THE **UNIVERSITY** OF
NORTH CAROLINA SYSTEM

Box 2688
Chapel Hill, NC 27515-2688

919-962-1000
www.northcarolina.edu

Memorandum

To: Directors of Institutional Research

From: Diane Marian, Interim Vice President for Data and Analytics
Matthew S. Brody, Senior Vice President and Chief Human Resources Officer

Date: October 7, 2019

Subject: Faculty Salary Analysis Tool for review

Action Requested: Please review and provide feedback by October 21, 2019 to demarian@northcarolina.edu

The purpose of this message is to introduce you to a new UNC System Office-developed application called the "Faculty Salary Analysis Tool" or FacSAT. This application was developed to help respond to requests for information on the competitiveness of UNC System faculty salaries compared to relevant national labor market data. Specific information requests are awaiting fulfillment by the Board of Governors (BOG), the North Carolina General Assembly, and the UNC System Faculty Assembly. FacSAT is also intended to quantify the prevalence of potential system-wide faculty salary compression and to support advocacy efforts by the UNC System Office to obtain legislative funding for future faculty salary improvements.

The Provosts were recently briefed on this initiative (see the attached presentation) and were advised that each institution through the Institutional Research Offices would be provided the opportunity to preview the beta version of FacSAT, review the underlying data for their institution, and to provide feedback to the System Office. For this reason, by way of this memorandum, we are asking you and designated members of your team to take the opportunity to preview FacSAT over the next two weeks and to provide relevant feedback to the System Office Data and Analytics Team.

As you will note in previewing FacSAT, its analysis is accomplished using relevant data sets from CUPA-HR and Oklahoma State by institutional Carnegie category, faculty rank, and CIP (discipline) code. While FacSAT supports analysis at both the 2-digit and 4-digit CIP code level, given limitations with the underlying data from UNC institutions and external data sources, for the time being, the majority of the analysis will be focused at the 2-digit CIP level.

To access FacSAT, you should point your web browser to https://insight.northcarolina.edu/#/workbooks/532/views and login using your institutional credentials. For additional background information, the application has a tab which includes documentation on the underlying data sets and analysis methodology. Access has been established for each Institutional Research Director to access their institution's data with FacSAT and you may request access for up to two additional members of your staff or your institution's HR office. Please send an email to analytics@northcarolina.edu if you have trouble accessing the tool or would like to request access for additional individuals (include their full names and email addresses to expedite granting them access).

We want to point out that while FacSAT is intended to respond to requests for summary-level system-wide data by various bodies, including the BOG, it is <u>not</u> intended to replace or supplant more detailed institution-level analysis

by defined peer groups which we understand is a vital part of your institution's faculty compensation analysis and planning.

We will ask that you address any questions or submit feedback regarding FacSAT **no later than Monday, October 21, 2019** to Diane Marian at demarian@northcarolina.edu. We will incorporate relevant feedback in the next release of FacSAT and pursue any submitted questions regarding the underlying data sets.

cc: Provosts
     Kimberly van Noort, Senior Vice President for Academic Affairs and Chief Academic Officer