tenure Track Faculty

University procedures require an annual evaluation by the Dean of all tenure track faculty members who are untenured. A written record of this evaluation is given to each faculty member after a meeting in which verbal feedback is given to the faculty members. These evaluations take place each fall.