

# Estimated Four-Rank Average Salaries After Adjustments

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

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# 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 <sup>c</sup>
NCSA	\$ 46,900	\$ 52,500 <sup>c</sup>
UNC-A	\$ 50,024	\$ 52,500 <sup>c</sup>
WSSU	\$ 50,644	\$ 52,500 <sup>c</sup>

<sup>a</sup>NCSU and UNC-CH at 8.2% of AAUP faculty salary base.

<sup>b</sup>Adjustment to reach top quintile of Carnegie or AAUP peer group.

<sup>c</sup>IIB institutions at \$52,500 average faculty salary.

<sup>d</sup>Adjusted 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.