

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area
FY 2017-18 to FY 2021-22**

			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-18	\$9.9	\$2.7	\$76.4	\$12.1	\$2.2	\$8.3	\$3.1	\$2.9	\$11.3	\$11.1	\$5.1	\$14.6	\$6.4	\$166.0	
		FY-22	\$10.5	\$3.4	\$80.4	\$13.1	\$3.7	\$9.8	\$4.2	\$4.2	\$13.6	\$11.3	\$4.9	\$15.1	\$6.1	\$180.2	
		Change	\$0.6	\$0.7	\$4.0	\$1.1	\$1.4	\$1.5	\$1.2	\$1.3	\$2.3	\$0.2	-\$0.3	\$0.5	-\$0.3	\$14.2	
		% Change	6%	27%	5%	9%	64%	17%	38%	45%	20%	2%	-5%	3%	-5%	9%	
		CAGR	1.6%	6.2%	1.3%	2.1%	13.1%	4.1%	8.3%	9.8%	4.7%	0.5%	-1.3%	0.9%	-1.2%	2.1%	
	Headcount	FY-18	68	26	1,033	213	49	115	49	48	161	354	101	385	122	2,724	
		FY-22	71	33	1,085	229	79	132	68	63	185	323	93	375	130	2,866	
		Change	3	7	52	16	30	17	19	15	24	-31	-8	-10	8	142	
		% Change	4%	27%	5%	8%	61%	15%	39%	31%	15%	-9%	-8%	-3%	7%	5%	
		CAGR	1.1%	6.1%	1.2%	1.8%	12.7%	3.5%	8.5%	7.0%	3.5%	-2.3%	-2.0%	-0.7%	1.6%	1.3%	
	Avg. Sal/Emp	FY-18	\$144,853	\$102,457	\$73,912	\$56,626	\$45,775	\$72,473	\$62,816	\$60,107	\$70,182	\$31,243	\$50,933	\$37,930	\$52,679	\$60,940	
		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	
		Change	\$2,741	\$376	\$168	\$671	\$749	\$1,693	-\$564	\$6,406	\$3,291	\$3,674	\$1,522	\$2,359	-\$5,600	\$1,948	
		% Change	2%	0%	0%	1%	2%	2%	-1%	11%	5%	12%	3%	6%	-11%	3%	
		CAGR	0.5%	0.1%	0.1%	0.3%	0.4%	0.6%	-0.2%	2.6%	1.2%	2.8%	0.7%	1.5%	-2.8%	0.8%	
	Other Metrics			Enrollment					Degrees					Gross Square Feet			
		FY-18	18,811	Change	1,830		FY-17	4,698	Change	448		FY-17	2,696,580	Change	205,853		
		FY-22	20,641	% Change	9.7%		FY-21	5,146	% Change	9.5%		FY-21	2,902,433	% Change	7.6%		

			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-18	\$16.5	\$12.7	\$193.0	\$19.0	\$4.3	\$13.5	\$9.5	\$4.3	\$17.5	\$13.0	\$19.3	\$29.1	\$5.9	\$357.6
		FY-22	\$13.6	\$9.7	\$200.4	\$19.8	\$4.7	\$12.7	\$9.5	\$4.1	\$18.6	\$13.2	\$18.0	\$26.6	\$5.3	\$356.2
		Change	-\$2.9	-\$3.0	\$7.4	\$0.7	\$0.5	-\$0.8	\$0.0	-\$0.1	\$1.1	\$0.2	-\$1.4	-\$2.5	-\$0.6	-\$1.4
		% Change	-17%	-23%	4%	4%	11%	-6%	0%	-3%	6%	2%	-7%	-9%	-11%	0%
		CAGR	-4.7%	-6.4%	0.9%	0.9%	2.6%	-1.5%	0.0%	-0.8%	1.6%	0.4%	-1.8%	-2.2%	-2.8%	-0.1%
	Headcount	FY-18	89	100	1,660	348	68	171	139	63	218	409	424	772	141	4,602
		FY-22	76	77	1,623	341	80	156	135	61	228	375	384	675	120	4,331
		Change	-13	-23	-37	-7	12	-15	-4	-2	10	-34	-40	-97	-21	-271
		% Change	-15%	-23%	-2%	-2%	18%	-9%	-3%	-3%	5%	-8%	-9%	-13%	-15%	-6%
		CAGR	-3.9%	-6.3%	-0.6%	-0.5%	4.1%	-2.3%	-0.7%	-0.8%	1.1%	-2.1%	-2.4%	-3.3%	-4.0%	-1.5%
	Avg. Sal/Emp	FY-18	\$185,659	\$127,022	\$116,286	\$54,740	\$62,644	\$78,803	\$68,423	\$67,849	\$80,091	\$31,900	\$45,563	\$37,685	\$41,789	\$77,714
		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
		Change	-\$6,106	-\$613	\$7,185	\$3,190	-\$3,534	\$2,582	\$2,022	-\$107	\$1,390	\$3,419	\$1,189	\$1,696	\$2,020	\$4,532
		% Change	-3%	0%	6%	6%	-6%	3%	3%	0%	2%	11%	3%	5%	5%	6%
		CAGR	-0.8%	-0.1%	1.5%	1.4%	-1.4%	0.8%	0.7%	0.0%	0.4%	2.6%	0.6%	1.1%	1.2%	1.4%
	Other Metrics		Enrollment					Degrees					Gross Square Feet			
		FY-18	29,131	Change	-1,110		FY-17	6,440	Change	860		FY-17	4,529,136	Change	35,858	
		FY-22	28,021	% Change	-3.8%		FY-21	7,300	% Change	13.4%		FY-21	4,564,994	% Change	0.8%	

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FY 2017-18 to FY 2021-22**

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ECSU	Salary Base (millions)	FY-18	\$4.5	\$0.3	\$6.7	\$1.8	\$0.2	\$0.9	\$0.4	\$0.3	\$1.1	\$1.4	\$0.1	\$1.5	\$0.7	\$19.8
		FY-22	\$5.1	\$0.4	\$6.0	\$2.5	\$0.3	\$0.8	\$0.7	\$0.6	\$1.3	\$1.5	\$0.2	\$1.4	\$0.5	\$21.2
		Change	\$0.6	\$0.1	-\$0.7	\$0.8	\$0.1	\$0.0	\$0.3	\$0.2	\$0.3	\$0.0	\$0.0	-\$0.1	-\$0.2	\$1.4
		% Change	14%	41%	-11%	45%	30%	-2%	88%	65%	28%	0%	39%	-8%	-32%	7%
		CAGR	3.2%	8.9%	-2.9%	9.7%	6.8%	-0.6%	17.1%	13.3%	6.3%	0.1%	8.6%	-2.1%	-9.3%	1.7%
	Headcount	FY-18	44	5	97	35	5	16	7	7	20	43	3	39	16	337
		FY-22	51	7	85	49	6	16	12	10	22	40	4	34	11	347
		Change	7	2	-12	14	1	0	5	3	2	-3	1	-5	-5	10
		% Change	16%	40%	-12%	40%	20%	0%	71%	43%	10%	-7%	33%	-13%	-31%	3%
		CAGR	3.8%	8.8%	-3.2%	8.8%	4.7%	0.0%	14.4%	9.3%	2.4%	-1.8%	7.5%	-3.4%	-8.9%	0.7%
	Avg. Sal/Emp	FY-18	\$101,514	\$59,862	\$69,458	\$50,340	\$38,840	\$53,421	\$51,992	\$48,189	\$52,720	\$33,668	\$39,025	\$37,933	\$44,196	\$58,817
		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
		Change	-\$2,074	\$296	\$1,143	\$1,687	\$3,246	-\$1,276	\$5,042	\$7,414	\$8,588	\$2,628	\$1,754	\$2,095	-\$610	\$2,205
		% Change	-2%	0%	2%	3%	8%	-2%	10%	15%	16%	8%	4%	6%	-1%	4%
		CAGR	-0.5%	0.1%	0.4%	0.8%	2.0%	-0.6%	2.3%	3.6%	3.8%	1.9%	1.1%	1.4%	-0.3%	0.9%
	Other Metrics	Enrollment						Degrees					Gross Square Feet			
		FY-18	1,411	Change	643		FY-17	276	Change	44		FY-17	916,999	Change	-52,235	
		FY-22	2,054	% Change	45.6%		FY-21	320	% Change	15.9%		FY-21	864,764	% Change	-5.7%	

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FSU	Salary Base (millions)	FY-18	\$5.6	\$1.0	\$21.5	\$4.8	\$0.1	\$2.3	\$0.7	\$0.9	\$1.7	\$3.0	\$1.9	\$4.7	\$0.9	\$49.3
		FY-22	\$5.7	\$1.4	\$19.9	\$4.8	\$0.1	\$2.1	\$0.7	\$0.7	\$2.1	\$2.8	\$1.7	\$4.4	\$0.9	\$47.3
		Change	\$0.1	\$0.4	-\$1.6	\$0.0	\$0.0	-\$0.2	\$0.0	-\$0.2	\$0.3	-\$0.3	-\$0.2	-\$0.3	\$0.1	-\$2.0
		% Change	2%	40%	-8%	0%	-15%	-9%	-6%	-18%	19%	-9%	-11%	-7%	7%	-4%
		CAGR	0.4%	8.8%	-2.0%	-0.1%	-4.0%	-2.4%	-1.5%	-4.8%	4.4%	-2.4%	-2.8%	-1.9%	1.7%	-1.0%
	Headcount	FY-18	44	12	266	101	3	36	14	16	31	92	46	131	23	815
		FY-22	46	15	247	96	2	30	13	12	35	72	39	112	23	742
		Change	2	3	-19	-5	-1	-6	-1	-4	4	-20	-7	-19	0	-73
		% Change	5%	25%	-7%	-5%	-33%	-17%	-7%	-25%	13%	-22%	-15%	-15%	0%	-9%
		CAGR	1.1%	5.7%	-1.8%	-1.3%	-9.6%	-4.5%	-1.8%	-6.9%	3.1%	-5.9%	-4.0%	-3.8%	0.0%	-2.3%
	Avg. Sal/Emp	FY-18	\$128,222	\$84,862	\$80,964	\$47,731	\$41,147	\$64,385	\$52,256	\$53,718	\$56,357	\$33,017	\$41,660	\$35,901	\$38,451	\$60,537
		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
		Change	-\$3,511	\$10,185	-\$418	\$2,268	\$11,353	\$5,763	\$806	\$5,098	\$2,872	\$5,339	\$2,119	\$2,971	\$2,699	\$3,215
		% Change	-3%	12%	-1%	5%	28%	9%	2%	9%	5%	16%	5%	8%	7%	5%
		CAGR	-0.7%	2.9%	-0.1%	1.2%	6.3%	2.2%	0.4%	2.3%	1.3%	3.8%	1.2%	2.0%	1.7%	1.3%
	Other Metrics	Enrollment						Degrees					Gross Square Feet			
		FY-18	6,226	Change	522		FY-17	1,172	Change	221		FY-17	902,292	Change	17,347	
		FY-22	6,748	% Change	8.4%		FY-21	1,393	% Change	18.9%		FY-21	919,639	% Change	1.9%	

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N.C. A&T	Salary Base (millions)	FY-18	\$8.4	\$6.2	\$38.3	\$5.5	\$3.6	\$3.2	\$3.6	\$1.9	\$6.2	\$4.9	\$5.8	\$11.6	\$3.2	\$102.3	
		FY-22	\$9.0	\$6.0	\$41.1	\$5.6	\$4.3	\$3.0	\$4.0	\$1.9	\$7.7	\$5.7	\$5.1	\$10.4	\$2.9	\$106.7	
		Change	\$0.6	-\$0.2	\$2.8	\$0.1	\$0.7	-\$0.2	\$0.4	\$0.0	\$1.6	\$0.9	-\$0.7	-\$1.2	-\$0.4	\$4.4	
		% Change	7%	-3%	7%	2%	19%	-7%	12%	1%	26%	18%	-12%	-10%	-12%	4%	
		CAGR	1.7%	-0.9%	1.8%	0.5%	4.4%	-1.7%	2.8%	0.1%	5.9%	4.3%	-3.0%	-2.7%	-3.1%	1.1%	
	Headcount	FY-18	57	69	454	106	65	44	60	27	91	150	127	312	72	1,634	
		FY-22	58	65	471	104	72	40	64	27	106	160	111	266	62	1,606	
		Change	1	-4	17	-2	7	-4	4	0	15	10	-16	-46	-10	-28	
		% Change	2%	-6%	4%	-2%	11%	-9%	7%	0%	16%	7%	-13%	-15%	-14%	-2%	
		CAGR	0.4%	-1.5%	0.9%	-0.5%	2.6%	-2.4%	1.6%	0.0%	3.9%	1.6%	-3.3%	-3.9%	-3.7%	-0.4%	
	Avg. Sal/Emp	FY-18	\$147,274	\$90,220	\$84,263	\$51,829	\$55,496	\$73,558	\$60,217	\$69,670	\$67,649	\$32,423	\$45,328	\$37,226	\$44,872	\$62,625	
		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	
		Change	\$7,398	\$2,254	\$2,908	\$1,960	\$4,058	\$1,861	\$2,844	\$404	\$5,458	\$3,497	\$515	\$1,887	\$1,146	\$3,819	
		% Change	5%	2%	3%	4%	7%	3%	5%	1%	8%	11%	1%	5%	3%	6%	
		CAGR	1.2%	0.6%	0.9%	0.9%	1.8%	0.6%	1.2%	0.1%	2.0%	2.6%	0.3%	1.2%	0.6%	1.5%	
	Other Metrics			Enrollment					Degrees					Gross Square Feet			
				FY-18	11,877	Change	1,445		FY-17	1,974	Change	588		FY-17	2,268,545	Change	90,637
				FY-22	13,322	% Change	12.2%		FY-21	2,562	% Change	29.8%		FY-21	2,359,182	% Change	4.0%

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NCCU	Salary Base (millions)	FY-18	\$8.3	\$5.0	\$30.8	\$5.6	\$1.0	\$2.0	\$2.3	\$1.8	\$4.6	\$3.9	\$2.9	\$7.6	\$1.4	\$77.2
		FY-22	\$7.2	\$3.7	\$31.2	\$7.0	\$0.9	\$3.3	\$2.3	\$1.7	\$5.4	\$4.7	\$1.8	\$7.6	\$1.2	\$78.3
		Change	-\$1.0	-\$1.3	\$0.4	\$1.4	\$0.0	\$1.3	\$0.0	\$0.0	\$0.8	\$0.8	-\$1.0	\$0.0	-\$0.2	\$1.0
		% Change	-12%	-26%	1%	24%	-3%	65%	-2%	-1%	18%	21%	-36%	0%	-15%	1%
		CAGR	-3.3%	-7.4%	0.3%	5.6%	-0.9%	13.4%	-0.5%	-0.3%	4.2%	4.8%	-10.5%	0.0%	-3.9%	0.3%
	Headcount	FY-18	68	70	398	110	19	31	41	28	65	112	55	195	35	1,227
		FY-22	50	46	394	126	15	50	36	25	77	124	36	186	29	1,194
		Change	-18	-24	-4	16	-4	19	-5	-3	12	12	-19	-9	-6	-33
		% Change	-26%	-34%	-1%	15%	-21%	61%	-12%	-11%	18%	11%	-35%	-5%	-17%	-3%
		CAGR	-7.4%	-10.0%	-0.3%	3.5%	-5.7%	12.7%	-3.2%	-2.8%	4.3%	2.6%	-10.1%	-1.2%	-4.6%	-0.7%
	Avg. Sal/Emp	FY-18	\$121,453	\$71,138	\$77,461	\$51,348	\$51,627	\$64,962	\$56,737	\$62,590	\$70,436	\$34,698	\$52,299	\$39,222	\$41,135	\$62,933
		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
		Change	\$23,272	\$8,612	\$1,850	\$4,360	\$11,533	\$1,612	\$6,551	\$6,795	-\$348	\$3,129	-\$1,098	\$1,891	\$1,149	\$2,616
		% Change	19%	12%	2%	8%	22%	2%	12%	11%	0%	9%	-2%	5%	3%	4%
		CAGR	4.5%	2.9%	0.6%	2.1%	5.2%	0.6%	2.8%	2.6%	-0.1%	2.2%	-0.5%	1.2%	0.7%	1.0%
	Other Metrics	Enrollment					Degrees					Gross Square Feet				
		FY-18	8,097	Change		-144	FY-17	1,778	Change		-175	FY-17	1,477,732	Change		-72,961
		FY-22	7,953	% Change		-1.8%	FY-21	1,603	% Change		-9.8%	FY-21	1,404,771	% Change		-4.9%

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NC State	Salary Base (millions)	FY-18	\$30.1	\$13.4	\$214.8	\$30.9	\$71.8	\$44.4	\$18.0	\$16.1	\$37.8	\$25.8	\$38.3	\$43.2	\$14.4	\$599.1	
		FY-22	\$25.6	\$14.5	\$234.1	\$33.3	\$80.1	\$48.1	\$20.1	\$16.7	\$44.1	\$27.7	\$41.3	\$40.2	\$14.2	\$640.0	
		Change	-\$4.4	\$1.1	\$19.3	\$2.4	\$8.2	\$3.7	\$2.0	\$0.6	\$6.3	\$1.9	\$3.0	-\$3.0	-\$0.2	\$41.0	
		% Change	-15%	8%	9%	8%	11%	8%	11%	4%	17%	7%	8%	-7%	-1%	7%	
		CAGR	-3.9%	2.0%	2.2%	1.9%	2.7%	2.0%	2.7%	0.9%	3.9%	1.8%	1.9%	-1.8%	-0.3%	1.7%	
	Headcount	FY-18	162	102	2,142	501	1,137	537	259	202	423	726	868	1,029	315	8,403	
		FY-22	131	103	2,199	519	1,225	562	286	209	437	726	890	910	301	8,498	
		Change	-31	1	57	18	88	25	27	7	14	0	22	-119	-14	95	
		% Change	-19%	1%	3%	4%	8%	5%	10%	3%	3%	0%	3%	-12%	-4%	1%	
		CAGR	-5.2%	0.2%	0.7%	0.9%	1.9%	1.1%	2.5%	0.9%	0.8%	0.0%	0.6%	-3.0%	-1.1%	0.3%	
	Avg. Sal/Emp	FY-18	\$185,775	\$131,469	\$100,272	\$61,661	\$63,174	\$82,721	\$69,668	\$79,694	\$89,359	\$35,580	\$44,115	\$41,955	\$45,738	\$71,293	
		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	
		Change	\$10,023	\$9,703	\$6,181	\$2,512	\$2,175	\$2,919	\$519	\$113	\$11,502	\$2,572	\$2,305	\$2,202	\$1,553	\$4,022	
		% Change	5%	7%	6%	4%	3%	4%	1%	0%	13%	7%	5%	5%	3%	6%	
		CAGR	1.3%	1.8%	1.5%	1.0%	0.8%	0.9%	0.2%	0.0%	3.1%	1.8%	1.3%	1.3%	0.8%	1.4%	
	Other Metrics	Enrollment						Degrees						Gross Square Feet			
		FY-18	34,432	Change	2,399	FY-17	9,137	Change	1,496	FY-17	9,516,190	Change	301,499				
		FY-22	36,831	% Change	7.0%	FY-21	10,633	% Change	16.4%	FY-21	9,817,689	% Change	3.2%				

			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-18	\$4.5	\$0.3	\$17.8	\$2.8	\$0.8	\$1.2	\$1.0	\$1.1	\$2.6	\$2.3	\$2.9	\$3.0	\$1.1	\$41.6	
		FY-22	\$4.2	\$0.4	\$15.6	\$2.7	\$0.8	\$1.0	\$0.8	\$1.2	\$2.9	\$2.4	\$2.6	\$2.5	\$1.5	\$38.5	
		Change	-\$0.3	\$0.1	-\$2.2	-\$0.1	-\$0.1	-\$0.2	-\$0.2	\$0.1	\$0.3	\$0.0	-\$0.3	-\$0.6	\$0.4	-\$3.0	
		% Change	-6%	16%	-13%	-4%	-8%	-15%	-20%	7%	12%	2%	-10%	-19%	42%	-7%	
		CAGR	-1.6%	3.8%	-3.3%	-0.9%	-2.0%	-3.9%	-5.5%	1.7%	2.9%	0.4%	-2.6%	-5.2%	9.1%	-1.9%	
	Headcount	FY-18	40	4	231	58	15	19	16	19	47	72	73	86	29	709	
		FY-22	34	4	206	53	12	16	13	21	49	67	63	65	38	641	
		Change	-6	0	-25	-5	-3	-3	-3	2	2	-5	-10	-21	9	-68	
		% Change	-15%	0%	-11%	-9%	-20%	-16%	-19%	11%	4%	-7%	-14%	-24%	31%	-10%	
		CAGR	-4.0%	0.0%	-2.8%	-2.2%	-5.4%	-4.2%	-5.1%	2.5%	1.0%	-1.8%	-3.6%	-6.8%	7.0%	-2.5%	
	Avg. Sal/Emp	FY-18	\$112,921	\$82,702	\$77,266	\$48,891	\$55,613	\$64,450	\$61,553	\$58,224	\$54,387	\$32,287	\$39,750	\$35,334	\$36,881	\$58,635	
		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	
		Change	\$11,687	\$13,329	-\$1,534	\$2,626	\$8,479	\$909	-\$1,058	-\$1,835	\$4,103	\$2,950	\$1,686	\$2,380	\$3,000	\$1,492	
		% Change	10%	16%	-2%	5%	15%	1%	-2%	-3%	8%	9%	4%	7%	8%	3%	
		CAGR	2.5%	3.8%	-0.5%	1.3%	3.6%	0.4%	-0.4%	-0.8%	1.8%	2.2%	1.0%	1.6%	2.0%	0.6%	
	Other Metrics	Enrollment						Degrees						Gross Square Feet			
		FY-18	3,852	Change	-619	FY-17	777	Change	-35	FY-17	891,858	Change	47,423				
		FY-22	3,233	% Change	-16.1%	FY-21	742	% Change	-4.5%	FY-21	939,281	% Change	5.3%				

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area
FY 2017-18 to FY 2021-22**

			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-18	\$24.1	\$16.0	\$566.8	\$48.2	\$81.1	\$56.9	\$40.7	\$29.1	\$50.0	\$23.0	\$96.6	\$57.9	\$22.6	\$1,112.9
		FY-22	\$23.3	\$16.9	\$667.6	\$50.5	\$93.6	\$61.2	\$46.1	\$31.5	\$56.2	\$23.2	\$103.3	\$57.7	\$20.0	\$1,251.1
		Change	-\$0.8	\$0.9	\$100.8	\$2.3	\$12.5	\$4.3	\$5.4	\$2.5	\$6.2	\$0.2	\$6.7	-\$0.2	-\$2.6	\$138.2
		% Change	-3%	6%	18%	5%	15%	7%	13%	8%	12%	1%	7%	0%	-12%	12%
		CAGR	-0.9%	1.4%	4.2%	1.2%	3.6%	1.8%	3.2%	2.0%	3.0%	0.2%	1.7%	-0.1%	-3.0%	3.0%
	Headcount	FY-18	106	129	3,776	700	1,086	635	528	334	583	714	2,026	1,370	458	12,445
		FY-22	99	144	4,038	713	1,234	663	593	364	597	656	2,079	1,282	387	12,849
		Change	-7	15	262	13	148	28	65	30	14	-58	53	-88	-71	404
		% Change	-7%	12%	7%	2%	14%	4%	12%	9%	2%	-8%	3%	-6%	-16%	3%
		CAGR	-1.7%	2.8%	1.7%	0.5%	3.2%	1.1%	2.9%	2.2%	0.6%	-2.1%	0.6%	-1.6%	-4.1%	0.8%
	Avg. Sal/Emp	FY-18	\$227,041	\$124,058	\$150,094	\$68,816	\$74,712	\$89,622	\$77,110	\$86,993	\$85,764	\$32,236	\$47,697	\$42,254	\$49,284	\$89,427
		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
		Change	\$7,838	-\$6,396	\$15,231	\$1,959	\$1,149	\$2,639	\$694	-\$430	\$8,327	\$3,133	\$2,014	\$2,774	\$2,331	\$7,942
		% Change	3%	-5%	10%	3%	2%	3%	1%	0%	10%	10%	4%	7%	5%	9%
		CAGR	0.9%	-1.3%	2.4%	0.7%	0.4%	0.7%	0.2%	-0.1%	2.3%	2.3%	1.0%	1.6%	1.2%	2.1%
	Other Metrics	Enrollment						Degrees					Gross Square Feet			
		FY-18	29,911	Change	1,730		FY-17	8,000	Change	403		FY-17	10,033,052	Change	-32,453	
		FY-22	31,641	% Change	5.8%		FY-21	8,403	% Change	5.0%		FY-21	10,000,599	% Change	-0.3%	

			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-18	\$21.2	\$7.5	\$97.7	\$16.4	\$5.2	\$15.2	\$7.6	\$5.6	\$13.5	\$12.9	\$6.7	\$21.9	\$7.1	\$238.6
		FY-22	\$21.5	\$7.8	\$101.0	\$18.7	\$6.9	\$16.2	\$8.3	\$5.8	\$16.1	\$12.6	\$6.5	\$20.6	\$6.4	\$248.3
		Change	\$0.3	\$0.3	\$3.2	\$2.3	\$1.7	\$1.0	\$0.6	\$0.1	\$2.6	-\$0.3	-\$0.2	-\$1.4	-\$0.7	\$9.7
		% Change	1%	4%	3%	14%	32%	6%	8%	2%	19%	-2%	-2%	-6%	-10%	4%
		CAGR	0.4%	1.1%	0.8%	3.3%	7.3%	1.6%	2.0%	0.5%	4.5%	-0.5%	-0.6%	-1.6%	-2.5%	1.0%
	Headcount	FY-18	133	64	1,112	279	76	182	116	83	184	402	139	563	157	3,490
		FY-22	129	66	1,102	313	115	190	123	85	196	353	135	499	133	3,439
		Change	-4	2	-10	34	39	8	7	2	12	-49	-4	-64	-24	-51
		% Change	-3%	3%	-1%	12%	51%	4%	6%	2%	7%	-12%	-3%	-11%	-15%	-1%
		CAGR	-0.8%	0.8%	-0.2%	2.9%	10.9%	1.1%	1.5%	0.6%	1.6%	-3.2%	-0.7%	-3.0%	-4.1%	-0.4%
	Avg. Sal/Emp	FY-18	\$159,370	\$116,439	\$87,879	\$58,811	\$68,558	\$83,654	\$65,778	\$68,041	\$73,493	\$32,132	\$47,857	\$38,981	\$45,120	\$68,371
		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
		Change	\$7,256	\$1,465	\$3,733	\$931	-\$8,529	\$1,679	\$1,425	-\$392	\$8,824	\$3,687	\$295	\$2,225	\$2,987	\$3,832
		% Change	5%	1%	4%	2%	-12%	2%	2%	-1%	12%	11%	1%	6%	7%	6%
		CAGR	1.1%	0.3%	1.0%	0.4%	-3.3%	0.5%	0.5%	-0.1%	2.9%	2.8%	0.2%	1.4%	1.6%	1.4%
	Other Metrics	Enrollment						Degrees					Gross Square Feet			
		FY-18	29,317	Change	1,131		FY-17	6,978	Change	1,561		FY-17	3,817,707	Change	265,615	
		FY-22	30,448	% Change	3.9%		FY-21	8,539	% Change	22.4%		FY-21	4,083,322	% Change	7.0%	

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area
FY 2017-18 to FY 2021-22**

			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-18	\$13.6	\$4.8	\$65.0	\$15.6	\$6.5	\$12.8	\$9.6	\$3.8	\$7.6	\$8.6	\$4.4	\$8.9	\$3.4	\$164.6	
		FY-22	\$15.4	\$5.2	\$71.3	\$14.5	\$10.3	\$12.5	\$9.4	\$4.4	\$7.7	\$9.0	\$3.9	\$8.6	\$4.1	\$176.4	
		Change	\$1.9	\$0.5	\$6.3	-\$1.1	\$3.8	-\$0.3	-\$0.2	\$0.6	\$0.1	\$0.5	-\$0.5	-\$0.4	\$0.7	\$11.8	
		% Change	14%	10%	10%	-7%	58%	-3%	-2%	15%	2%	5%	-10%	-4%	20%	7%	
		CAGR	3.3%	2.3%	2.3%	-1.9%	12.2%	-0.7%	-0.5%	3.6%	0.4%	1.3%	-2.7%	-1.1%	4.6%	1.7%	
	Headcount	FY-18	91	45	822	304	121	175	165	60	115	262	103	229	80	2,572	
		FY-22	107	53	883	273	178	164	155	67	117	248	88	209	89	2,631	
		Change	16	8	61	-31	57	-11	-10	7	2	-14	-15	-20	9	59	
		% Change	18%	18%	7%	-10%	47%	-6%	-6%	12%	2%	-5%	-15%	-9%	11%	2%	
		CAGR	4.1%	4.2%	1.8%	-2.7%	10.1%	-1.6%	-1.6%	2.8%	0.4%	-1.4%	-3.9%	-2.3%	2.7%	0.6%	
	Avg. Sal/Emp	FY-18	\$149,138	\$106,003	\$79,111	\$51,474	\$53,965	\$73,167	\$58,099	\$63,261	\$65,753	\$32,731	\$42,638	\$38,981	\$42,396	\$63,990	
		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	
		Change	-\$4,755	-\$7,256	\$1,687	\$1,697	\$4,161	\$2,836	\$2,432	\$1,958	-\$35	\$3,685	\$2,036	\$1,943	\$3,211	\$3,045	
		% Change	-3%	-7%	2%	3%	8%	4%	4%	3%	0%	11%	5%	5%	8%	5%	
		CAGR	-0.8%	-1.8%	0.5%	0.8%	1.9%	1.0%	1.0%	0.8%	0.0%	2.7%	1.2%	1.2%	1.8%	1.2%	
	Other Metrics			Enrollment					Degrees					Gross Square Feet			
				FY-18	19,922	Change	-884		FY-17	4,161	Change	683		FY-17	3,177,853	Change	210,254
				FY-22	19,038	% Change	-4.4%		FY-21	4,844	% Change	16.4%		FY-21	3,388,107	% Change	6.6%

			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-18	\$6.1	\$1.0	\$19.2	\$3.7	\$0.4	\$2.1	\$0.7	\$0.7	\$2.1	\$2.8	\$2.3	\$5.0	\$1.0	\$47.3	
		FY-22	\$5.5	\$0.9	\$22.0	\$4.6	\$0.3	\$1.9	\$1.1	\$0.7	\$2.4	\$3.2	\$2.2	\$5.3	\$1.1	\$51.1	
		Change	-\$0.6	-\$0.1	\$2.8	\$0.9	-\$0.1	-\$0.2	\$0.4	\$0.0	\$0.4	\$0.3	-\$0.2	\$0.3	\$0.1	\$3.9	
		% Change	-10%	-12%	14%	24%	-32%	-11%	52%	-5%	18%	12%	-7%	6%	9%	8%	
		CAGR	-2.5%	-3.1%	3.4%	5.5%	-9.3%	-2.9%	11.1%	-1.2%	4.1%	3.0%	-1.7%	1.4%	2.1%	2.0%	
	Headcount	FY-18	54	18	287	71	7	31	13	13	37	89	57	152	26	855	
		FY-22	45	13	318	87	5	25	18	12	42	89	48	145	25	872	
		Change	-9	-5	31	16	-2	-6	5	-1	5	0	-9	-7	-1	17	
		% Change	-17%	-28%	11%	23%	-29%	-19%	38%	-8%	14%	0%	-16%	-5%	-4%	2%	
		CAGR	-4.5%	-7.8%	2.6%	5.2%	-8.1%	-5.2%	8.5%	-2.0%	3.2%	0.0%	-4.2%	-1.2%	-1.0%	0.5%	
	Avg. Sal/Emp	FY-18	\$113,130	\$56,953	\$66,844	\$52,098	\$59,866	\$68,405	\$56,834	\$53,979	\$56,097	\$31,547	\$41,213	\$33,025	\$38,927	\$55,277	
		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	
		Change	\$9,721	\$12,657	\$2,220	\$610	-\$3,151	\$6,939	\$5,646	\$1,729	\$2,019	\$3,922	\$4,418	\$3,646	\$5,146	\$3,379	
		% Change	9%	22%	3%	1%	-5%	10%	10%	3%	4%	12%	11%	11%	13%	6%	
		CAGR	2.1%	5.1%	0.8%	0.3%	-1.3%	2.4%	2.4%	0.8%	0.9%	3.0%	2.6%	2.7%	3.2%	1.5%	
	Other Metrics			Enrollment					Degrees					Gross Square Feet			
				FY-18	6,252	Change	2,066		FY-17	1,214	Change	649		FY-17	1,039,000	Change	131,530
				FY-22	8,318	% Change	33.0%		FY-21	1,863	% Change	53.5%		FY-21	1,170,530	% Change	12.7%

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area
FY 2017-18 to FY 2021-22**

			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-18	\$8.3	\$3.9	\$50.8	\$11.8	\$1.1	\$4.8	\$4.8	\$2.6	\$7.3	\$5.9	\$8.7	\$10.2	\$2.9	\$123.2
		FY-22	\$8.7	\$4.5	\$59.1	\$12.6	\$2.9	\$5.8	\$4.8	\$3.5	\$8.3	\$6.8	\$8.7	\$11.9	\$3.1	\$140.7
		Change	\$0.4	\$0.6	\$8.2	\$0.8	\$1.8	\$1.0	\$0.0	\$0.9	\$1.0	\$0.9	\$0.0	\$1.6	\$0.3	\$17.5
		% Change	5%	16%	16%	7%	160%	22%	-1%	37%	14%	15%	0%	16%	9%	14%
		CAGR	1.2%	3.7%	3.8%	1.6%	26.9%	5.1%	-0.2%	8.2%	3.3%	3.5%	0.0%	3.8%	2.1%	3.4%
	Headcount	FY-18	57	39	649	216	17	66	73	45	112	179	186	268	70	1,977
		FY-22	56	45	742	225	48	81	71	61	123	181	180	297	73	2,183
		Change	-1	6	93	9	31	15	-2	16	11	2	-6	29	3	206
		% Change	-2%	15%	14%	4%	182%	23%	-3%	36%	10%	1%	-3%	11%	4%	10%
		CAGR	-0.4%	3.6%	3.4%	1.0%	29.6%	5.3%	-0.7%	7.9%	2.4%	0.3%	-0.8%	2.6%	1.1%	2.5%
	Avg. Sal/Emp	FY-18	\$146,062	\$98,998	\$78,335	\$54,782	\$66,536	\$72,335	\$66,100	\$56,944	\$65,368	\$32,937	\$46,835	\$38,206	\$41,199	\$62,318
		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
		Change	\$10,024	\$127	\$1,266	\$1,262	-\$5,372	-\$519	\$1,204	\$598	\$2,401	\$4,485	\$1,474	\$1,757	\$1,746	\$2,146
		% Change	7%	0%	2%	2%	-8%	-1%	2%	1%	4%	14%	3%	5%	4%	3%
		CAGR	1.7%	0.0%	0.4%	0.6%	-2.1%	-0.2%	0.5%	0.3%	0.9%	3.2%	0.8%	1.1%	1.0%	0.8%
	Other Metrics	Enrollment						Degrees					Gross Square Feet			
		FY-18	16,487	Change	1,543	FY-17		4,089	Change	1,067	FY-17		2,291,281	Change	469,255	
		FY-22	18,030	% Change	9.4%	FY-21		5,156	% Change	26.1%	FY-21		2,760,536	% Change	20.5%	

			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-18	\$4.5	\$1.0	\$9.6	\$2.2	\$0.0	\$0.9	\$0.4	\$0.7	\$0.9	\$2.0	\$0.7	\$2.5	\$1.0	\$26.5
		FY-22	\$5.5	\$1.0	\$10.1	\$2.2	\$0.0	\$1.1	\$1.3	\$0.5	\$1.1	\$2.3	\$0.6	\$2.1	\$0.9	\$28.7
		Change	\$1.0	\$0.0	\$0.4	\$0.0	\$0.0	\$0.2	\$0.9	-\$0.1	\$0.2	\$0.3	-\$0.1	-\$0.4	-\$0.2	\$2.2
		% Change	22%	-4%	5%	2%	0%	26%	202%	-19%	16%	13%	-14%	-15%	-16%	8%
		CAGR	5.0%	-0.9%	1.1%	0.5%	0.0%	5.9%	31.8%	-5.1%	3.8%	3.0%	-3.6%	-4.1%	-4.2%	2.0%
	Headcount	FY-18	38	15	137	51	0	12	8	10	17	60	18	62	24	452
		FY-22	47	15	139	49	0	17	24	9	18	61	14	50	21	464
		Change	9	0	2	-2	0	5	16	-1	1	1	-4	-12	-3	12
		% Change	24%	0%	1%	-4%	0%	42%	200%	-10%	6%	2%	-22%	-19%	-13%	3%
		CAGR	5.5%	0.0%	0.4%	-1.0%	0.0%	9.1%	31.6%	-2.6%	1.4%	0.4%	-6.1%	-5.2%	-3.3%	0.7%
	Avg. Sal/Emp	FY-18	\$117,935	\$66,932	\$70,197	\$42,782	\$0	\$73,744	\$54,886	\$66,918	\$55,574	\$34,108	\$39,684	\$39,900	\$42,155	\$58,559
		FY-22	\$116,011	\$64,567	\$72,409	\$45,476	\$0	\$65,461	\$55,205	\$60,418	\$60,882	\$37,774	\$44,000	\$41,908	\$40,515	\$61,763
		Change	-\$1,924	-\$2,365	\$2,212	\$2,694	\$0	-\$8,282	\$319	-\$6,500	\$5,307	\$3,665	\$4,316	\$2,008	-\$1,640	\$3,204
		% Change	-2%	-4%	3%	6%	0%	-11%	1%	-10%	10%	11%	11%	5%	-4%	5%
		CAGR	-0.4%	-0.9%	0.8%	1.5%	0.0%	-2.9%	0.1%	-2.5%	2.3%	2.6%	2.6%	1.2%	-1.0%	1.3%
	Other Metrics	Enrollment						Degrees					Gross Square Feet			
		FY-18	1,268	Change	103	FY-17		357	Change	14	FY-17		817,005	Change	26,783	
		FY-22	1,371	% Change	8.1%	FY-21		371	% Change	3.9%	FY-21		843,788	% Change	3.3%	

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area
FY 2017-18 to FY 2021-22**

			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-18	\$9.5	\$1.6	\$37.5	\$6.6	\$0.7	\$3.0	\$2.3	\$0.9	\$5.3	\$5.7	\$4.4	\$6.7	\$3.3	\$87.5
		FY-22	\$9.6	\$2.2	\$41.6	\$7.3	\$0.7	\$4.1	\$2.6	\$1.1	\$6.6	\$6.3	\$4.1	\$6.1	\$3.5	\$95.7
		Change	\$0.0	\$0.6	\$4.1	\$0.8	\$0.0	\$1.1	\$0.3	\$0.2	\$1.2	\$0.6	-\$0.3	-\$0.6	\$0.2	\$8.2
		% Change	0%	38%	11%	11%	-2%	36%	13%	23%	23%	10%	-6%	-9%	5%	9%
		CAGR	0.1%	8.4%	2.7%	2.7%	-0.6%	8.0%	3.0%	5.2%	5.3%	2.5%	-1.5%	-2.2%	1.3%	2.3%
	Headcount	FY-18	78	18	530	135	12	36	41	17	86	186	87	192	83	1,501
		FY-22	79	29	561	148	12	49	43	19	98	182	79	160	81	1,540
		Change	1	11	31	13	0	13	2	2	12	-4	-8	-32	-2	39
		% Change	1%	61%	6%	10%	0%	36%	5%	12%	14%	-2%	-9%	-17%	-2%	3%
		CAGR	0.3%	12.7%	1.4%	2.3%	0.0%	8.0%	1.2%	2.8%	3.3%	-0.5%	-2.4%	-4.5%	-0.6%	0.6%
	Avg. Sal/Emp	FY-18	\$122,238	\$87,961	\$70,669	\$48,719	\$56,704	\$83,407	\$55,858	\$52,887	\$62,091	\$30,834	\$50,510	\$34,683	\$40,237	\$58,288
		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
		Change	-\$1,256	-\$12,562	\$3,467	\$804	-\$1,383	\$76	\$4,083	\$5,147	\$4,788	\$3,929	\$1,758	\$3,384	\$3,256	\$3,870
		% Change	-1%	-14%	5%	2%	-2%	0%	7%	10%	8%	13%	3%	10%	8%	7%
		CAGR	-0.3%	-3.8%	1.2%	0.4%	-0.6%	0.0%	1.8%	2.3%	1.9%	3.0%	0.9%	2.4%	2.0%	1.6%
	Other Metrics	Enrollment						Degrees					Gross Square Feet			
		FY-18	11,034	Change	843		FY-17	2,646	Change	376		FY-17	2,110,552	Change	95,234	
		FY-22	11,877	% Change	7.6%		FY-21	3,022	% Change	14.2%		FY-21	2,205,786	% Change	4.5%	

			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-18	\$5.2	\$3.1	\$24.1	\$3.9	\$0.6	\$2.2	\$1.0	\$0.8	\$3.7	\$3.2	\$0.8	\$6.1	\$0.5	\$55.1
		FY-22	\$5.1	\$2.8	\$19.2	\$3.6	\$0.5	\$2.0	\$1.3	\$0.9	\$3.2	\$3.0	\$0.7	\$5.4	\$0.6	\$48.4
		Change	-\$0.1	-\$0.3	-\$4.9	-\$0.3	-\$0.1	-\$0.2	\$0.4	\$0.2	-\$0.5	-\$0.2	-\$0.1	-\$0.7	\$0.1	-\$6.6
		% Change	-2%	-10%	-20%	-7%	-10%	-7%	37%	21%	-14%	-5%	-16%	-11%	21%	-12%
		CAGR	-0.5%	-2.6%	-5.5%	-1.8%	-2.5%	-1.8%	8.3%	4.9%	-3.8%	-1.3%	-4.2%	-2.8%	4.8%	-3.2%
	Headcount	FY-18	43	41	305	77	9	38	17	12	65	101	17	151	12	888
		FY-22	44	33	239	71	8	34	23	13	55	88	13	129	14	764
		Change	1	-8	-66	-6	-1	-4	6	1	-10	-13	-4	-22	2	-124
		% Change	2%	-20%	-22%	-8%	-11%	-11%	35%	8%	-15%	-13%	-24%	-15%	17%	-14%
		CAGR	0.6%	-5.3%	-5.9%	-2.0%	-2.9%	-2.7%	7.8%	2.0%	-4.1%	-3.4%	-6.5%	-3.9%	3.9%	-3.7%
	Avg. Sal/Emp	FY-18	\$121,467	\$75,428	\$78,906	\$50,532	\$61,256	\$57,423	\$56,116	\$65,045	\$57,552	\$31,743	\$47,782	\$40,288	\$40,113	\$62,010
		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
		Change	-\$5,322	\$8,804	\$1,463	\$497	\$1,036	\$2,227	\$848	\$7,563	\$735	\$2,773	\$4,745	\$1,798	\$1,421	\$1,391
		% Change	-4%	12%	2%	1%	2%	4%	2%	12%	1%	9%	10%	4%	4%	2%
		CAGR	-1.1%	2.8%	0.5%	0.2%	0.4%	1.0%	0.4%	2.8%	0.3%	2.1%	2.4%	1.1%	0.9%	0.6%
	Other Metrics	Enrollment						Degrees					Gross Square Feet			
		FY-18	5,098	Change	128		FY-17	1,262	Change	-103		FY-17	1,257,415	Change	26,894	
		FY-22	5,226	% Change	2.5%		FY-21	1,159	% Change	-8.2%		FY-21	1,284,309	% Change	2.1%	

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area
FY 2017-18 to FY 2021-22**

			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-18	\$180.3	\$80.4	\$1,470.0	\$191.0	\$179.7	\$173.8	\$105.8	\$73.3	\$173.2	\$129.7	\$201.0	\$234.6	\$75.8	\$3,268.6	
		FY-22	\$175.6	\$80.8	\$1,620.4	\$202.9	\$210.1	\$185.7	\$117.2	\$79.5	\$197.3	\$135.7	\$205.7	\$225.7	\$72.3	\$3,508.9	
		Change	-\$4.6	\$0.4	\$150.4	\$12.0	\$30.3	\$11.9	\$11.4	\$6.2	\$24.2	\$6.0	\$4.7	-\$8.9	-\$3.6	\$240.3	
		% Change	-3%	1%	10%	6%	17%	7%	11%	8%	14%	5%	2%	-4%	-5%	7%	
		CAGR	-0.7%	0.1%	2.5%	1.5%	4.0%	1.7%	2.6%	2.0%	3.3%	1.1%	0.6%	-1.0%	-1.2%	1.8%	
	Headcount	FY-18	1,172	757	13,899	3,305	2,689	2,144	1,546	984	2,255	3,951	4,330	5,936	1,663	44,631	
		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	
		Change	-49	-9	433	91	402	81	131	74	130	-206	-74	-542	-126	336	
		% Change	-4%	-1%	3%	3%	15%	4%	8%	8%	6%	-5%	-2%	-9%	-8%	1%	
		CAGR	-1.1%	-0.3%	0.8%	0.7%	3.5%	0.9%	2.1%	1.8%	1.4%	-1.3%	-0.4%	-2.4%	-2.0%	0.2%	
	Avg. Sal/Emp	FY-18	\$153,802	\$106,236	\$105,766	\$57,783	\$66,839	\$81,055	\$68,454	\$74,498	\$76,788	\$32,827	\$46,416	\$39,520	\$45,601	\$73,236	
		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	
		Change	\$2,577	\$1,834	\$7,298	\$1,972	\$1,120	\$2,417	\$1,428	\$618	\$5,941	\$3,411	\$1,904	\$2,329	\$1,411	\$4,797	
		% Change	2%	2%	7%	3%	2%	3%	2%	1%	8%	10%	4%	6%	3%	7%	
		CAGR	0.4%	0.4%	1.7%	0.8%	0.4%	0.7%	0.5%	0.2%	1.9%	2.5%	1.0%	1.4%	0.8%	1.6%	
	Other Metrics			Enrollment					Degrees					Gross Square Feet			
		FY-18	233,126	Change	11,626		FY-17	54,959	Change	8,097		FY-17	47,743,197	Change	1,766,533		
		FY-22	244,752	% Change	5.0%		FY-21	63,056	% Change	14.7%		FY-21	49,509,730	% Change	3.7%		