## THE **UNIVERSITY** OF **NORTH CAROLINA SYSTEM**

### New Methodology for Constituent Institution
### Faculty Salary Ranges for FY 2022/2023

For the first time, the System Office has produced Faculty Ranges for System-wide use. Ranges were developed using public institution survey data from CUPA (and an AAU data cut for UNC-CH) and aggregated by the 2-digit CIP code, which informs a faculty member's main teaching discipline. For this updated version of ranges, we've also included 4-digit CIP code market data where available with at least 10 respondents or more. Ranges based on the broader, 2-digit CIP code are highlighted in **pale green**; ranges based on the more granular 4-digit CIP codes, where available, are nested under the corresponding 2-digit range in **pale blue**.

The initial dataset used for this project was developed by the System Office's Data & Analytics team, which created a System-wide tool called FacSAT (the Faculty Salary Analysis Tool) that helped identify which CIP codes were utilized in the UNC System for each grouping.

It should be noted that the new groupings are not only informed by Carnegie classification, but also take into account other relevant UNC System metrics such as graduate and undergraduate student headcounts and total campus research volume. This is intended to provide a more comprehensive set of inputs as far as peer grouping determinations. To this end, for purposes of the latest draft faculty salary ranges, App State has been assigned to Group 2, and Fayetteville State and Winston Salem State to Group 3.

Current Faculty Groupings are as follows:

> Faculty Group 1A – UNC-CH (AAU Cut)
> Faculty Group 1B – NCSU
> Faculty Group 2 – ASU, ECU, UNCC, UNCG, UNCW, NC A&T
> Faculty Group 3 – FSU, NCCU, UNCP, WCU, WSSU
> Faculty Group 4 – ECSU, UNCA

The FacSAT tool also provided the relevant MEDIAN and 75th PERCENTILE for each range grouping. The minimum and maximum of the total salary range was developed by creating a mathematical spread around the MEDIAN based on the RANK. These spreads are broken down as follows:

> Full Professors – 150% Range Spread
> Associate Professors – 125% Range Spread
> Assistant Professors – 100% Range Spread

In situations where CUPA or AAU failed to yield acceptable market data, or in situations where the market data did not sequentially decrease, in order, from full professor to associate professor, or associate professor to assistant professor, then equity ranges were created based on existing data for other ranks. The size of these equity "step-ups" or "step-downs" were based on the average distance between medians for academic ranks, as well as the average distance between actual UNC average pay for the relevant ranks and CIP codes. The equity step-ups or step-downs that were utilized in the absence of creditable market data are as follows:

> Associate Professor to/from Full Professor – 30% Increase/Decrease to Median
> Assistant Professor to/from Associate Professor – 15% Increase/Decrease to Median

Additionally, in situations where existing UNC faculty data existed for a broad 2-digit CIP range, yet there was no available CUPA data, we elected to create a range based off the existing UNC median salary for that faculty group. The Minimum and Maximum were based on the standard spread and the new median; and the 75th percentile was established as an equity range in relation to the median and Maximum.

**Other Notes:**
- Typically, NCSSM is considered part of the Baccalaureate ranges. However, since NCSSM faculty primarily follow the ranges of the NC Department of Public Instruction, they are not part of the population in this report.
- UNCSA was formerly considered part of the Baccalaureate ranges. In this version, that has been changed. Given the unique and specific nature of UNCSA, and the scarcity of genuine peer data, we've removed them from System-wide ranges. A unique set of ranges for UNCSA will be used.
- We've established $31,200 as the lowest Minimum of any range. This mirrors guidance for SHRA employees.
- We will plan on the addition of non-tenure track ranges in the future.
- Salary ranges for Assistant Professors include new hires. (CUPA alternately reports market data for assistant professors *including* or *excluding* new hires.)