

## SENATE ACTION FORM

No. 1207

Subject: Peer Group Selection

Reference to Senate Minutes dated: 03/22/2021

Senate Action:

**MOTION:** Salary Equity – It is moved to adopt the NCHEMS set of 51 peer institutions as the salary comparison group to be used in the development of a compensation identity plan with a target of 100% parity.

VOTE: Approved by poll vote: 19 in favor, 8 opposed, 1 abstention.

Response requested:

\_\_\_\_\_ Approval for placement in University Catalog

\_\_\_\_\_ Approval for placement in University Regulations

\_\_\_\_\_ Recommendation to Board for placement in Board Policy Manual

    X     Sent as information item

  X   Other action requested/comments: **Administrative review and Presidential approval requested.**

Chaitin

3/25/2021

## Faculty Senate Chair

Date

\* \* \* \* \*

Administrative review of Senate action (unnecessary for information items):

\_\_\_\_\_ Reviewed by VPAA/Provost. Check \_\_\_\_\_ if comments attached

Reviewed by **General Counsel**. Check ☐ if comments attached

Presidential action:

\_\_\_\_\_ Approve \_\_\_\_\_ Reject \_\_\_\_\_ Return to Senate for discussion/modification (comments attached)

President/Designated Administrative Officer

Date \_\_\_\_\_

Date of Board approval (if applicable): not applicable

**PLEASE RETURN SIGNED ORIGINAL AND ATTACHMENT TO THE FACULTY SENATE OFFICE, CARTER HALL 2004, BOX 75.**

**Faculty.Senate@unco.edu**

# Attachment to Senate Action #1207

Approved by the Faculty Senate

03/22/2021

Data Source: NCHEMS NCES IPEDS Surveys, 2017-18

Prior Distance

Peer	Score	Institution	Control	City Size	Region
	0	University of Northern Colorado	Public 4-Year	City Mid-size	Rocky Mountains
	200	Stephen F Austin State University	Public 4-Year	Town Remote	Southwest
	200	Towson University	Public 4-Year	City Small	Mid East
Y	300	Ball State University	Public 4-Year	City Small	Great Lakes
Y	300	Bowling Green State University-Main Campus	Public 4-Year	Town Fringe	Great Lakes
	300	Eastern Michigan University	Public 4-Year	Suburb Large	Great Lakes
Y	300	Illinois State University	Public 4-Year	Suburb Mid-siz	Great Lakes
	300	Sam Houston State University	Public 4-Year	Town Distant	Southwest
	300	University of West Georgia	Public 4-Year	Town Fringe	Southeast
	350	Kent State University at Kent	Public 4-Year	Suburb Large	Great Lakes
	350	Texas Woman's University	Public 4-Year	City Mid-size	Southwest
	350	Valdosta State University	Public 4-Year	City Small	Southeast
	400	Middle Tennessee State University	Public 4-Year	City Mid-size	Southeast
	400	Northern Kentucky University	Public 4-Year	Suburb Large	Southeast
	400	Rutgers University-Camden	Public 4-Year	City Small	Mid East
	400	San Diego State University	Public 4-Year	City Large	Far West
	400	Texas A & M University-Corpus Christi	Public 4-Year	City Large	Southwest
	400	University of Central Arkansas	Public 4-Year	City Small	Southeast
	400	University of Nebraska at Omaha	Public 4-Year	City Large	Plains
	400	University of North Carolina Wilmington	Public 4-Year	City Mid-size	Southeast
Y	400	University of North Carolina at Greensboro	Public 4-Year	City Large	Southeast
Y	450	Indiana University of Pennsylvania-Main Camp	Public 4-Year	Town Distant	Mid East
	450	Lamar University	Public 4-Year	City Mid-size	Southwest
	450	Missouri State University-Springfield	Public 4-Year	City Mid-size	Plains
	450	Texas State University	Public 4-Year	Suburb Small	Southwest
	450	The University of Tennessee-Chattanooga	Public 4-Year	City Mid-size	Southeast
	450	The University of Texas at Tyler	Public 4-Year	City Mid-size	Southwest
	450	University of Colorado Colorado Springs	Public 4-Year	City Large	Rocky Mountains
	500	Cleveland State University	Public 4-Year	City Large	Great Lakes
Y	500	Northern Illinois University	Public 4-Year	Suburb Small	Great Lakes
	500	University of Alabama in Huntsville	Public 4-Year	City Mid-size	Southeast
	500	University of Memphis	Public 4-Year	City Large	Southeast
	500	University of Missouri-St Louis	Public 4-Year	Suburb Large	Plains
	500	University of North Florida	Public 4-Year	City Large	Southeast
	550	California State University-Fresno	Public 4-Year	City Large	Far West
	550	Montclair State University	Public 4-Year	Suburb Large	Mid East
	550	Texas A & M University-Commerce	Public 4-Year	Town Distant	Southwest
	550	The University of Montana	Public 4-Year	City Small	Rocky Mountains
	550	University of Louisiana at Lafayette	Public 4-Year	City Mid-size	Southeast
	550	University of Maryland-Baltimore County	Public 4-Year	Suburb Large	Mid East
	550	Western Kentucky University	Public 4-Year	City Small	Southeast
	550	Colorado Mesa University	Public 4-Year	City Small	Rocky Mountains
	600	CUNY City College	Public 4-Year	City Large	Mid East
	600	Louisiana Tech University	Public 4-Year	Town Distant	Southeast
	600	Old Dominion University	Public 4-Year	City Mid-size	Southeast

600	Portland State University	Public 4-Year	City Large	Far West
600	Tennessee Technological University	Public 4-Year	Town Remote	Southeast
600	University of Louisiana at Monroe	Public 4-Year	City Small	Southeast
600	University of Massachusetts-Boston	Public 4-Year	City Large	New England
600	University of Michigan-Flint	Public 4-Year	City Small	Great Lakes
600	Western Michigan University	Public 4-Year	City Small	Great Lakes
600	Wichita State University	Public 4-Year	City Large	Plains