

**Change in UNC System Salary Base per Employee Headcount by Functional Area
October 2021 through October 2025**

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total		
ASU	Salary Base (millions)	FY-22	\$10.5M	\$3.4M	\$80.4M	\$13.1M	\$3.7M	\$9.8M	\$4.2M	\$4.2M	\$13.6M	\$11.3M	\$4.9M	\$15.1M	\$6.1M	\$180.2M	
		FY-26	\$14.2M	\$4.6M	\$106.0M	\$19.0M	\$3.9M	\$16.3M	\$8.0M	\$5.5M	\$18.6M	\$15.6M	\$5.5M	\$19.6M	\$9.2M	\$246.0M	
		Change	\$3.7M	\$1.3M	\$25.6M	\$5.9M	\$0.3M	\$6.5M	\$3.8M	\$1.3M	\$5.0M	\$4.4M	\$0.6M	\$4.5M	\$3.1M	\$65.8M	
		% Change	36%	37%	32%	45%	7%	66%	89%	32%	37%	39%	12%	30%	50%	36%	
		CAGR	7.9%	8.2%	7.2%	9.7%	1.7%	13.5%	17.2%	7.2%	8.1%	8.5%	2.8%	6.7%	10.7%	8.1%	
	Headcount	FY-22	71	33	1,085	229	79	132	68	63	185	323	93	375	130	2,866	
		FY-26	83	37	1,215	292	72	186	101	64	218	355	86	386	152	3,247	
		Change	12	4	130	63	-7	54	33	1	33	32	-7	11	22	381	
		% Change	17%	12%	12%	28%	-9%	41%	49%	2%	18%	10%	-8%	3%	17%	13%	
		CAGR	4.0%	2.9%	2.9%	6.3%	-2.3%	9.0%	10.4%	0.4%	4.2%	2.4%	-1.9%	0.7%	4.0%	3.2%	
	Avg. Sal/Emp	FY-22	\$147,594	\$102,832	\$74,080	\$57,296	\$46,524	\$74,166	\$62,252	\$66,512	\$73,473	\$34,917	\$52,454	\$40,289	\$47,079	\$62,888	
		FY-26	\$171,285	\$125,626	\$87,231	\$65,082	\$54,625	\$87,483	\$79,136	\$86,412	\$85,149	\$44,055	\$63,445	\$50,720	\$60,416	\$75,763	
		Change	\$23,691	\$22,794	\$13,151	\$7,786	\$8,101	\$13,317	\$16,883	\$19,900	\$11,676	\$9,138	\$10,990	\$10,431	\$13,337	\$12,875	
		% Change	16%	22%	18%	14%	17%	18%	27%	30%	16%	26%	21%	26%	28%	20%	
		CAGR	3.8%	5.1%	4.2%	3.2%	4.1%	4.2%	6.2%	6.8%	3.8%	6.0%	4.9%	5.9%	6.4%	4.8%	
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		Fall 2021	20,641	Change	1,157	FY-21	5,146	Change	325	Fall 2019	4,964,520	Change	728,318	FY-21	271.149		
		Fall 2025	21,798	% Change	5.6%	FY-25	5,471	% Change	6.3%	Fall 2023	5,692,838	% Change	14.7%	FY-25	323.647	19.4%	

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total		
ECU	Salary Base (millions)	FY-22	\$13.6M	\$9.7M	\$200.4M	\$19.8M	\$4.7M	\$12.7M	\$9.5M	\$4.1M	\$18.6M	\$13.2M	\$18.0M	\$26.6M	\$5.3M	\$356.2M	
		FY-26	\$16.1M	\$5.3M	\$243.7M	\$25.1M	\$4.9M	\$18.3M	\$11.8M	\$5.8M	\$25.1M	\$15.0M	\$22.7M	\$29.0M	\$13.4M	\$436.1M	
		Change	\$2.5M	-\$4.4M	\$43.3M	\$5.3M	\$0.2M	\$5.6M	\$2.3M	\$1.6M	\$6.5M	\$1.7M	\$4.8M	\$2.4M	\$8.1M	\$79.9M	
		% Change	18%	-46%	22%	27%	4%	44%	24%	39%	35%	13%	27%	9%	155%	22%	
		CAGR	4.2%	-14.1%	5.0%	6.1%	1.0%	9.5%	5.6%	8.7%	7.8%	3.1%	6.1%	2.2%	26.3%	5.2%	
	Headcount	FY-22	76	77	1,623	341	80	156	135	61	228	375	384	675	120	4,331	
		FY-26	81	33	1,640	373	74	181	147	72	247	362	407	637	197	4,451	
		Change	5	-44	17	32	-6	25	12	11	19	-13	23	-38	77	120	
		% Change	7%	-57%	1%	9%	-8%	16%	9%	18%	8%	-3%	6%	-6%	64%	3%	
		CAGR	1.6%	-19.1%	0.3%	2.3%	-1.9%	3.8%	2.2%	4.2%	2.0%	-0.9%	1.5%	-1.4%	13.2%	0.7%	
	Avg. Sal/Emp	FY-22	\$179,554	\$126,409	\$123,471	\$57,930	\$59,110	\$81,385	\$70,445	\$67,743	\$81,481	\$35,320	\$46,751	\$39,382	\$43,808	\$82,246	
		FY-26	\$198,786	\$160,560	\$148,620	\$67,201	\$66,493	\$100,950	\$80,388	\$80,031	\$101,635	\$41,303	\$55,859	\$45,453	\$68,006	\$97,982	
		Change	\$19,232	\$34,151	\$25,149	\$9,271	\$7,383	\$19,565	\$9,943	\$12,289	\$20,154	\$5,983	\$9,108	\$6,072	\$24,198	\$15,735	
		% Change	11%	27%	20%	16%	12%	24%	14%	18%	25%	17%	19%	15%	55%	19%	
		CAGR	2.6%	6.2%	4.7%	3.8%	3.0%	5.5%	3.4%	4.3%	5.7%	4.0%	4.6%	3.6%	11.6%	4.5%	
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		Fall 2021	28,021	Change	-868	FY-21	7,300	Change	-30	Fall 2019	5,848,094	Change	-61,168	FY-21	271.149		
		Fall 2025	27,153	% Change	-3.1%	FY-25	7,270	% Change	-0.4%	Fall 2023	5,786,926	% Change	-1.0%	FY-25	323.647	19.4%	

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		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total		
ECSU	Salary Base (millions)	FY-22	\$5.1M	\$0.4M	\$6.0M	\$2.5M	\$0.3M	\$0.8M	\$0.7M	\$0.6M	\$1.3M	\$1.5M	\$0.2M	\$1.4M	\$0.5M	\$21.2M	
		FY-26	\$5.9M	\$0.4M	\$7.6M	\$2.8M	\$0.3M	\$1.2M	\$1.3M	\$0.6M	\$2.2M	\$2.0M	\$0.2M	\$1.6M	\$0.8M	\$26.7M	
		Change	\$0.8M	\$0.0M	\$1.6M	\$0.3M	\$0.0M	\$0.3M	\$0.6M	\$0.0M	\$0.8M	\$0.5M	\$0.0M	\$0.3M	\$0.3M	\$5.6M	
		% Change	17%	5%	27%	11%	6%	38%	87%	2%	60%	35%	26%	19%	59%	26%	
		CAGR	3.9%	1.2%	6.1%	2.5%	1.5%	8.4%	16.9%	0.5%	12.4%	7.8%	6.0%	4.5%	12.4%	6.0%	
	Headcount	FY-22	51	7	85	49	6	16	12	10	22	40	4	34	11	347	
		FY-26	50	6	97	48	4	17	19	9	29	42	4	34	14	373	
		Change	-1	-1	12	-1	-2	1	7	-1	7	2	0	0	3	26	
		% Change	-2%	-14%	14%	-2%	-33%	6%	58%	-10%	32%	5%	0%	0%	27%	7%	
		CAGR	-0.5%	-3.8%	3.4%	-0.5%	-9.6%	1.5%	12.2%	-2.6%	7.2%	1.2%	0.0%	0.0%	6.2%	1.8%	
	Avg. Sal/Emp	FY-22	\$99,440	\$60,158	\$70,602	\$52,027	\$42,086	\$52,145	\$57,034	\$55,603	\$61,308	\$36,296	\$40,779	\$40,028	\$43,586	\$61,021	
		FY-26	\$118,208	\$73,643	\$78,429	\$58,735	\$67,005	\$67,786	\$67,349	\$63,117	\$74,188	\$46,595	\$51,431	\$47,644	\$54,583	\$71,704	
		Change	\$18,769	\$13,484	\$7,828	\$6,708	\$24,920	\$15,640	\$10,315	\$7,514	\$12,880	\$10,300	\$10,652	\$7,616	\$10,998	\$10,683	
		% Change	19%	22%	11%	13%	59%	30%	18%	14%	21%	28%	26%	19%	25%	18%	
		CAGR	4.4%	5.2%	2.7%	3.1%	12.3%	6.8%	4.2%	3.2%	4.9%	6.4%	6.0%	4.5%	5.8%	4.1%	
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		Fall 2021	2,054	Change	304	FY-21	320	Change	83	Fall 2019	1,301,088	Change	-106,632	FY-21	271.149		
		Fall 2025	2,358	% Change	14.8%	FY-25	403	% Change	25.9%	Fall 2023	1,194,456	% Change	-8.2%	FY-25	323.647	19.4%	

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total		
FSU	Salary Base (millions)	FY-22	\$5.7M	\$1.4M	\$19.9M	\$4.8M	\$0.1M	\$2.1M	\$0.7M	\$0.7M	\$2.1M	\$2.8M	\$1.7M	\$4.4M	\$0.9M	\$47.3M	
		FY-26	\$7.3M	\$1.1M	\$23.5M	\$6.4M	\$0.5M	\$4.8M	\$1.4M	\$1.6M	\$2.9M	\$4.3M	\$1.8M	\$6.0M	\$2.5M	\$64.2M	
		Change	\$1.5M	-\$0.4M	\$3.6M	\$1.6M	\$0.3M	\$2.7M	\$0.8M	\$0.9M	\$0.8M	\$1.6M	\$0.1M	\$1.7M	\$1.5M	\$16.9M	
		% Change	27%	-25%	18%	34%	332%	127%	109%	132%	40%	56%	8%	38%	160%	36%	
		CAGR	6.1%	-7.0%	4.3%	7.7%	44.2%	22.8%	20.3%	23.5%	8.8%	11.8%	1.9%	8.5%	27.0%	7.9%	
	Headcount	FY-22	46	15	247	96	2	30	13	12	35	72	39	112	23	742	
		FY-26	50	9	256	106	7	53	20	21	37	91	34	124	36	844	
		Change	4	-6	9	10	5	23	7	9	2	19	-5	12	13	102	
		% Change	9%	-40%	4%	10%	250%	77%	54%	75%	6%	26%	-13%	11%	57%	14%	
		CAGR	2.1%	-12.0%	0.9%	2.5%	36.8%	15.3%	11.4%	15.0%	1.4%	6.0%	-3.4%	2.6%	11.9%	3.3%	
	Avg. Sal/Emp	FY-22	\$124,710	\$95,047	\$80,545	\$49,998	\$52,500	\$70,147	\$53,062	\$58,817	\$59,229	\$38,355	\$43,779	\$38,873	\$41,150	\$63,752	
		FY-26	\$145,207	\$118,436	\$91,965	\$60,845	\$64,815	\$90,248	\$72,166	\$78,115	\$78,403	\$47,487	\$54,140	\$48,623	\$68,448	\$76,061	
		Change	\$20,496	\$23,389	\$11,419	\$10,847	\$12,315	\$20,100	\$19,104	\$19,299	\$19,174	\$9,132	\$10,362	\$9,751	\$27,298	\$12,309	
		% Change	16%	25%	14%	22%	23%	29%	36%	33%	32%	24%	24%	25%	66%	19%	
		CAGR	3.9%	5.7%	3.4%	5.0%	5.4%	6.5%	8.0%	7.4%	7.3%	5.5%	5.5%	5.8%	13.6%	4.5%	
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		Fall 2021	6,748	Change	859	FY-21	1,393	Change	168	Fall 2019	1,472,197	Change	-55,917	FY-21	271.149		
		Fall 2025	7,607	% Change	12.7%	FY-25	1,561	% Change	12.1%	Fall 2023	1,416,280	% Change	-3.8%	FY-25	323.647	19.4%	

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		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total		
N.C. A&T	Salary Base (millions)	FY-22	\$9.0M	\$6.0M	\$41.1M	\$5.6M	\$4.3M	\$3.0M	\$4.0M	\$1.9M	\$7.7M	\$5.7M	\$5.1M	\$10.4M	\$2.9M	\$106.7M	
		FY-26	\$12.3M	\$6.7M	\$61.4M	\$9.9M	\$8.1M	\$5.2M	\$7.8M	\$2.8M	\$11.5M	\$6.5M	\$6.1M	\$14.4M	\$4.9M	\$157.5M	
		Change	\$3.3M	\$0.6M	\$20.3M	\$4.3M	\$3.8M	\$2.1M	\$3.8M	\$0.9M	\$3.8M	\$0.8M	\$1.0M	\$4.0M	\$2.0M	\$50.8M	
		% Change	37%	11%	49%	78%	88%	71%	94%	47%	49%	13%	19%	39%	72%	48%	
		CAGR	8.2%	2.6%	10.6%	15.4%	17.1%	14.3%	18.0%	10.1%	10.5%	3.1%	4.5%	8.5%	14.5%	10.2%	
	Headcount	FY-22	58	65	471	104	72	40	64	27	106	160	111	266	62	1,606	
		FY-26	68	65	594	153	114	57	105	32	129	149	111	294	83	1,954	
		Change	10	0	123	49	42	17	41	5	23	-11	0	28	21	348	
		% Change	17%	0%	26%	47%	58%	43%	64%	19%	22%	-7%	0%	11%	34%	22%	
		CAGR	4.1%	0.0%	6.0%	10.1%	12.2%	9.3%	13.2%	4.3%	5.0%	-1.8%	0.0%	2.5%	7.6%	5.0%	
	Avg. Sal/Emp	FY-22	\$154,672	\$92,473	\$87,171	\$53,789	\$59,554	\$75,419	\$63,061	\$70,073	\$73,108	\$35,919	\$45,843	\$39,114	\$46,019	\$66,444	
		FY-26	\$180,952	\$102,462	\$103,305	\$64,929	\$70,632	\$90,371	\$74,463	\$86,818	\$89,423	\$43,620	\$54,604	\$49,119	\$58,993	\$80,602	
		Change	\$26,280	\$9,989	\$16,134	\$11,140	\$11,078	\$14,952	\$11,402	\$16,745	\$16,316	\$7,701	\$8,760	\$10,005	\$12,975	\$14,158	
		% Change	17%	11%	19%	21%	19%	20%	18%	24%	22%	21%	19%	26%	28%	21%	
		CAGR	4.0%	2.6%	4.3%	4.8%	4.4%	4.6%	4.2%	5.5%	5.2%	5.0%	4.5%	5.9%	6.4%	4.9%	
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		Fall 2021	13,322	Change	1,953	FY-21	2,569	Change	325	Fall 2019	3,404,024	Change	65,557	FY-21	271.149		
		Fall 2025	15,275	% Change	14.7%	FY-25	2,894	% Change	12.7%	Fall 2023	3,469,581	% Change	1.9%	FY-25	323.647	19.4%	

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NCCU	Salary Base (millions)	FY-22	\$7.2M	\$3.7M	\$31.2M	\$7.0M	\$0.9M	\$3.3M	\$2.3M	\$1.7M	\$5.4M	\$4.7M	\$1.8M	\$7.6M	\$1.2M	\$78.3M	
		FY-26	\$7.8M	\$3.1M	\$32.4M	\$7.3M	\$1.3M	\$3.9M	\$3.1M	\$1.8M	\$5.9M	\$4.8M	\$2.7M	\$7.5M	\$3.0M	\$84.6M	
		Change	\$0.5M	-\$0.5M	\$1.2M	\$0.3M	\$0.3M	\$0.6M	\$0.8M	\$0.1M	\$0.5M	\$0.1M	\$0.9M	-\$0.1M	\$1.8M	\$6.3M	
		% Change	7%	-15%	4%	4%	33%	17%	35%	5%	9%	2%	48%	-2%	147%	8%	
		CAGR	1.8%	-4.0%	0.9%	0.9%	7.5%	4.0%	7.9%	1.3%	2.2%	0.4%	10.2%	-0.4%	25.3%	2.0%	
	Headcount	FY-22	50	46	394	126	15	50	36	25	77	124	36	186	29	1,194	
		FY-26	52	40	368	113	17	50	43	24	71	103	47	153	51	1,132	
		Change	2	-6	-26	-13	2	0	7	-1	-6	-21	11	-33	22	-62	
		% Change	4%	-13%	-7%	-10%	13%	0%	19%	-4%	-8%	-17%	31%	-18%	76%	-5%	
		CAGR	1.0%	-3.4%	-1.7%	-2.7%	3.2%	0.0%	4.5%	-1.0%	-2.0%	-4.5%	6.9%	-4.8%	15.2%	-1.3%	
	Avg. Sal/Emp	FY-22	\$144,725	\$79,749	\$79,311	\$55,708	\$63,160	\$66,575	\$63,288	\$69,385	\$70,088	\$37,827	\$51,202	\$41,113	\$42,284	\$65,549	
		FY-26	\$149,176	\$77,977	\$88,149	\$64,468	\$74,299	\$77,951	\$71,724	\$76,172	\$82,867	\$46,235	\$57,874	\$49,131	\$59,346	\$74,719	
		Change	\$4,451	(\$1,773)	\$8,838	\$8,760	\$11,139	\$11,376	\$8,436	\$6,786	\$12,778	\$8,408	\$6,673	\$8,017	\$17,062	\$9,170	
		% Change	3%	-2%	11%	16%	18%	17%	13%	10%	18%	22%	13%	20%	40%	14%	
		CAGR	0.8%	-0.6%	2.7%	3.7%	4.1%	4.0%	3.2%	2.4%	4.3%	5.1%	3.1%	4.6%	8.8%	3.3%	
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		Fall 2021	7,953	Change	1,328	FY-21	1,603	Change	30	Fall 2019	2,194,489	Change	170,355	FY-21	271.149		
		Fall 2025	9,281	% Change	16.7%	FY-25	1,633	% Change	1.9%	Fall 2023	2,364,844	% Change	7.8%	FY-25	323.647	19.4%	

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NC State	Salary Base (millions)	FY-22	\$25.6M	\$14.5M	\$234.1M	\$33.3M	\$80.1M	\$48.1M	\$20.1M	\$16.7M	\$44.1M	\$27.7M	\$41.3M	\$40.2M	\$14.2M	\$640.0M	
		FY-26	\$37.5M	\$19.0M	\$272.1M	\$41.3M	\$89.0M	\$63.9M	\$31.7M	\$18.1M	\$67.7M	\$32.8M	\$50.4M	\$45.9M	\$51.6M	\$821.1M	
		Change	\$11.8M	\$4.5M	\$38.0M	\$8.0M	\$9.0M	\$15.7M	\$11.7M	\$1.4M	\$23.6M	\$5.1M	\$9.1M	\$5.7M	\$37.4M	\$181.1M	
		% Change	46%	31%	16%	24%	11%	33%	58%	8%	54%	19%	22%	14%	262%	28%	
		CAGR	10.0%	7.0%	3.8%	5.5%	2.7%	7.3%	12.1%	2.1%	11.3%	4.3%	5.1%	3.4%	38.0%	6.4%	
	Headcount	FY-22	131	103	2,199	519	1,225	562	286	209	437	726	890	910	301	8,498	
		FY-26	163	117	2,128	549	1,147	634	376	200	604	714	907	858	743	9,140	
		Change	32	14	-71	30	-78	72	90	-9	167	-12	17	-52	442	642	
		% Change	24%	14%	-3%	6%	-6%	13%	31%	-4%	38%	-2%	2%	-6%	147%	8%	
		CAGR	5.6%	3.2%	-0.8%	1.4%	-1.6%	3.1%	7.1%	-1.1%	8.4%	-0.4%	0.5%	-1.5%	25.3%	1.8%	
	Avg. Sal/Emp	FY-22	\$195,798	\$141,171	\$106,453	\$64,173	\$65,349	\$85,640	\$70,186	\$79,808	\$100,861	\$38,152	\$46,420	\$44,157	\$47,291	\$75,315	
		FY-26	\$230,040	\$162,636	\$127,877	\$75,215	\$77,636	\$100,730	\$84,423	\$90,476	\$112,063	\$45,985	\$55,618	\$53,480	\$69,430	\$89,839	
		Change	\$34,242	\$21,465	\$21,423	\$11,042	\$12,286	\$15,091	\$14,237	\$10,668	\$11,203	\$7,833	\$9,198	\$9,324	\$22,139	\$14,524	
		% Change	17%	15%	20%	17%	19%	18%	20%	13%	11%	21%	20%	21%	47%	19%	
		CAGR	4.1%	3.6%	4.7%	4.0%	4.4%	4.1%	4.7%	3.2%	2.7%	4.8%	4.6%	4.9%	10.1%	4.5%	
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		Fall 2021	36,831	Change	2,428	FY-21	10,633	Change	227	Fall 2019	16,476,420	Change	714,963	FY-21	271.149		
		Fall 2025	39,259	% Change	6.6%	FY-25	10,860	% Change	2.1%	Fall 2023	17,191,383	% Change	4.3%	FY-25	323.647	19.4%	

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total		
UNCA	Salary Base (millions)	FY-22	\$4.2M	\$0.4M	\$15.6M	\$2.7M	\$0.8M	\$1.0M	\$0.8M	\$1.2M	\$2.9M	\$2.4M	\$2.6M	\$2.5M	\$1.5M	\$38.5M	
		FY-26	\$5.8M	\$0.3M	\$16.4M	\$3.1M	\$0.9M	\$1.2M	\$1.1M	\$1.7M	\$3.5M	\$2.9M	\$2.4M	\$2.2M	\$2.0M	\$43.5M	
		Change	\$1.6M	-\$0.1M	\$0.8M	\$0.4M	\$0.1M	\$0.2M	\$0.3M	\$0.5M	\$0.7M	\$0.5M	-\$0.2M	-\$0.2M	\$0.5M	\$4.9M	
		% Change	38%	-25%	5%	15%	15%	16%	35%	40%	23%	22%	-9%	-8%	30%	13%	
		CAGR	8.4%	-7.0%	1.2%	3.6%	3.5%	3.8%	7.7%	8.8%	5.3%	5.1%	-2.4%	-2.1%	6.7%	3.1%	
	Headcount	FY-22	34	4	206	53	12	16	13	21	49	67	63	65	38	641	
		FY-26	41	3	192	50	12	15	15	25	54	66	48	48	38	607	
		Change	7	-1	-14	-3	0	-1	2	4	5	-1	-15	-17	0	-34	
		% Change	21%	-25%	-7%	-6%	0%	-6%	15%	19%	10%	-1%	-24%	-26%	0%	-5%	
		CAGR	4.8%	-6.9%	-1.7%	-1.4%	0.0%	-1.6%	3.6%	4.5%	2.5%	-0.4%	-6.6%	-7.3%	0.0%	-1.4%	
	Avg. Sal/Emp	FY-22	\$124,608	\$96,031	\$75,732	\$51,517	\$64,091	\$65,359	\$60,494	\$56,389	\$58,490	\$35,237	\$41,437	\$37,714	\$39,881	\$60,127	
		FY-26	\$142,578	\$95,621	\$85,340	\$62,970	\$73,427	\$80,905	\$70,555	\$66,296	\$65,343	\$43,727	\$49,305	\$46,844	\$51,745	\$71,619	
		Change	\$17,971	(\$410)	\$9,608	\$11,453	\$9,336	\$15,547	\$10,061	\$9,907	\$6,853	\$8,490	\$7,869	\$9,130	\$11,864	\$11,492	
		% Change	14%	0%	13%	22%	15%	24%	17%	18%	12%	24%	19%	24%	30%	19%	
		CAGR	3.4%	-0.1%	3.0%	5.1%	3.5%	5.5%	3.9%	4.1%	2.8%	5.5%	4.4%	5.6%	6.7%	4.5%	
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		Fall 2021	3,233	Change	-359	FY-21	742	Change	-104	Fall 2019	1,691,062	Change	21,019	FY-21	271.149		
		Fall 2025	2,874	% Change	-11.1%	FY-25	638	% Change	-14.0%	Fall 2023	1,712,081	% Change	1.2%	FY-25	323.647	19.4%	

**Change in UNC System Salary Base per Employee Headcount by Functional Area
October 2021 through October 2025**

			Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total
UNC-CH	Salary Base (millions)	FY-22	\$23.3M	\$16.9M	\$667.6M	\$50.5M	\$93.6M	\$61.2M	\$46.1M	\$31.5M	\$56.2M	\$23.2M	\$103.3M	\$57.7M	\$20.0M	\$1,251.1M
		FY-26	\$33.4M	\$19.1M	\$866.5M	\$69.9M	\$21.1M	\$77.7M	\$67.1M	\$27.0M	\$77.6M	\$29.5M	\$122.7M	\$74.6M	\$172.2M	\$1,658.6M
		Change	\$10.1M	\$2.1M	\$198.9M	\$19.5M	-\$72.5M	\$16.6M	\$21.0M	-\$4.5M	\$21.5M	\$6.3M	\$19.4M	\$16.9M	\$152.2M	\$407.5M
		% Change	43%	13%	30%	39%	-77%	27%	45%	-14%	38%	27%	19%	29%	762%	33%
		CAGR	9.4%	3.0%	6.7%	8.5%	-31.1%	6.2%	9.8%	-3.7%	8.4%	6.2%	4.4%	6.6%	71.3%	7.3%
	Headcount	FY-22	99	144	4,038	713	1,234	663	593	364	597	656	2,079	1,282	387	12,849
		FY-26	124	125	4,481	818	240	722	772	286	691	667	2,077	1,377	1,894	14,274
		Change	25	-19	443	105	-994	59	179	-78	94	11	-2	95	1,507	1,425
		% Change	25%	-13%	11%	15%	-81%	9%	30%	-21%	16%	2%	0%	7%	389%	11%
		CAGR	5.8%	-3.5%	2.6%	3.5%	-33.6%	2.2%	6.8%	-5.9%	3.7%	0.4%	0.0%	1.8%	48.7%	2.7%
	Avg. Sal/Emp	FY-22	\$234,879	\$117,662	\$165,325	\$70,775	\$75,861	\$92,261	\$77,804	\$86,564	\$94,091	\$35,369	\$49,710	\$45,027	\$51,615	\$97,369
		FY-26	\$269,084	\$152,685	\$193,368	\$85,478	\$88,060	\$107,649	\$86,924	\$94,569	\$112,366	\$44,302	\$59,085	\$54,176	\$90,910	\$116,195
		Change	\$34,206	\$35,024	\$28,044	\$14,703	\$12,199	\$15,389	\$9,121	\$8,005	\$18,274	\$8,933	\$9,375	\$9,149	\$39,295	\$18,826
		% Change	15%	30%	17%	21%	16%	17%	12%	9%	19%	25%	19%	20%	76%	19%
		CAGR	3.5%	6.7%	4.0%	4.8%	3.8%	3.9%	2.8%	2.2%	4.5%	5.8%	4.4%	4.7%	15.2%	4.5%
	Other Metrics	Enrollment			Degrees			Gross Square Feet			Consumer Price Index (CPI-U)					
		Fall 2021	31,641	Change	2,458	FY-21	8,403	Change	1,096	Fall 2019	13,341,200	Change	519,193	FY-21	271.149	
		Fall 2025	34,099	% Change	7.8%	FY-25	9,499	% Change	13.0%	Fall 2023	13,860,393	% Change	3.9%	FY-25	323.647	
																19.4%

			Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total
UNCC	Salary Base (millions)	FY-22	\$21.5M	\$7.8M	\$101.0M	\$18.7M	\$6.9M	\$16.2M	\$8.3M	\$5.8M	\$16.1M	\$12.6M	\$6.5M	\$20.6M	\$6.4M	\$248.3M
		FY-26	\$21.9M	\$9.2M	\$134.9M	\$27.0M	\$3.4M	\$21.1M	\$10.9M	\$10.2M	\$24.2M	\$16.4M	\$7.2M	\$23.9M	\$11.2M	\$321.3M
		Change	\$0.4M	\$1.4M	\$33.9M	\$8.3M	-\$3.5M	\$4.9M	\$2.6M	\$4.4M	\$8.1M	\$3.7M	\$0.7M	\$3.3M	\$4.8M	\$73.0M
		% Change	2%	18%	34%	44%	-51%	30%	31%	77%	50%	30%	10%	16%	76%	29%
		CAGR	0.4%	4.2%	7.5%	9.6%	-16.4%	6.8%	7.0%	15.3%	10.7%	6.7%	2.4%	3.8%	15.1%	6.7%
	Headcount	FY-22	129	66	1,102	313	115	190	123	85	196	353	135	499	133	3,439
		FY-26	116	66	1,204	383	43	211	138	129	260	380	128	485	176	3,719
		Change	-13	0	102	70	-72	21	15	44	64	27	-7	-14	43	280
		% Change	-10%	0%	9%	22%	-63%	11%	12%	52%	33%	8%	-5%	-3%	32%	8%
		CAGR	-2.6%	0.0%	2.2%	5.2%	-21.8%	2.7%	2.9%	11.0%	7.3%	1.9%	-1.3%	-0.7%	7.3%	2.0%
	Avg. Sal/Emp	FY-22	\$166,626	\$117,904	\$91,612	\$59,742	\$60,028	\$85,332	\$67,203	\$67,650	\$82,316	\$35,819	\$48,152	\$41,207	\$48,108	\$72,202
		FY-26	\$188,586	\$138,957	\$112,033	\$70,534	\$78,332	\$99,896	\$78,630	\$78,784	\$93,229	\$43,122	\$55,875	\$49,188	\$63,888	\$86,391
		Change	\$21,959	\$21,052	\$20,422	\$10,792	\$18,304	\$14,563	\$11,427	\$11,134	\$10,913	\$7,303	\$7,723	\$7,981	\$15,781	\$14,189
		% Change	13%	18%	22%	18%	30%	17%	17%	16%	13%	20%	16%	19%	33%	20%
		CAGR	3.1%	4.2%	5.2%	4.2%	6.9%	4.0%	4.0%	3.9%	3.2%	4.7%	3.8%	4.5%	7.3%	4.6%
	Other Metrics	Enrollment			Degrees			Gross Square Feet			Consumer Price Index (CPI-U)					
		Fall 2021	30,448	Change	1,759	FY-21	8,539	Change	431	Fall 2019	9,736,474	Change	367,462	FY-21	271.149	
		Fall 2025	32,207	% Change	5.8%	FY-25	8,970	% Change	5.0%	Fall 2023	10,103,936	% Change	3.8%	FY-25	323.647	
																19.4%

**Change in UNC System Salary Base per Employee Headcount by Functional Area
October 2021 through October 2025**

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total		
UNCG	Salary Base (millions)	FY-22	\$15.4M	\$5.2M	\$71.3M	\$14.5M	\$10.3M	\$12.5M	\$9.4M	\$4.4M	\$7.7M	\$9.0M	\$3.9M	\$8.6M	\$4.1M	\$176.4M	
		FY-26	\$16.9M	\$4.2M	\$75.4M	\$16.6M	\$4.4M	\$12.1M	\$5.3M	\$3.3M	\$9.0M	\$10.8M	\$11.4M	\$11.2M	\$6.8M	\$187.4M	
		Change	\$1.5M	-\$1.0M	\$4.0M	\$2.1M	-\$6.0M	-\$0.4M	-\$4.1M	-\$1.1M	\$1.3M	\$1.8M	\$7.5M	\$2.7M	\$2.8M	\$11.0M	
		% Change	9%	-20%	6%	14%	-58%	-3%	-43%	-25%	17%	20%	190%	31%	68%	6%	
		CAGR	2.3%	-5.4%	1.4%	3.4%	-19.3%	-0.8%	-13.2%	-7.1%	3.9%	4.6%	30.5%	7.1%	13.9%	1.5%	
	Headcount	FY-22	107	53	883	273	178	164	155	67	117	248	88	209	89	2,631	
		FY-26	101	35	828	261	70	124	69	42	110	260	203	229	102	2,434	
		Change	-6	-18	-55	-12	-108	-40	-86	-25	-7	12	115	20	13	-197	
		% Change	-6%	-34%	-6%	-4%	-61%	-24%	-55%	-37%	-6%	5%	131%	10%	15%	-7%	
		CAGR	-1.4%	-9.9%	-1.6%	-1.1%	-20.8%	-6.8%	-18.3%	-11.0%	-1.5%	1.2%	23.2%	2.3%	3.5%	-1.9%	
	Avg. Sal/Emp	FY-22	\$144,383	\$98,747	\$80,798	\$53,171	\$58,126	\$76,003	\$60,531	\$65,220	\$65,717	\$36,415	\$44,674	\$40,925	\$45,607	\$67,035	
		FY-26	\$167,336	\$119,679	\$91,008	\$63,611	\$62,796	\$97,301	\$77,219	\$77,605	\$81,524	\$41,656	\$56,114	\$49,113	\$66,988	\$76,978	
		Change	\$22,953	\$20,932	\$10,210	\$10,440	\$4,670	\$21,298	\$16,689	\$12,385	\$15,807	\$5,241	\$11,440	\$8,189	\$21,381	\$9,943	
		% Change	16%	21%	13%	20%	8%	28%	28%	19%	24%	14%	26%	20%	47%	15%	
		CAGR	3.8%	4.9%	3.0%	4.6%	2.0%	6.4%	6.3%	4.4%	5.5%	3.4%	5.9%	4.7%	10.1%	3.5%	
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		Fall 2021	19,038	Change	-356	FY-21	4,844	Change	-189	Fall 2019	6,643,801	Change	204,070	FY-21	271.149		
		Fall 2025	18,682	% Change	-1.9%	FY-25	4,655	% Change	-3.9%	Fall 2023	6,847,871	% Change	3.1%	FY-25	323.647	19.4%	

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total		
UNCP	Salary Base (millions)	FY-22	\$5.5M	\$0.9M	\$22.0M	\$4.6M	\$0.3M	\$1.9M	\$1.1M	\$0.7M	\$2.4M	\$3.2M	\$2.2M	\$5.3M	\$1.1M	\$51.1M	
		FY-26	\$7.8M	\$2.1M	\$25.8M	\$6.2M	\$0.4M	\$2.5M	\$1.3M	\$0.9M	\$2.9M	\$3.6M	\$2.7M	\$5.6M	\$1.6M	\$63.4M	
		Change	\$2.3M	\$1.2M	\$3.8M	\$1.6M	\$0.1M	\$0.7M	\$0.2M	\$0.3M	\$0.5M	\$0.4M	\$0.5M	\$0.3M	\$0.5M	\$12.3M	
		% Change	41%	134%	17%	34%	33%	35%	13%	42%	21%	13%	25%	5%	42%	24%	
		CAGR	9.0%	23.7%	4.1%	7.7%	7.4%	7.8%	3.2%	9.1%	4.8%	3.2%	5.6%	1.3%	9.1%	5.5%	
	Headcount	FY-22	45	13	318	87	5	25	18	12	42	89	48	145	25	872	
		FY-26	51	21	312	102	6	30	18	15	42	84	48	127	31	887	
		Change	6	8	-6	15	1	5	0	3	0	-5	0	-18	6	15	
		% Change	13%	62%	-2%	17%	20%	20%	0%	25%	0%	-6%	0%	-12%	24%	2%	
		CAGR	3.2%	12.7%	-0.5%	4.1%	4.7%	4.7%	0.0%	5.7%	0.0%	-1.4%	0.0%	-3.3%	5.5%	0.4%	
	Avg. Sal/Emp	FY-22	\$122,851	\$69,610	\$69,064	\$52,708	\$56,715	\$75,345	\$62,480	\$55,709	\$58,116	\$35,468	\$45,631	\$36,671	\$44,073	\$58,657	
		FY-26	\$152,754	\$100,948	\$82,627	\$60,445	\$62,913	\$84,688	\$70,894	\$63,203	\$70,208	\$42,599	\$56,846	\$44,155	\$50,390	\$71,503	
		Change	\$29,903	\$31,338	\$13,563	\$7,737	\$6,198	\$9,343	\$8,414	\$7,494	\$12,092	\$7,131	\$11,215	\$7,484	\$6,317	\$12,846	
		% Change	24%	45%	20%	15%	11%	12%	13%	13%	21%	20%	25%	20%	14%	22%	
		CAGR	5.6%	9.7%	4.6%	3.5%	2.6%	3.0%	3.2%	3.2%	4.8%	4.7%	5.6%	4.8%	3.4%	5.1%	
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		Fall 2021	8,318	Change	-243	FY-21	1,863	Change	259	Fall 2019	1,805,585	Change	-842	FY-21	271.149		
		Fall 2025	8,075	% Change	-2.9%	FY-25	2,122	% Change	13.9%	Fall 2023	1,804,743	% Change	0.0%	FY-25	323.647	19.4%	

**Change in UNC System Salary Base per Employee Headcount by Functional Area
October 2021 through October 2025**

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total		
UNCW	Salary Base (millions)	FY-22	\$8.7M	\$4.5M	\$59.1M	\$12.6M	\$2.9M	\$5.8M	\$4.8M	\$3.5M	\$8.3M	\$6.8M	\$8.7M	\$11.9M	\$3.1M	\$140.7M	
		FY-26	\$12.8M	\$5.4M	\$74.8M	\$19.7M	\$4.0M	\$8.8M	\$6.3M	\$4.9M	\$12.2M	\$7.5M	\$9.9M	\$13.3M	\$5.7M	\$185.5M	
		Change	\$4.1M	\$1.0M	\$15.8M	\$7.1M	\$1.1M	\$3.0M	\$1.6M	\$1.4M	\$3.9M	\$0.7M	\$1.3M	\$1.4M	\$2.6M	\$44.7M	
		% Change	47%	21%	27%	56%	36%	51%	33%	39%	47%	10%	14%	12%	83%	32%	
		CAGR	10.1%	5.0%	6.1%	11.8%	8.0%	10.8%	7.3%	8.6%	10.0%	2.5%	3.4%	2.9%	16.3%	7.1%	
	Headcount	FY-22	56	45	742	225	48	81	71	61	123	181	180	297	73	2,183	
		FY-26	73	46	803	298	58	97	80	69	156	169	176	284	95	2,404	
		Change	17	1	61	73	10	16	9	8	33	-12	-4	-13	22	221	
		% Change	30%	2%	8%	32%	21%	20%	13%	13%	27%	-7%	-2%	-4%	30%	10%	
		CAGR	6.9%	0.6%	2.0%	7.3%	4.8%	4.6%	3.0%	3.1%	6.1%	-1.7%	-0.6%	-1.1%	6.8%	2.4%	
	Avg. Sal/Emp	FY-22	\$156,086	\$99,125	\$79,601	\$56,044	\$61,164	\$71,816	\$67,304	\$57,542	\$67,769	\$37,422	\$48,308	\$39,963	\$42,945	\$64,464	
		FY-26	\$175,846	\$117,708	\$93,195	\$66,121	\$68,945	\$90,512	\$79,164	\$70,667	\$78,372	\$44,167	\$56,516	\$46,878	\$60,317	\$77,146	
		Change	\$19,760	\$18,583	\$13,594	\$10,077	\$7,780	\$18,696	\$11,860	\$13,125	\$10,603	\$6,745	\$8,207	\$6,915	\$17,372	\$12,682	
		% Change	13%	19%	17%	18%	13%	26%	18%	23%	16%	18%	17%	17%	40%	20%	
		CAGR	3.0%	4.4%	4.0%	4.2%	3.0%	6.0%	4.1%	5.3%	3.7%	4.2%	4.0%	4.1%	8.9%	4.6%	
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		Fall 2021	18,030	Change	1,865	FY-21	5,156	Change	251	Fall 2019	4,009,511	Change	999,424	FY-21	271.149		
		Fall 2025	19,895	% Change	10.3%	FY-25	5,407	% Change	4.9%	Fall 2023	5,008,935	% Change	24.9%	FY-25	323.647	19.4%	

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total		
UNCSA	Salary Base (millions)	FY-22	\$5.5M	\$1.0M	\$10.1M	\$2.2M	\$1.1M	\$1.3M	\$0.5M	\$1.1M	\$2.3M	\$0.6M	\$2.1M	\$0.9M	\$28.7M		
		FY-26	\$6.0M	\$1.3M	\$12.5M	\$3.2M	\$1.2M	\$1.5M	\$0.9M	\$1.6M	\$2.7M	\$1.0M	\$2.3M	\$1.3M	\$35.4M		
		Change	\$0.5M	\$0.3M	\$2.4M	\$1.0M	\$0.1M	\$0.2M	\$0.4M	\$0.5M	\$0.4M	\$0.4M	\$0.2M	\$0.5M	\$6.8M		
		% Change	9%	31%	24%	45%	7%	15%	65%	41%	16%	68%	9%	55%	24%		
		CAGR	2.3%	7.0%	5.6%	9.8%	1.7%	3.5%	13.3%	9.1%	3.8%	13.9%	2.2%	11.6%	5.5%		
	Headcount	FY-22	47	15	139	49	17	24	9	18	61	14	50	21	464		
		FY-26	43	17	150	57	16	23	12	21	58	20	45	26	488		
		Change	-4	2	11	8	-1	-1	3	3	-3	6	-5	5	24		
		% Change	-9%	13%	8%	16%	-6%	-4%	33%	17%	-5%	43%	-10%	24%	5%		
		CAGR	-2.2%	3.2%	1.9%	3.9%	-1.5%	-1.1%	7.5%	3.9%	-1.3%	9.3%	-2.6%	5.5%	1.3%		
	Avg. Sal/Emp	FY-22	\$116,011	\$64,567	\$72,409	\$45,476	\$65,461	\$55,205	\$60,418	\$60,882	\$37,774	\$44,000	\$41,908	\$40,515	\$61,763		
		FY-26	\$138,650	\$74,776	\$83,360	\$56,759	\$74,417	\$66,056	\$74,594	\$73,822	\$46,199	\$51,759	\$50,813	\$50,788	\$72,643		
		Change	\$22,639	\$10,209	\$10,951	\$11,283	\$8,955	\$10,851	\$14,176	\$12,940	\$8,425	\$7,759	\$8,905	\$10,273	\$10,880		
		% Change	20%	16%	15%	25%	14%	20%	23%	21%	22%	18%	21%	25%	18%		
		CAGR	4.6%	3.7%	3.6%	5.7%	3.3%	4.6%	5.4%	4.9%	5.2%	4.1%	4.9%	5.8%	4.1%		
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		Fall 2021	1,119	Change	31	FY-21	371	Change	61	Fall 2019	1,212,554	Change	235,437	FY-21	271.149		
		Fall 2025	1,150	% Change	2.8%	FY-25	432	% Change	16.4%	Fall 2023	1,447,991	% Change	19.4%	FY-25	323.647	19.4%	

**Change in UNC System Salary Base per Employee Headcount by Functional Area
October 2021 through October 2025**

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total		
WCU	Salary Base (millions)	FY-22	\$9.6M	\$2.2M	\$41.6M	\$7.3M	\$0.7M	\$4.1M	\$2.6M	\$1.1M	\$6.6M	\$6.3M	\$4.1M	\$6.1M	\$3.5M	\$95.7M	
		FY-26	\$10.7M	\$1.3M	\$50.5M	\$9.3M	\$1.1M	\$5.8M	\$2.9M	\$2.6M	\$7.5M	\$8.4M	\$5.0M	\$9.0M	\$5.3M	\$119.5M	
		Change	\$1.2M	-\$0.9M	\$8.9M	\$2.0M	\$0.4M	\$1.7M	\$0.3M	\$1.5M	\$1.0M	\$2.0M	\$0.9M	\$2.9M	\$1.8M	\$23.8M	
		% Change	12%	-40%	21%	27%	66%	42%	12%	139%	15%	32%	21%	48%	52%	25%	
		CAGR	2.9%	-12.1%	5.0%	6.2%	13.5%	9.2%	3.0%	24.3%	3.5%	7.3%	4.9%	10.3%	11.0%	5.7%	
	Headcount	FY-22	79	29	561	148	12	49	43	19	98	182	79	160	81	1,540	
		FY-26	70	12	583	158	17	63	39	40	101	201	90	195	99	1,668	
		Change	-9	-17	22	10	5	14	-4	21	3	19	11	35	18	128	
		% Change	-11%	-59%	4%	7%	42%	29%	-9%	111%	3%	10%	14%	22%	22%	8%	
		CAGR	-3.0%	-19.8%	1.0%	1.6%	9.1%	6.5%	-2.4%	20.5%	0.8%	2.5%	3.3%	5.1%	5.1%	2.0%	
	Avg. Sal/Emp	FY-22	\$120,982	\$75,399	\$74,136	\$49,523	\$55,321	\$83,483	\$59,941	\$58,034	\$66,879	\$34,763	\$52,268	\$38,067	\$43,492	\$62,157	
		FY-26	\$153,039	\$108,643	\$86,587	\$59,006	\$64,745	\$92,210	\$74,256	\$65,852	\$74,559	\$41,650	\$55,562	\$46,230	\$53,962	\$71,654	
		Change	\$32,056	\$33,243	\$12,451	\$9,482	\$9,424	\$8,727	\$14,316	\$7,818	\$7,679	\$6,887	\$3,294	\$8,163	\$10,469	\$9,497	
		% Change	26%	44%	17%	19%	17%	10%	24%	13%	11%	20%	6%	21%	24%	15%	
		CAGR	6.1%	9.6%	4.0%	4.5%	4.0%	2.5%	5.5%	3.2%	2.8%	4.6%	1.5%	5.0%	5.5%	3.6%	
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		Fall 2021	11,877	Change	-32	FY-21	3,022	Change	85	Fall 2019	3,489,788	Change	427,934	FY-21	271.149		
		Fall 2025	11,845	% Change	-0.3%	FY-25	3,107	% Change	2.8%	Fall 2023	3,917,722	% Change	12.3%	FY-25	323.647	19.4%	

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total		
WSSU	Salary Base (millions)	FY-22	\$5.1M	\$2.8M	\$19.2M	\$3.6M	\$0.5M	\$2.0M	\$1.3M	\$0.9M	\$3.2M	\$3.0M	\$0.7M	\$5.4M	\$0.6M	\$48.4M	
		FY-26	\$7.7M	\$0.9M	\$22.6M	\$6.2M	\$0.1M	\$2.7M	\$2.0M	\$1.8M	\$4.4M	\$4.4M	\$0.5M	\$3.5M	\$1.8M	\$58.4M	
		Change	\$2.6M	-\$1.9M	\$3.4M	\$2.5M	-\$0.4M	\$0.6M	\$0.6M	\$0.9M	\$1.1M	\$1.3M	-\$0.1M	-\$2.0M	\$1.2M	\$10.0M	
		% Change	51%	-67%	18%	70%	-84%	31%	50%	91%	36%	44%	-21%	-36%	203%	21%	
		CAGR	10.8%	-24.1%	4.2%	14.2%	-36.5%	7.0%	10.6%	17.5%	8.0%	9.5%	-5.9%	-10.6%	31.9%	4.8%	
	Headcount	FY-22	44	33	239	71	8	34	23	13	55	88	13	129	14	764	
		FY-26	54	10	253	103	1	34	27	25	57	96	10	70	28	768	
		Change	10	-23	14	32	-7	0	4	12	2	8	-3	-59	14	4	
		% Change	23%	-70%	6%	45%	-88%	0%	17%	92%	4%	9%	-23%	-46%	100%	1%	
		CAGR	5.3%	-25.8%	1.4%	9.7%	-40.5%	0.0%	4.1%	17.8%	0.9%	2.2%	-6.3%	-14.2%	18.9%	0.1%	
	Avg. Sal/Emp	FY-22	\$116,145	\$84,232	\$80,369	\$51,029	\$62,293	\$59,649	\$56,964	\$72,608	\$58,287	\$34,516	\$52,527	\$42,086	\$41,534	\$63,401	
		FY-26	\$142,795	\$92,402	\$89,444	\$59,846	\$81,031	\$78,191	\$72,569	\$72,050	\$76,386	\$45,552	\$53,616	\$49,478	\$62,917	\$76,064	
		Change	\$26,650	\$8,169	\$9,075	\$8,817	\$18,738	\$18,541	\$15,606	(\$559)	\$18,099	\$11,036	\$1,089	\$7,392	\$21,383	\$12,663	
		% Change	23%	10%	11%	17%	30%	31%	27%	-1%	31%	32%	2%	18%	51%	20%	
		CAGR	5.3%	2.3%	2.7%	4.1%	6.8%	7.0%	6.2%	-0.2%	7.0%	7.2%	0.5%	4.1%	10.9%	4.7%	
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		Fall 2021	5,226	Change	-254	FY-21	1,159	Change	-68	Fall 2019	1,963,665	Change	39,358	FY-21	271.149		
		Fall 2025	4,972	% Change	-4.9%	FY-25	1,091	% Change	-5.9%	Fall 2023	2,003,023	% Change	2.0%	FY-25	323.647	19.4%	

**Change in UNC System Salary Base per Employee Headcount by Functional Area
October 2021 through October 2025**

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total		
Total	Salary Base (millions)	FY-22	\$175.6M	\$80.8M	\$1,620.4M	\$202.9M	\$210.1M	\$185.7M	\$117.2M	\$79.5M	\$197.3M	\$135.7M	\$205.7M	\$225.7M	\$72.3M	\$3,508.9M	
		FY-26	\$224.0M	\$84.0M	\$2,026.1M	\$273.1M	\$143.3M	\$246.4M	\$163.5M	\$89.5M	\$276.8M	\$167.1M	\$252.3M	\$269.7M	\$293.3M	\$4,509.2M	
		Change	\$48.4M	\$3.2M	\$405.7M	\$70.2M	-\$66.8M	\$60.7M	\$46.3M	\$10.0M	\$79.5M	\$31.4M	\$46.7M	\$43.9M	\$221.0M	\$1,000.3M	
		% Change	28%	4%	25%	35%	-32%	33%	40%	13%	40%	23%	23%	19%	306%	29%	
		CAGR	6.3%	1.0%	5.7%	7.7%	-9.1%	7.3%	8.7%	3.0%	8.8%	5.3%	5.2%	4.5%	41.9%	6.5%	
	Headcount	FY-22	1,123	748	14,332	3,396	3,091	2,225	1,677	1,058	2,385	3,745	4,256	5,394	1,537	44,967	
		FY-26	1,220	642	15,104	3,864	1,882	2,490	1,992	1,065	2,827	3,797	4,396	5,346	3,765	48,390	
		Change	97	-106	772	468	-1,209	265	315	7	442	52	140	-48	2,228	3,423	
		% Change	9%	-14%	5%	14%	-39%	12%	19%	1%	19%	1%	3%	-1%	145%	8%	
		CAGR	2.1%	-3.7%	1.3%	3.3%	-11.7%	2.9%	4.4%	0.2%	4.3%	0.3%	0.8%	-0.2%	25.1%	1.9%	
	Avg. Sal/Emp	FY-22	\$156,379	\$108,070	\$113,064	\$59,755	\$67,959	\$83,472	\$69,883	\$75,116	\$82,729	\$36,237	\$48,320	\$41,849	\$47,012	\$78,033	
		FY-26	\$183,647	\$130,884	\$134,146	\$70,686	\$76,129	\$98,976	\$82,081	\$84,022	\$97,918	\$44,004	\$57,402	\$50,442	\$77,892	\$93,185	
		Change	\$27,268	\$22,814	\$21,082	\$10,931	\$8,170	\$15,504	\$12,199	\$8,906	\$15,189	\$7,767	\$9,082	\$8,593	\$30,880	\$15,152	
		% Change	17%	21%	19%	18%	12%	19%	17%	12%	18%	21%	19%	21%	66%	19%	
		CAGR	4.1%	4.9%	4.4%	4.3%	2.9%	4.4%	4.1%	2.8%	4.3%	5.0%	4.4%	4.8%	13.5%	4.5%	
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		Fall 2021	244,500	Change	12,030	FY-21	63,063	Change	2,950	Fall 2019	79,554,472	Change	3,980,531	FY-21	271.149		
		Fall 2025	256,530	% Change	4.9%	FY-25	66,013	% Change	4.7%	Fall 2023	83,535,003	% Change	5.0%	FY-25	323.647	19.4%	

Sources

- The salary and headcount data in this report comes from the All Submissions PDF within the UNC System Human Resources Data Mart (HRDM). This data can also be accessed by Insight users through the Workforce Change dashboard at <https://insight.northcarolina.edu/#/workbooks/4401/views>
- Enrollment and degrees metrics reflect data submitted to the UNC System Office through the Student Data Mart (SDM). This data can also be accessed through the following public dashboards:
Enrollment dashboard: <https://insight.northcarolina.edu/#/site/Public/workbooks/4562/views>
Degrees dashboard: <https://insight.northcarolina.edu/#/site/Public/workbooks/4583/views>
- The gross square feet metric comes from the annual Facilities Inventory and Space Utilization Study at https://www.northcarolina.edu/wp-content/uploads/final_2023-facilities-inventory-and-space-utilization-study.pdf
- The CPI-U metric comes from the BLS and is calculated as the average CPI across the 12 months of a fiscal year and reflects core inflation for FY 21 and FY 25 (all goods and services for urban consumers, excluding food and energy prices).

Definitions and Methodology

- The salary base reported reflects the total salary earned by an employee in a given year, including base salary for permanent employees and all supplemental salary.
- The functional area reported is derived from The JCAT Group GA field from The HRDM All Submissions PDF.
- Total headcount includes the number of employees in the submission period with an FTE of greater than or equal to 0.75 and an employee type of EHRA or SHRA.
- Compound Annual Growth Rate (CAGR) represents the mean annualized growth rate for Salary Base, Headcount, and Average Salary over the selected time periods.