

2. *Discussion Topic:* UNC Position and Average Salary Trends.....Charlie Perusse

**Situation:** This presentation provides context to the ten-year position and average salary data (from 2003 through 2013) highlighted at the September Board of Governors (BOG) Retreat.

**Background:** At the BOG Retreat in September, the Office of State Budget & Management provided information on position and salary trends across the UNC System. UNC General Administration was asked to discuss this data more fully with the Personnel and Tenure Committee.

**Assessment:** Over this a ten-year period, the UNC System has seen an 18% increase in total positions and 28% increase in average salary per position. That compares to a 27% increase in enrollment and 21% increase in CPI-U inflation over same period.

**Action:** This item is for information only.

UNC System Position and Salary Trends				
Follow-up from Discussion at September BOG Retreat				
All State Funds	December 2003	December 2013	Change	% Change
<b>Office of State Budget and Management Data</b>				
<u>Positions</u>				
Subject to State Personnel Act (SPA)	24,284	26,311	2,027	8.3%
Faculty Exempt from Act (EPA)	12,668	15,627	2,959	23.4%
Non-Faculty (EPA)	8,580	11,859	3,279	38.2%
Total	45,532	53,797	8,265	18.2%
<u>Average Salary</u>				
Subject to State Personnel Act (SPA)	31,676	42,377	10,701	33.8%
Faculty Exempt from Act (EPA)	68,898	89,338	20,440	29.7%
Non-Faculty (EPA)	68,335	84,905	16,570	24.2%
<b>Full-Time Equivalent (FTE) Student Enrollment</b>	158,390	201,665	43,275	27.3%
<b>General Assembly Approved Salary Increases</b>				
Subject to State Personnel Act (SPA)				18.0%
Faculty Exempt from Act (EPA)				19.5%
Non-Faculty (EPA)				18.5%
<b>CPI - U Inflation</b>				21.0%