

School of Education Salary Policies

Faculty

Appointments:

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

Increases:

Annual Review by Dean and 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 experience, 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 budget availability and approved salary offer. Factors include education, experience, and equity within the School

Increases:

- Legislative increase
- Any approved increases based on availability of funding and current UNC guidelines for awarding increases

Faculty Merit Review Policy:

(Extracted from the School of Education General Policy Manual-Revised April 12, 2013)

This section applies to tenure track faculty and clinical faculty with full-time assignment to the School. Criteria for merit salary increases will be the same as those specified for appointment, promotion, or tenure for tenure track faculty and for fixed term faculty in the School of Education APT manual (e.g., research, teaching, service, leadership). The Dean shall apply these criteria in awarding merit salary increases. Merit increases will be distinct from cost of living increases, and be distributed as: meets expectations=1 share, exceeds expectations=1.5 shares, and outstandingly exceeds expectations=2 shares. The Dean will base decisions on the annual review submitted by faculty, the annual conference with each faculty member, and in consultation with program coordinators and relevant others. At least fifteen percent of the merit pool is reserved to address equity/compression and salary anomalies (e.g., salary/rank/years of service; number of standard deviations from the mean; race and gender).