

# **Faculty Compensation and Equity**

**Faculty Senate  
December 7, 2021**


**University Human Resources**

# Presentation Agenda


- Tenured / Tenure Track Faculty Salary Ranges
- Employee Categories
- External Factors Impacting Salaries
- Q & A

# Background: Faculty Salary Ranges

Tenured/tenure track faculty salary ranges are developed on an annual basis.



The annual faculty salary ranges are established for tenured/tenure-track faculty positions based on current market data to allow the university to attract and retain highly qualified faculty talent.



The ranges form a basis for sound and equitable compensation decisions to facilitate appropriate stewardship of financial resources.

# Source Data for Faculty Salary Ranges

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College and University Professional Association for Human Resources (CUPA-HR) Faculty Salary Survey

- Released in February

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Oklahoma State University Faculty Salary Survey

- Released in April/May

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Primary Data Cut is NC State's Carnegie Classification

- R1: Doctoral Universities – Very High Research Activity

# Faculty Salary Range Methodology

The 4-digit discipline (CIP) code by rank for each faculty member is aligned with the faculty member's department or tenure home.

Using the appropriate 4-digit CIP code and rank, the average salary on both salary surveys is identified and then blended to establish the market reference rate.

The range minimum is calculated at 80% of the market reference rate for each CIP code and rank.

The range maximum is calculated for each CIP code and rank as follows:

Full Professor: 2 times the market reference rate

Associate Professor: 1.75 times the market reference rate

Assistant Professor: 1.50 times the market reference rate

# Background: Tenured / Tenure-Track Faculty Salary Ranges

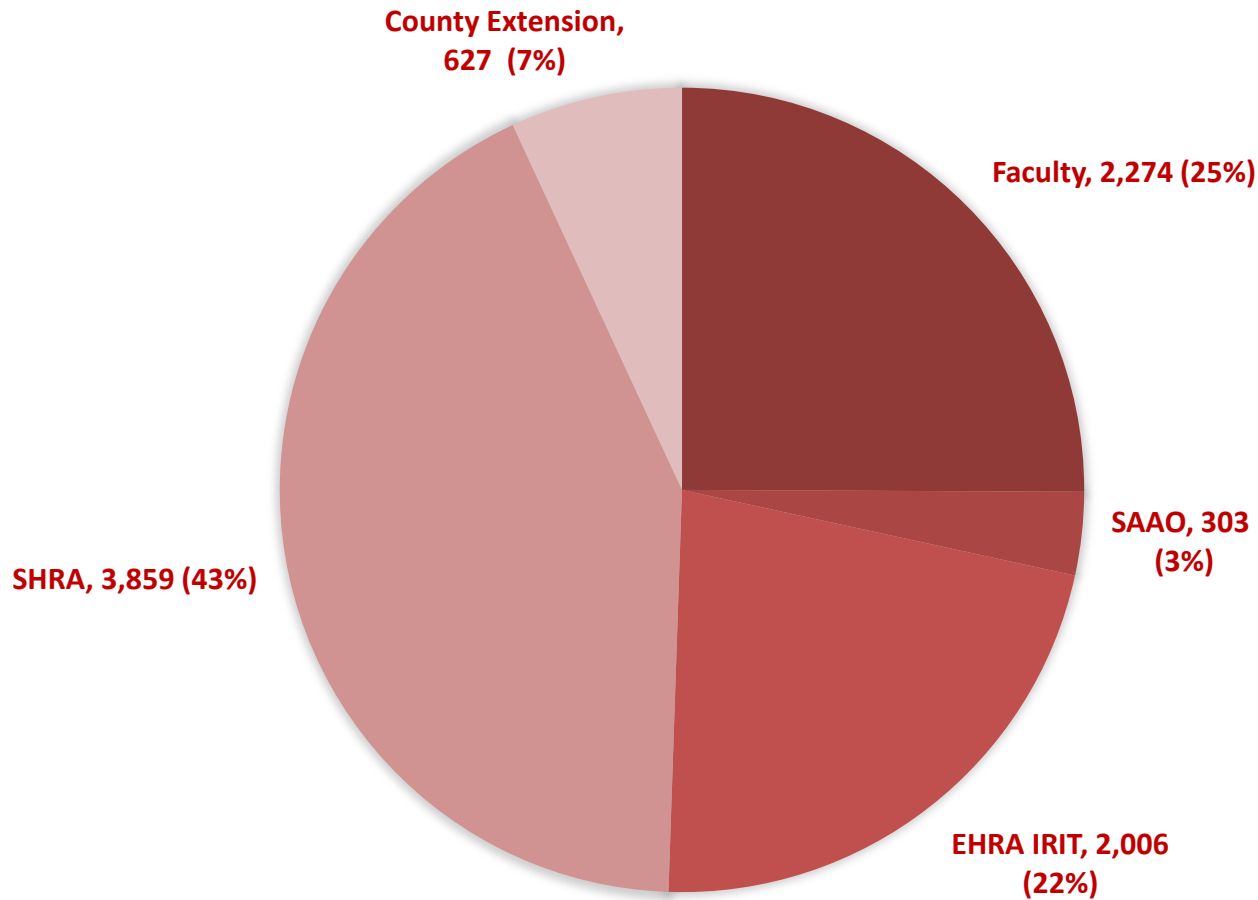


The salary ranges are approved by the Chancellor and presented as an information item to the NC State Board of Trustees.

Deans receive a copy of the approved salary ranges as well as metrics comparing faculty salaries to the ranges.

The salary ranges and internal equity are two important factors when determining new hire salaries and salary increases.

# Background: Total Permanent Faculty and Staff 9,069



# **EHRA Non-Faculty: Instructional, Research & Information Technology (IRIT)**

**Positions that are classified as IRIT fit into one of the following subcategories:**

- Academic Advising & Assessment
- Academic Preparation & Enhancement
- Academic Standards
- Athletics Coaching and Athletics Management
- Clinical or Research Academic Department Administrator
- Continuing Education
- Cooperative Education
- Counselors
- Information Technology Professionals
- Institutional Research & Assessment Management
- Instructional but not assigned primary faculty status and rank
- Instructional Consulting
- Laboratory Management
- Public Service and Extension
- Research Administration and Compliance
- Research and Clinical Professionals
- Student Support Services
- Technology Transfer
- Physicians and Dentists



# EHRA Non-Faculty: Senior Academic and Administrative Officers (SAAO)

Positions that are classified as SAAO fit into one of the following subcategories:

## SAAO Tier 1

- Chancellor
- Executive Vice Chancellor
- Provost
- Dean
- Directors of major administrative, educational, research, and public service activities designated by the UNC Board of Governors

## SAAO Tier 2

- Senior associate-, associate-, and assistant- vice chancellors, provosts, and deans
- Professional members of the Chancellor's staff
- Positions that provide administrative direction of divisions or departments of institutional or campus-wide activity
- Fundraising and Development Officials
- University Attorneys
- Communications and Marketing Directors

# External Factors Impacting Salaries

March 2020 – Dec 2021

- UNC System suspension of “non-essential” HR actions

July 2018

- Last Annual Raise Process (ARP)

July 2017 – July 2020

- UNC BOG Reporting & Consultation Process: salary actions of 5% or greater resulting in a salary \$100,000 or greater



*Thank you for your time.  
Any questions?*