



**UPDATE ON DEVELOPMENT OF SYSTEM-WIDE
FACULTY SALARY ANALYSIS TOOL
SEPTEMBER, 2019**

*Matthew S. Brody
Senior Vice President and
Chief Human Resources Officer
UNC System Office Human Resources*

Why Are We Doing This?

- Moving beyond the anecdotal conversations to support more accurate understanding of faculty compensation at the System level
- BOG is wanting to understand how we compare to the national labor market for faculty across all institutions



Why are we looking at faculty salary data?

- Faculty Assembly is seeking data on system-wide faculty salary compression and labor market
- Support development of rank and discipline-specific salary ranges for institutions that have not developed their own ranges



Goals for Developing This Tool

- Incorporate both faculty and institutional characteristics
- Broad coverage of institutions and disciplines
- Provide analysis that is replicable
- Support more accurate and consistent system-wide market representation

Best Available Data Sources

- College and University Professional Association for Human Resources (CUPA-HR) faculty salary survey
 - Limited information on research/doctoral universities and private universities
- Oklahoma State University (OSU) faculty salary survey
 - Research/doctoral, public universities only

Three Views of the Data

- Market Comparison – salaries by rank and discipline compared to similar public institutions nationally
- Market Difference – similar to the above comparison, but framed in terms of the difference from the national benchmark
- Salary Compression – within-institution comparisons of faculty within same discipline

Market Comparison - Filters

Ability to drill down by statistic (quartiles), institution, disciplinary specificity, and faculty rank

Market Comparison | Market Difference | Highlight Compression | Detail Table | About

2018-2019 Faculty Salary

Institution	CIP	Rank	Carnegie Class	Institution Faculty Count
		A+		
			Doctoral High	4
			Doctoral Very High	2
	13-EDUCATION	Assistant Professor	Master's Larger	6
			Doctoral High	6
			Doctoral Very High	6
		Associate Professor	Master's Larger	23
			Doctoral High	23
			Doctoral Very High	23
		Professor	Master's Larger	11
			Doctoral High	11
			Doctoral Very High	11



\$50,000

\$100,000

0,000

Legend

- Institution
- Market

Select statistic

Median

Institution

NCA&T

CIP Digit Display

2-digit

CIP2

(All)

CIP4

(All)

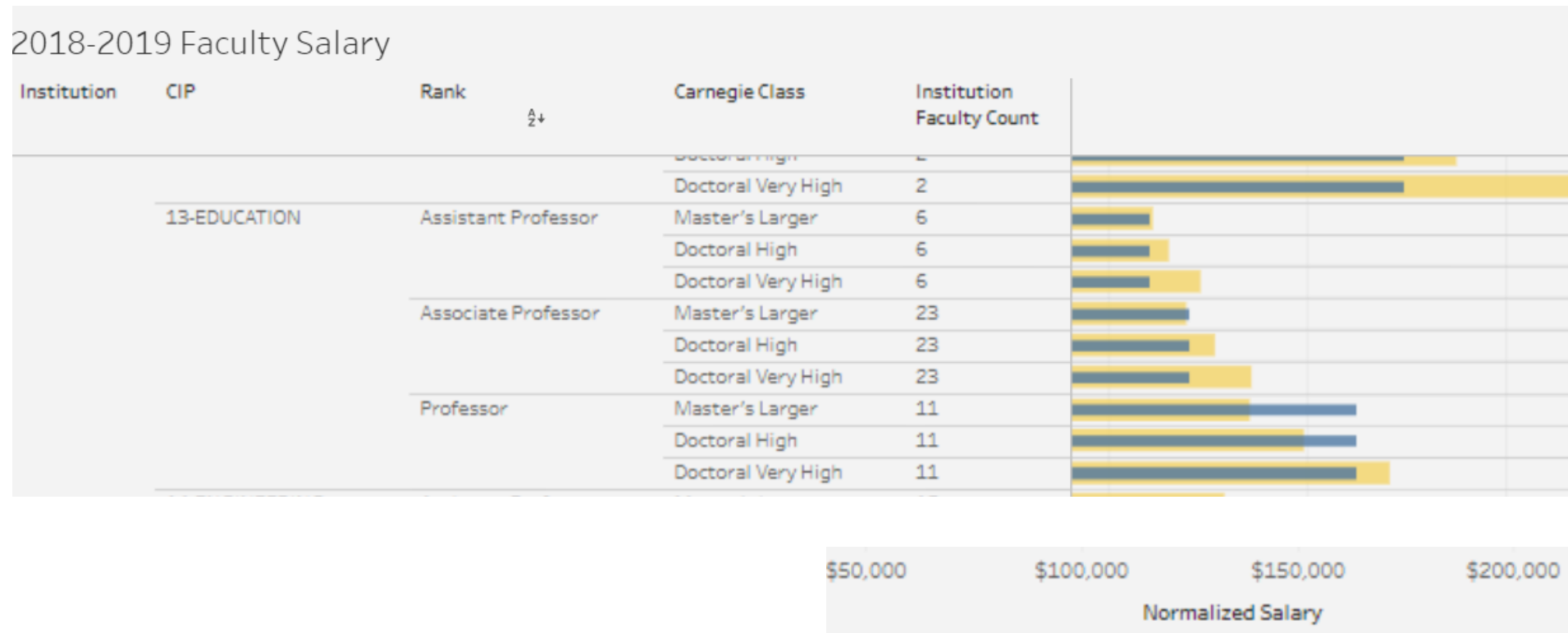
Rank

(All)

Market Comparison

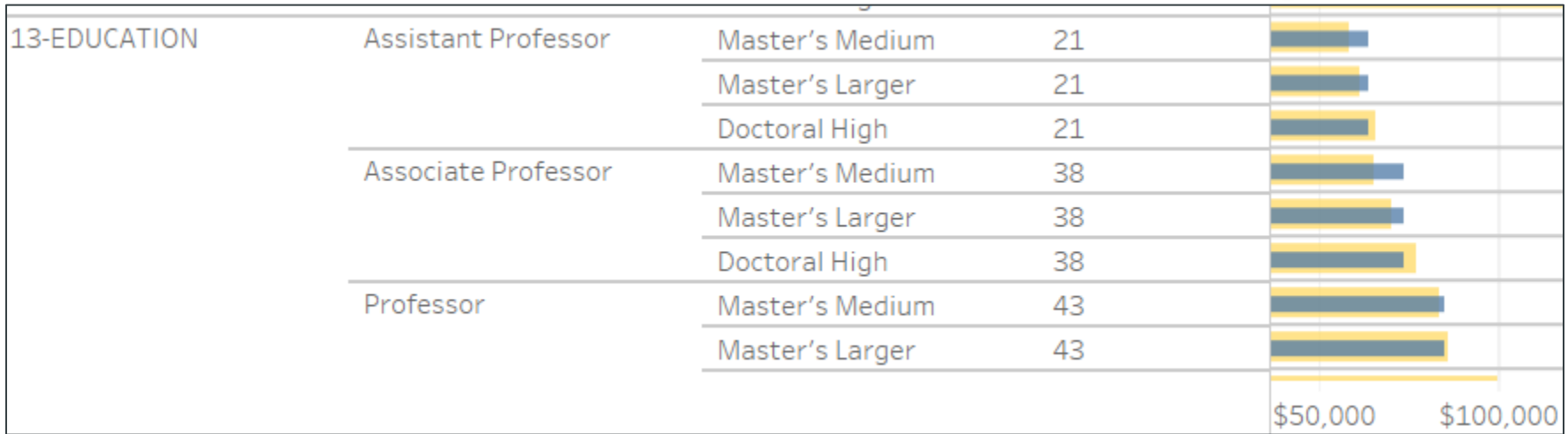
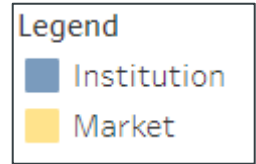
Tenure-earning faculty salaries by discipline and rank, compared to same or adjacent Carnegie group averages

Market Comparison	Market Difference	Highlight Compression	Detail Table	About
-------------------	-------------------	-----------------------	--------------	-------

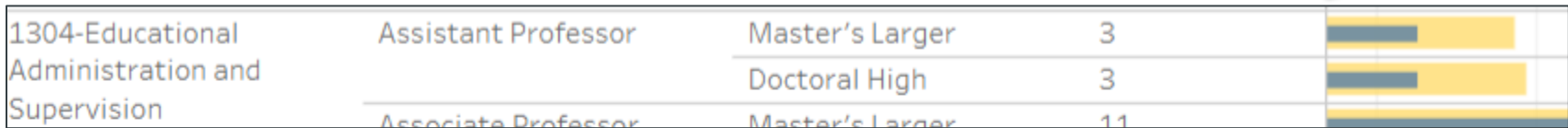


Market Comparison - Examples

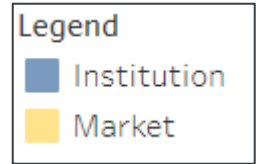
Comparing all ranks in Education to market medians



Comparing assistant profs in Educational Administration to market 75th percentiles



Market Comparison - Examples



13-EDUCATION	Assistant Professor	Master's Medium	21	
		Master's Larger	21	
		Doctoral High	21	
	Associate Professor	Master's Medium	38	
		Master's Larger	38	
	Professor	Master's Larger	38	

The ovals show that Asst Profs in Education overall are just slightly above the median of their Carnegie group.
 And within Educational Administration specifically they are well below the 75th percentile of their Carnegie group.

1304-Educational Administration and Supervision	Assistant Professor	Master's Larger	3	
		Doctoral High	3	
	Associate Professor	Master's Larger	11	

Market Difference - Filters

Ability to drill down by statistic (quartiles), institution, disciplinary specificity, rank, and salary difference

Market Comparison Market Difference Highlight Compression Detail Table About

2018-2019 Faculty Salary

Institution	CIP	Rank	Carnegie Class	Institution Faculty Count
13-EDUCATION	Assistant Professor	Master's Larger	6	
		Doctoral High	6	
		Doctoral Very High	6	
	Associate Professor	Master's Larger	23	
		Doctoral High	23	
		Doctoral Very High	23	
	Professor	Master's Larger	11	
		Doctoral High	11	
		Doctoral Very High	11	

Select statistic

Median

Institution

NCA&T

CIP Digit Display

2-digit

CIP2

(All)

CIP4

(All)

Rank

(All)

Institution salary minus ...

-\$91,917

\$187,779



Market Difference

Similar comparison framed in terms of the difference between the institution and the respective benchmark

Market Comparison

Market Difference

Highlight Compression

Detail Table

About

2018-2019 Faculty Salary

Institution	CIP	Rank	Carnegie Class	Institution Faculty Count						
13-EDUCATION		Assistant Professor	Master's Larger	6						
			Doctoral High	6						
			Doctoral Very High	6						
		Associate Professor	Master's Larger	23						
			Doctoral High	23						
			Doctoral Very High	23						
		Professor	Master's Larger	11						
			Doctoral High	11						
			Doctoral Very High	11						

00 -\$20,000 \$0 \$20,000

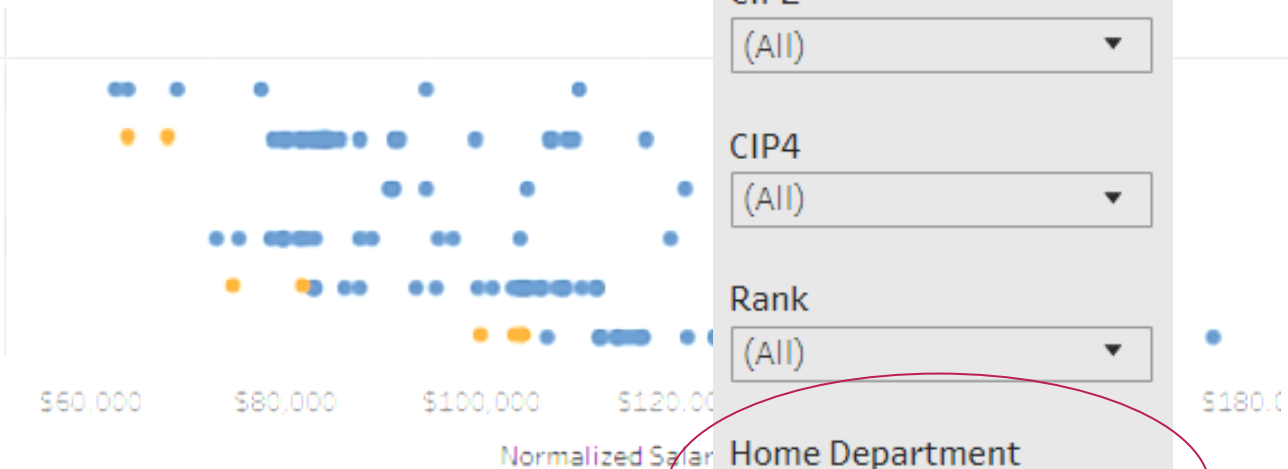
Institution salary minus Market salary

Salary Compression - Filters

Ability to drill down by disciplinary specificity and also department at the institution.

Market Comparison Market Difference Highlight Compression

Rank	Faculty Count
Assistant Professor	6
Associate Professor	23
Professor	11
Assistant Professor	15
Associate Professor	28
Professor	34



Institution
NCA&T

CIP Digit Display
2-digit

CIP2
(All)

CIP4
(All)

Rank
(All)

Home Department
(All)

Less than Compression T...
(All)

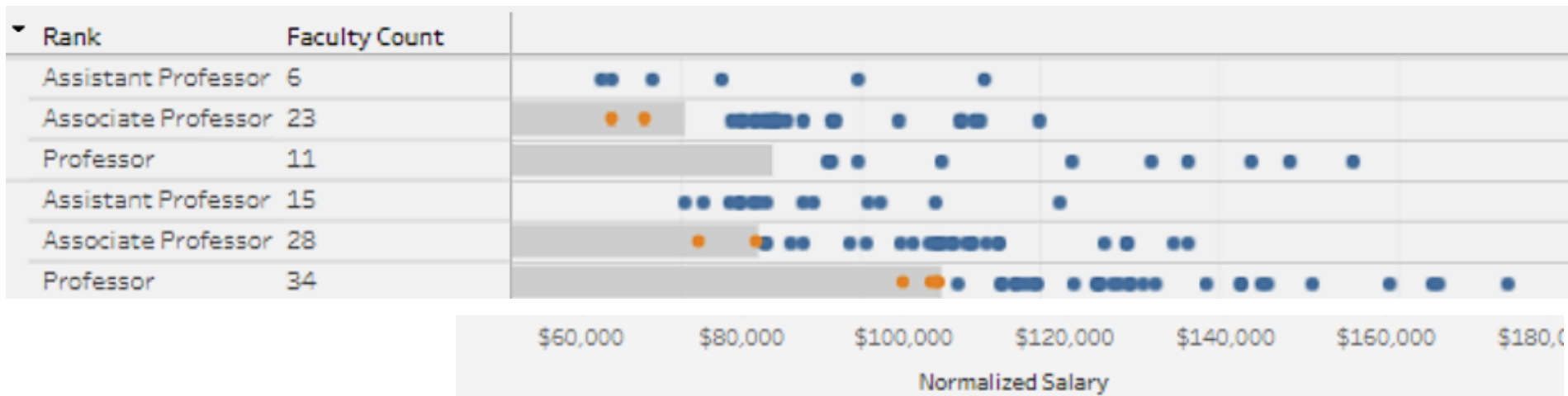
Less than Compression T...

■ No
■ Yes

Salary Compression

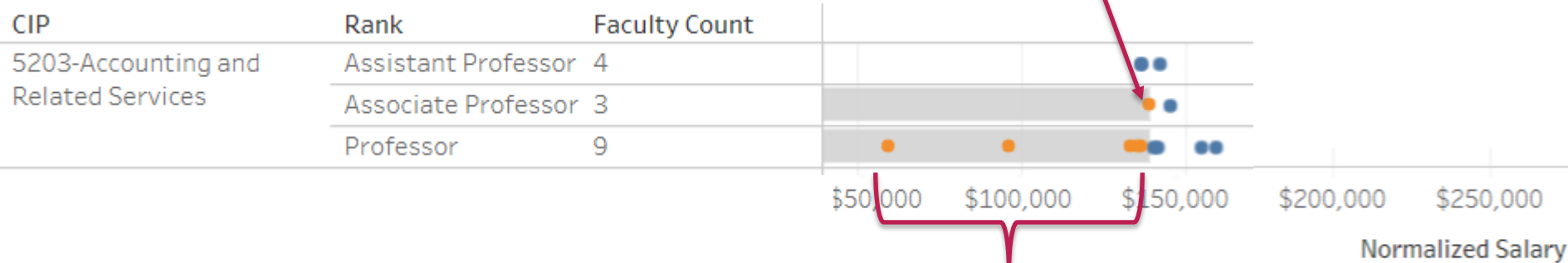
Compare tenured/tenure-track professors of different ranks within the same discipline.

Market Comparison Market Difference **Highlight Compression** Detail Table About



Salary Compression – Example

This one associate professor in accounting is paid less than median salary of the four assistant professors in the same discipline.



These four full professors in accounting are paid less than the median of the three associate professors in the same discipline.

Next Steps

- Provide detailed preview opportunity of underlying data to institutional IR Offices for validation
- Finalize release 1 of the tool
- Provide access to institution-level Faculty Assembly reps via IR offices
- Provide system-wide, summary-level analysis to BOG and Faculty Assembly

Next Steps

- Provide opportunities for individual institutions to supplement this data by educating BOG P&T on their peer-level analysis and market positioning
- Support development of targeted proposals for faculty salary enhancement funding to BOG and General Assembly based on data from faculty salary analysis tool



QUESTIONS