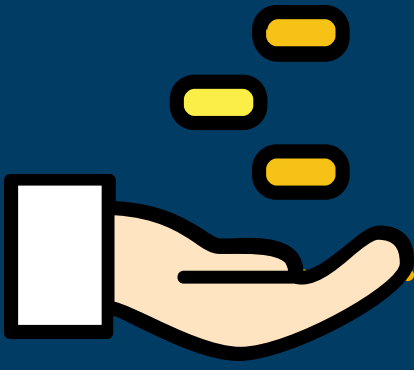




Compensation Process for Faculty



PURPOSE

To provide clarity for faculty regarding the data and analysis process used for UNC's compensation model.

1

November - Freeze I

Freeze current employee data to submit to IPEDS & CUPA.

2

February - Freeze II

• HR - Freeze current employee data to complete Equal Pay for Equal Work Audit.

Data Needed

• HR completes review of internal pay equity.



Analysis Factors

- Seniority System
- Merit System
- Quantity/Quality of Production
- Geographic Location
- Education, Training, or Experience
- Travel

Faculty Information:

- CIP Code
- Rank
- Tenure
- Years in Rank

3

March - CUPA

Updated CUPA Peer data becomes available.



4

April 1 - Final FREEZE

- Equal Pay for Equal Work Adjustments are effective.
- **Data for current employees is frozen** to complete the Compensation Plan for the **upcoming academic year**.
- Changes after April 1 are not used for Compensation Plan calculations.

Data Frozen:

- CIP Code
- Rank
- Tenure
- Years in Rank

6

August - Plans Take Effect

- Compensation plans and increases to into effect August 1st.
- HR updates promotion records in Banner.
- HR creates total compensation letters and mails to home addresses.



5

Spring/Summer - Process Data

- APRIL - Salary Equity compensation distribution models are recommended and approved.
- JUNE - Promotion lists for the coming academic year are approved.
- JULY - Chair/Director appointments for the coming year are determined.
 - * Stipend amounts are calculated from this list.
- JULY - Sabbatical List is finalized for the coming academic year.

HR Compensation Plan Process

- Data Freeze information is used to create the compensation plan for the **upcoming academic year**.
- Add flat amounts for Promotion increases.
- Add salary increases as approved by Salary Equity.
- Calculate parity adjustments.
- Adjust amounts for faculty on sabbatical.
- Update stipend amounts for Chairs/Directors/Program Coordinators.
- Verify updates with Deans' Office.