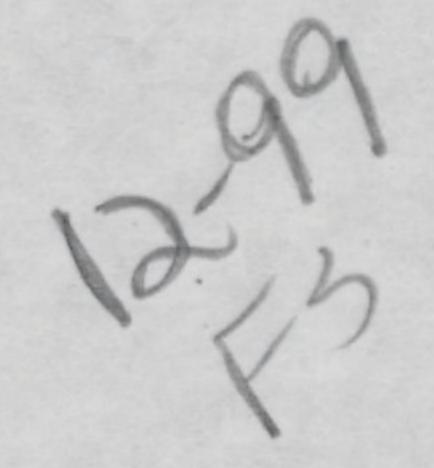
Estimated Four-Rank Average Salaries After Adjustments

	1998-99 Four Ranks Average Salary		Four Ranks Average Salary After Recommended Adjustment		
UNC Institution					
Carnegie Research I					
NCSU	\$	68,308	\$	73,909	а
UNC-CH	\$.	73,896	\$	79,956	а
Carnegie Doctoral I					
UNC-G	\$	56,278	\$	61,694	b
Carnegie Doctoral II					
ECU	\$	52,432	\$	59,522	b,d
AAUP IIA with Engineering					
NCA&T	\$	53,316	\$	59,573	b
UNC-C	\$	56,437	\$	59,573	b
AAUP IIA w/o Engineering					
ASU	\$	52,904	\$	56,083	b
FSU	\$	52,456	\$	56,083	b
NCCU	\$	54,821	\$	56,083	b
UNC-P	\$	53,868	\$	56,083	b
UNC-W	\$	52,797	\$	56,083	b
WCU	\$	51,091	\$	56,083	b



Estimated Four-Rank Average Salaries After Adjustments (Cont'd)

UNC Institution	1998-99 Four Ranks Average Salary		Four Ranks Average Salary After Recommended Adjustment	
AAUP IIB				
ECSU	\$ 50,157	\$	52,500 °	
NCSA	\$ 46,900	\$	52,500 °	
UNC-A	\$ 50,024	\$	52,500 °	
WSSU	\$ 50,644	\$	52,500 °	

aNCSU and UNC-CH at 8.2% of AAUP faculty salary base.

^bAdjustment to reach top quintile of Carnegie or AAUP peer group.

^cIIB institutions at \$52,500 average faculty salary.

^dAdjusted to reflect an estimated \$1.7 million to account for funds already earmarked due to recent elevation to Doctoral II status.

Recommended Adjustments

\$28.3 million needed for faculty salary adjustments at UNC institutions to achieve competitive levels.