



Human Resources Department

MEMO

TO: Michelle Quinn
FROM: Marshall Parks
DATE: 4/4/16
RE: Compensation Identity Progress Update

In 2012 we created our Compensation Identity Plan, one of the nine core plans, in which we articulated a multi-year approach to compensation. To realize this compensation identity, we set a five-year goal (to be accomplished by FY17) of moving UNC salaries to 90% of the average salaries of institutions in our identified peer group.

Each year on November 1st we take a snapshot of our salary data for faculty and exempt staff and report it to CUPA, as do our peers. We receive the results of the survey data in March and begin the process of comparing our salary data to that of peers and to our compensation identity target. Below is a summary of progress we achieved as a result of the FY16 3% salary pool investment:

FY16 Faculty Salary Comparison					Progress	
Rank	UNC Number	UNC Average	Peer Average	UNC Percent	FY15 Percent	Percent Change
Professor	168	91,014	100,693	90.4%	90.4%	0.0%
Associate Professor	137	67,527	77,240	87.4%	87.7%	-0.3%
Assistant Professor	110	57,041	62,462	91.3%	91.8%	-0.5%
Instructor	54	46,174	48,896	94.4%	85.3%	9.1%
All	469	71,022	78,911	90.0%	89.5%	0.5%

Note: Beginning FY16 adjunct faculty and faculty administrators are not reported.

FY16 Exempt Staff Salary Comparison					Progress	
Level	UNC Number	UNC Average	Peer Average	UNC Percent	FY15 Percent	Percent Change
President	1	310,116	418,278	74.1%	75.6%	-1.5%
Vice-Presidents	5	211,008	242,933	86.9%	86.5%	0.4%
Other Administrators	54	110,586	126,309	87.6%	88.7%	-1.1%
Admin Levels Only	59	119,097	136,193	87.4%	88.4%	-1.0%
Admin Levels & Pres	60	122,280	140,894	86.8%	87.7%	-0.9%

4-year Progress

	Base Year	FY13	FY14	FY15	FY16
Faculty	82.7%	89.1%	87.9%	89.5%	90.0%
Administrative Staff	76.0%	75.4%	86.3%	87.7%	86.8%



Notes:

- 1) For comparison purposes, employee matches to CUPA survey data are attempted in this order: the survey of the peer institutions identified in the 2009 NCHEMS study, the survey of doctoral/research universities, and the survey of all doctoral universities.
- 2) Executives are Provost, VP Finance and Administration, VP General Counsel, VP University Development and Alumni Relations, and VP External and University Relations.
- 3) Effective FY15, Other Administrators are administrators reported on the CUPA Administrator Survey.
- 4) Effective FY16, adjunct faculty and faculty administrators are not reported on CUPA survey.

Since FY13, we have invested \$12.1M in employee base pay increases. Below is a breakdown by employee classification of the investment made in the last four years:

Exempt Increases

	FY13	FY14	FY15	FY 16	Total
MOE	678,758	442,597	242,441	254,462	1,618,258
Parity/Merit	513,782	715,850	488,481	496,206	2,214,318
Total	1,192,540	1,158,447	730,921	750,668	3,832,576

Faculty Increases

	FY13	FY14	FY15	FY 16	Total
Promotions	74,000	150,000	150,000	95,000	469,000
MOE	892,823	623,995	319,653	490,214	2,326,685
Parity/Compress/Invers/Provost	829,826	952,800	517,091	468,092	2,767,809
Total	1,796,649	1,726,795	986,744	1,053,306	5,563,494

Classified Increases

	FY13	FY14	FY15	FY 16	Total
MOE/Merit	538,075	1,027,755	723,206	423,929	2,712,965
Total	538,075	1,027,755	723,206	423,929	2,712,965

In addition to the base pay compensation investments, an additional \$8.6M was invested in employer paid benefits over the four-year period.

Additional Employer Benefit Investments

	FY13	FY14	FY15	FY 16	Total
Health/Dental/Disability/ Life/Retirement	\$2.3M	\$2.0M	\$2.0M	\$2.2M	\$8.6M

I'm very proud of the commitment UNC has made to our employees' total compensation in the last four years and look forward to continuing our efforts to provide competitive pay to our faculty and staff. Please feel free to contact me if you have any questions. Thank you.