

AGENDA ITEM

5. Informational Report on Fiscal Year 2015-16 Annual Raise Process..... Matthew Brody

Situation: This is an informational report provided to the Committee on the 2015-2016 EHRA Annual Raise Process ("ARP").

Background: Each constituent institution had the option to conduct an annual EHRA ARP at the Chancellors' discretion for Faculty and EHRA Non-Faculty employees utilizing campus-based resources. ARPs were permitted to be retroactive to July 1, 2015 for permanent EHRA employees, and could not exceed 10% of the employee's June 30, 2015 salary without prior authorization of the Board of Governors. The ARP was designed to primarily focus on meritorious performance, documented examples of high contribution, and retention of key personnel. Secondary considerations included equity and labor market adjustments.











Assessment: The attached report contains aggregate data on campus EHRA ARPs broken down by EHRA Faculty and EHRA Non-Faculty, and includes information on:

1. Total campus ARPs.
2. Total campus ARPs as a percentage of total campus EHRA population.
3. Total campus dollars spent on ARP.
4. Average of total campus dollar increases.
5. Average of total campus percentage increases.









The report also contains additional campus notes to explain any missing or outlier ARP data.

Action: This item is for information only.

UNC System-Wide Annual Raise Process - FY2016

		Total Count	Percentage of TOTAL EHRA POPULATION	Sum of TOTAL INCREASE	Average of TOTAL INCREASE	Average of TOTAL % INCREASE
 Appalachian <small>STATE UNIVERSITY.</small> <small>BOONE, NORTH CAROLINA</small>	ASU	1,192	79.89%	\$2,558,397	\$2,146	3.13%
	EPA Faculty	895	90.40%	\$1,924,185	\$2,150	3.19%
	EPA Non-Faculty	297	59.16%	\$634,212	\$2,135	2.94%
 ELIZABETH CITY STATE UNIVERSITY	ECSU	-	0.00%	\$0	\$0	0.00%
	EPA Faculty	-	0.00%	\$0	\$0	0.00%
	EPA Non-Faculty	-	0.00%	\$0	\$0	0.00%
 East Carolina University	ECU	1,588	65.16%	\$4,753,451	\$2,993	3.62%
	EPA Faculty	1,182	70.36%	\$3,289,598	\$2,783	3.40%
	EPA Non-Faculty	406	53.63%	\$1,463,853	\$3,606	4.24%
 FAYETTEVILLE STATE UNIVERSITY	FSU	235	57.04%	\$392,076	\$1,668	2.23%
	EPA Faculty	178	69.53%	\$285,601	\$1,604	2.13%
	EPA Non-Faculty	57	36.54%	\$106,475	\$1,868	2.54%
	NCA&T	3	0.38%	\$4,905	\$1,635	2.21%
	EPA Faculty	3	0.66%	\$4,905	\$1,635	2.21%
	EPA Non-Faculty	-	0.00%	\$0	\$0	0.00%
 NORTH CAROLINA CENTRAL UNIVERSITY <small>FOUNDED 1910</small>	NCCU	212	30.55%	\$758,849	\$3,579	4.45%
	EPA Faculty	154	37.47%	\$433,851	\$2,817	4.04%
	EPA Non-Faculty	58	20.49%	\$324,998	\$5,603	5.51%
 NCSSM <small>NORTH CAROLINA SCHOOL OF SCIENCE AND MATHEMATICS</small>	NCSSM	-	0.00%	\$0	\$0	0.00%
	EPA Faculty	-	0.00%	\$0	\$0	0.00%
	EPA Non-Faculty	-	0.00%	\$0	\$0	0.00%
	NCSU	2,718	64.38%	\$6,548,398	\$2,409	2.73%
	EPA Faculty	1,522	78.41%	\$3,784,712	\$2,487	2.47%
	EPA Non-Faculty	1,196	52.43%	\$2,763,686	\$2,311	3.07%
 UNIVERSITY of NORTH CAROLINA ASHEVILLE	UNCA	200	52.49%	\$160,500	\$803	1.15%
	EPA Faculty	200	86.21%	\$160,500	\$803	1.15%
	EPA Non-Faculty	-	0.00%	\$0	\$0	0.00%
 <small>The University of North Carolina at</small> CHARLOTTE	UNCC	859	52.16%	\$4,049,915	\$4,715	5.83%
	EPA Faculty	859	79.02%	\$4,049,915	\$4,715	5.83%
	EPA Non-Faculty	-	0.00%	\$0	\$0	0.00%

UNC System-Wide Annual Raise Process - FY2016

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 <div>THE UNIVERSITY of NORTH CAROLINA at CHAPEL HILL</div>	UNCCH	2,928	49.54%	\$10,709,593	\$3,481	3.50%	
	EPA Faculty	1,672	43.55%	\$5,828,882	\$3,176	2.86%	
	EPA Non-Faculty	1,256	60.65%	\$4,880,710	\$3,886	4.39%	
 <div>THE UNIVERSITY of NORTH CAROLINA GREENSBORO</div>	UNCG	976	70.01%	\$1,838,563	\$1,884	2.72%	
	EPA Faculty	727	91.10%	\$1,196,901	\$1,646	2.31%	
	EPA Non-Faculty	249	41.78%	\$641,662	\$2,577	3.91%	
 <div>UNIVERSITY OF NORTH CAROLINA A SYSTEM OF HIGHER LEARNING</div>	UNCGA	63	43.45%	\$382,321	\$6,069	4.97%	
	EPA Faculty	-	0.00%	\$0	\$0	0.00%	
	EPA Non-Faculty	63	43.45%	\$382,321	\$6,069	4.97%	
 <div>UNIVERSITY of NORTH CAROLINA PEMBROKE</div>	UNCP	241	52.28%	\$640,591	\$2,658	4.31%	
	EPA Faculty	224	75.93%	\$557,634	\$2,489	4.13%	
	EPA Non-Faculty	17	10.24%	\$82,957	\$4,880	6.68%	
 <div>UNIVERSITY OF NORTH CAROLINA SCHOOL of the ARTS</div>	UNCSA	29	13.49%	\$161,619	\$5,573	6.34%	
	EPA Faculty	-	0.00%	\$0	\$0	0.00%	
	EPA Non-Faculty	29	37.18%	\$161,619	\$5,573	6.34%	
 <div>UNCW</div>	UNCW	319	34.12%	\$1,096,949	\$3,439	5.01%	
	EPA Faculty	243	37.85%	\$777,605	\$3,200	4.90%	
	EPA Non-Faculty	76	25.94%	\$319,344	\$4,202	5.37%	
 <div>Western Carolina UNIVERSITY</div>	WCU	-	0.00%	\$0	\$0	0.00%	
	EPA Faculty	-	0.00%	\$0	\$0	0.00%	
	EPA Non-Faculty	-	0.00%	\$0	\$0	0.00%	
 <div>WINSTON-SALEM STATE UNIVERSITY</div>	WSSU	428	89.73%	\$681,411	\$1,592	2.10%	
	EPA Faculty	291	95.10%	\$413,457	\$1,421	1.88%	
	EPA Non-Faculty	137	80.12%	\$267,954	\$1,956	2.55%	
Grand Total			11,991	52.89%	\$34,737,538	\$2,976	3.62%

UNC System-Wide Annual Raise Process - FY2016

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Additional Campus Notes:

ECSU - Did not participate in ARP this year due to budget constraints.

NC A&T - Did not participate in ARP due to budget constraints. (The three Faculty listed were on leave during last year's ARP.)

NCSSM - Did not participate in ARP this year due to budget constraints.

UNCA - Did separate market and equity adjustments not tied to ARP, and not retroactive to July 1.

UNCC - Did not do an EHRA-NF ARP; UNCC did a significant market-based EHRA-NF strategic salary review and adjustments the year prior.

UNCP - Due to lack of funding, few salary increase requests were submitted for ARP process for EHRA-non faculty employees.

UNCSA - Faculty equity adjustments were handled outside ARP process, and were not retroactive to July 1.

WCU - Given lack of legislative salary increases for SHRA employees, University leadership chose not to implement an ARP for EHRA faculty and staff.