

UNC Faculty Salary Study Workshop

November 18, 1999



Molly Corbett Broad - President

The University of North Carolina

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UNC Faculty Salary Study

“In order to attract and retain the best academic professionals, maintain the level of excellence for which North Carolina’s public universities are known, and maximize the learning opportunities for students, the Board of Governors...shall:

- **study the salaries and other compensation of faculty of the constituent institutions...**
- **evaluate the salaries and other compensation of faculty for each institution in comparison to other peer institutions within the state, region, and country...**
- **make recommendations on appropriate adjustments to faculty salaries and other compensation to achieve levels with other peer institutions...**
- **identify revenue options for funding adjustments...”**

1999 Session, House Bill 168, Section 10.20.(a)

The University of North Carolina

Time Schedule

- Findings and conclusions presented to BOG in November 1999.
- Revenue sources and implementation plan presented during BOG workshop, January 2000.
- UNC budget request for 2000-2001 and tuition schedule presented to BOG in February 2000.

Overview

- **Faculty are our greatest resource, so it is imperative that UNC be competitive, not just “average.”**
(Chancellors recommend top quintile.)
- **Focus of study: four professorial ranks (assistant, associate, and full professor, plus instructor)—the positions filled from national pools.**
- **15-16 peers selected for each UNC campus on basis of mission, academic program mix, size, level of research, etc.**
- **Other regional and national peer groups considered.**

Recommended Approach and Conclusions

- **Utilize Carnegie Classification and all comparable public universities as primary benchmark for assessing magnitude of current UNC faculty salary problem.**
 - **Result: \$28.3 million needed to close overall competitive funding gap.**
- **Utilize each UNC campus' selected peer group as additional benchmark for assessing magnitude of current UNC faculty salary problem.**
 - **Result: Additional \$13.8 million needed to close special competitive funding gaps at nine campuses.**

Distribution of the 28.3 million \$ - to bring campuses up to 00 percent

Salary Adjustments to Reach Top Quintile

Recommended Approach

UNC Institution	Total \$ Adjustments	Four Ranks Avg. Salary 1998-99	Four Ranks Avg. Salary Adjusted
Carnegie Research I			
NCSU	\$5,522,840	\$68,308	\$73,909
UNC-CH	6,829,065	73,896	79,956
Carnegie Doctoral I			
UNCG	\$2,388,138	\$56,278	\$61,694
Carnegie Doctoral II			
ECU	\$2,808,891	\$52,432	\$59,522
Comprehensive (engineering)			
NCA&T	\$2,258,757	\$53,316	\$59,573
UNCC	1,703,287	56,437	59,573
Comprehensive (w/o engineering)			
ASU	\$1,637,383	\$52,904	\$56,083
FSU	573,173	52,456	56,083
NCCU	272,764	54,821	56,083
UNCP	261,459	53,868	56,083
UNCW	1,140,298	52,797	56,083
WCU	1,392,962	51,091	56,083
Baccalaureate			
ECSU	\$173,392	\$50,157	\$52,500
NCSA	688,800	46,900	52,500
UNCA	351,547	50,024	52,500
WSSU	259,832	50,644	52,500
TOTAL	\$28,262,588		

Salary Adjustments to Reach Top Quintile

1999 Peer Approach

UNC Institution	Total \$ Adjustments	Four Ranks Avg. Salary 1998-99	Four Ranks Avg. Salary Adjusted
Carnegie Research I			
NCSU	\$ 7,005,671	\$68,308	\$75,413
UNC-CH	11,521,347	73,896	84,119
Carnegie Doctoral I			
UNCG	\$4,029,399	\$56,278	\$65,415
Carnegie Doctoral II			
ECU	\$2,906,493	\$52,432	\$57,002
Comprehensive (engineering)			
NCA&T	\$1,818,774	\$53,316	\$58,355
UNCC	4,357,290	56,437	64,461
Comprehensive (w/o engineering)			
ASU	\$ 0	\$52,904	\$52,904
FSU	260,332	52,456	54,103
NCCU	834,022	54,821	58,682
UNCP	188,436	53,868	55,464
UNCW	1,658,565	52,797	57,577
WCU	2,363,151	51,091	59,561
Baccalaureate			
ECSU	\$29,609	\$50,157	\$50,557
NCSA	684,200	46,900	52,463
UNCA	1,513,120	50,024	60,680
WSSU	0	50,644	50,644
TOTAL	\$39,170,409		

Special Competitive Funding Needs

UNC Institution	Estimated Special Need*
NCSU	\$1,482,831
UNC-CH	4,692,282
UNCG	1,641,261
ECU	97,602
UNCC	2,654,003
NCCU	561,258
UNCW	518,267
WCU	970,189
UNCA	<u>1,161,573</u>
TOTAL	\$13,779,266

*Positive difference between required peer adjustments and recommended adjustments

Distribution of UNC Faculty by Full-Time/Part-Time and Tenure Status
Over a Ten Year Span

	1988												1993												1998											
	Total #	Full-Time		Part-Time		Tenure Status						Total #	Full-Time		Part-Time		Tenure Status						Total #	Full-Time		Part-Time		Tenure Status								
		#	%	#	%	Tenured	On Track		Not On Track		#		%	#	%	Tenured	On Track		Not On Track		#	%		#	%	Tenured	On Track		Not On Track							
							#	%	#	%							#	%	#	%							#	%	#	%	#	%	#	%	#	%
ASU	699	562	80	137	20	348	50	105	15	246	35	780	602	77	178	23	361	46	129	17	290	37	895	637	71	258	29	376	42	141	16	378	42			
EÇU	1123	1003	89	120	11	564	50	298	27	261	23	1204	1074	89	130	11	613	51	274	23	317	26	1310	1126	86	184	14	614	47	257	20	439	34			
ECSU	112	100	89	12	11	41	37	33	29	38	34	136	113	83	23	17	50	37	31	23	55	40	131	101	77	30	23	48	37	29	22	54	41			
FSU	167	165	99	2	1	93	56	50	30	24	14	248	193	78	55	22	98	40	52	21	98	40	241	204	85	37	15	110	46	46	19	85	35			
NCA&T	416	330	79	86	21	176	42	95	23	145	35	476	393	83	83	17	176	37	142	30	158	33	588	426	72	162	28	196	33	163	28	229	39			
NCCU	347	240	69	107	31	149	43	70	20	128	37	376	278	74	98	26	162	43	65	17	149	40	405	283	70	122	30	142	35	88	22	175	43			
NCSA	103	92	89	11	11	1	1	.	.	102	99	97	95	98	2	2	.	.	.	.	97	**	133	126	95	7	5	.	.	.	.	133	**
NCSU	1679	1469	87	210	13	881	52	275	16	523	31	2026	1745	86	281	14	1011	50	243	12	772	38	2121	1788	84	333	16	1040	49	235	11	846	40			
UNC-A	226	134	59	92	41	58	26	52	23	116	51	256	156	61	100	39	85	33	35	14	136	53	308	173	56	135	44	96	31	49	16	163	53			
UNC-CH	2235	1986	89	249	11	1244	56	358	16	633	28	2572	2277	89	295	11	1325	52	368	14	879	34	2536	2312	91	224	9	1307	52	348	14	881	35			
UNC-C	804	575	72	229	28	304	38	152	19	348	43	927	693	75	234	25	377	41	205	22	345	37	1011	697	69	314	31	432	43	135	13	444	44			
UNC-G	705	567	80	138	20	337	48	103	15	265	38	750	629	84	121	16	344	46	132	18	274	37	870	635	73	235	27	340	39	127	15	403	46			
UNC-P	170	130	76	40	24	69	41	32	19	69	41	201	149	74	52	26	74	37	41	20	86	43	212	148	70	64	30	73	34	43	20	96	45			
UNC-W	397	342	86	55	14	207	52	85	21	105	26	465	381	82	84	18	237	51	93	20	135	29	613	449	73	164	27	282	46	91	15	240	39			
WCU	387	316	82	71	18	198	51	63	16	126	33	474	335	71	139	29	184	39	92	19	198	42	496	340	69	156	31	196	40	93	19	207	42			
WSSU	187	147	79	40	21	67	36	52	28	68	36	203	154	76	49	24	69	34	51	25	83	41	250	166	66	84	34	69	28	68	27	113	45			
UNC Summary	9757	8158	84	1599	16	4737	49	1823	19	3197	33	11191	9267	83	1924	17	5166	46	1953	17	4072	36	12120	9611	79	2509	21	5321	44	1913	16	4886	40			

Faculty includes those receiving any teaching or research funds.