

UNC Law School Faculty Salary Policy

1. Faculty salaries at the UNC School of Law are set by taking into account *inter alia* the following factors:
 - a. Both long and short term indicators of merit
 - b. Multiple criteria of merit (including scholarship, teaching and service)
 - c. Attention to actual salary levels, not only percentage amount of increases
 - d. Inequities resulting from changing market conditions, inadequate funding, discrimination (if any), compression due to 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, excellence in performance of administrative duties with regard to the portion of salary not attributable to regular faculty duties.
2. Salaries are set by the dean, at his or her discretion, taking into account the factors identified in paragraph one of this policy. The dean periodically invites faculty members to submit comments and recommendations concerning the overall salary structure and strategies for appropriate allocating of available salary funds. The dean also encourages each faculty member to discuss on an individual basis the progress of the faculty member relating to merit factors and the mission of the law school during annual meetings between faculty members and the dean held each spring and summer.
3. Each fall, following authorization by University authorities, the dean distributes information to all permanent members of the law faculty about the general basis on which salary increases were allocated and a list of faculty salaries for the coming academic year. The dean also entertains comments and questions from faculty members about this information upon request.
4. The dean, in consultation with the faculty, is responsible for formulating a written policy to guide recommendations for faculty salaries and salary increases. Consultation between the dean and the faculty regarding the development of law school salary policy takes place through both formal and informal meetings with individual faculty, and on a group basis through discussion without formal voting at such faculty meeting as are considered appropriate by the dean and the faculty.