

Office of the Faculty Senate

TO: UNC Faculty

FROM: Stan Luger, Chair

RE: Salary Equity Committee R

Section One

**FY20 Faculty Compensation Outcomes CUPA
Doctoral All Comparison Group**

Average Percent of CUPA by Rank

Rank	Count	% of Total Count	% of CUPA Median	Salary Increase (\$)	% of Total Salary Increase
Professor	190	40.2	80.5	60,000	63.2
Associate Professor	114	24.1	79.0	33,000	34.7
Assistant Professor	121	25.6	82.0	2,000	2.1
Instructor/Lecturer	48	10.1	87.8	-	-
All	473	100.0	81.3	95,000	100.0

Average Percent of CUPA by College

College	Count	% of Total Count	% of CUPA Median	Salary Increase (\$)	% of Total Salary Increase
EBS	102	21.6	82.1	26,000	27.4
HSS	109	23.0	80.5	29,000	30.5
MCB	30	6.3	91.2	-	-
NHS	145	30.7	79.8	18,000	18.9
PVA	68	14.4	81.2	16,000	16.8
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Section Two

Faculty Compensation Outcomes 2019-20

College	CIP
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College	CIP Code (4-digits)	
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College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure Status	FTE	FY19 Base Salary	Promotion Increase	FY20 Base Salary	FY20 Base Salary % Increase	FY20 Base Salary % of CUPA Median
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College	CIP Code (4-digits)	CIP Code Description
HSS	2301	General English Language and Literature
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HSS	2301	General English Language and Literature
HSS	2301	General English Language and Literature
HSS	4507	Geography & Cartography

Promotion Increase	FY20 Base Salary	FY20 Base Salary % Increase	FY20 Base Salary % of CUPA Median
0	88,291	.0%	86.1%
0	87,417	.0%	86.1%
0	78,768	.0%	79.9%
0	78,768	.0%	79.9%
0	70,145	.0%	76.5%
0	65,977	.0%	73.5%
0	76,700	.0%	85.4%
0	63,158	.0%	80.3%
0	57,718	.0%	76.3%
0	57,343	.0%	76.5%
0	56,195	.0%	77.3%
0	52,520	.0%	83.4%
0	52,520	.0%	83.4%
0	51,500	.0%	83.4%
0	53,000	.0%	85.9%
0	43,840	.0%	71.8%
0	39,000	.0%	86.0%
0	86,424	.0%	77.8%
0	83,943	.0%	77.8%

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure Status	FTE	FY19 Base Salary	Promotion Increase	FY20 Base Salary
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College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure Status	FTE	FY19 Base Salary	Promotion Increase	FY20 Base Salary	FY20 Base Salary % Increase	FY20 Base Salary % of CUPA Median
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College

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	
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College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	
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College	CIP Code (4-digits)	
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Section Three

Administrative Compensation Outcomes 2019-20

Area	Title	FTE	FY20 Final Salary	FY20 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
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Area	Title	FTE	FY20 Final Salary	FY20 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
Athletics	Assist Football Coach	1.00	32,721	.00%	Y32	32,721	42,537	52,353
Athletics	Assistant Football Coach	1.00	50,304	.00%	Y32	32,721	42,537	52,353
Athletics	Assistant Football Coach	1.00	45,359	.00%	Y32	32,721	42,537	52,353
Athletics	Assistant Football Coach	1.00	33,130	.00%	Y32	32,721	42,537	52,353
Athletics	Assistant Football Coach	1.00	32,721	.00%	Y32	32,721	42,537	52,353
Athletics	Asst. Football Coach	1.00	45,723	.00%	Y32	32,721	42,537	52,353
Athletics	Head Football Coach	1.00	151,875	.00%	Y30	129,583	168,290	206,997
Athletics	Assoc Men's Basketball Coach	1.00	70,875	.00%	Y24	47,164	61,252	75,340
Athletics	Asst Men's Basketball Coach	1.00	55,688	.00%	Y22	30,739	40,730	50,720
Athletics	Asst Men's Basketball Coach	1.00	30,739	.00%	Y22	30,739	40,730	50,720
Athletics	Head Men's Basketball Coach	1.00	156,938	.00%	Y20	107,692	139,860	172,028
Athletics	Associate Baseball Coach	1.00	30,720	.00%	Y12	25,716	33,431	41,146
Athletics	Asst. Volleyball Coach	1.00	42,739	.00%	X84	29,465	38,305	47,144
Athletics	Head Volleyball Coach	1.00	105,857	.00%	X80	54,397	70,646	86,894
Athletics	Assist Athletics Coach	.50	17,668	.00%	X72	31,438	40,870	50,301

Area	Title	FTE	FY20 Final Salary	FY20 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
Athletics	Video Coordinator	1.00	34,415	.00%	B21	32,504	41,443	50,382
Athletics	Asst Dir of Communications	1.00	33,283	.00%	A13	30,897	39,394	47,890
Athletics	Asst Dir for Facilities	1.00	33,476	.00%	A12	29,289	37,344	45,398
Athletics	Head Baseball Coach	1.00	52,173	.00%				



Area	Title	FTE	FY20 Final Salary	FY20 % Salary Increase	DBM	Pay Band Minimum	Pay Band	FY20
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Area	Title	FTE	FY20 Final Salary	FY20 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
Provost Non-College Functions	Denver Center Coordinator	1.00	47,476	.00%	B23	39,648	50,552	61,455
Provost Non-College Functions	Loveland Site Coordinator	1.00	47,476	.00%	B23	39,648	50,552	61,455

Area	Title	FTE
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Area	Title	FTE	FY20 Final Salary	FY20 % Salary Increase	DBM	Pay Band
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Area	Title	FTE	FY20 Final Salary	FY20 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
Student Affairs	National Testing Coordinator	.50	23,355	.00%	B24	45,184	57,610	70,036
Student Affairs	Pre Doctoral Intern	1.00	22,754	.00%	B24	45,184	57,610	70,036
Student Affairs	Pre-doctoral Psy. Intern	1.00	22,754	.00%	B24	45,184	57,610	70,036
Student Affairs	Predoctoral Psychology Intern	1.00	22,754	.00%	B24	45,184	57,610	70,036
Student Affairs	Access Coordinator	1.00	41,273	.00%	B23	39,648	50,552	61,455

