Resolution 2019-2020-17 Periodic Faculty Salary Analyses Across the University of Central Florida

Whereas, salary compression may occur when salary differential between junior and senior faculty is smaller than it should be based on external market forces; and

Whereas, salary inversion occurs when salary compression, left unexamined or unadjusted over time, results in junior faculty salaries being greater than senior faculty salaries; and

Whereas, salary inequities associated with gender/race/ethnicity may occur independent of other variables; and

Whereas, salary compression, salary inversion, and salary inequities threaten the integrity of faculty ranks, morale, and retention issues for faculty at the University of Central Florida; therefore

Be it resolved that the University of Central Florida administration in consultation with the Faculty Senate shall, on a regular basis, collect and analyze both tenure-track and non-tenure-earning faculty salary data across the system to determine the extent of 1) salary compression, 2) salary inversion, and 3) salary inequities based on gender/race/ethnicity. A five-year time interval is suggested for regular periodic studies (years ending in 0 or 5). A report will be made available to all faculty shortly after each analysis is completed, ideally within 3-4 months from completion of the report.

Approved by the Faculty Senate Steering Committee on November 7, 2019.
Approved by the Faculty Senate on November 21, 2019.