

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area
FY 2018-19 to FY 2022-23**

			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-19	\$9.8	\$2.9	\$78.3	\$13.3	\$3.5	\$9.1	\$3.4	\$3.3	\$12.4	\$12.0	\$4.8	\$16.1	\$6.3	\$175.4
		FY-23	\$12.0	\$4.0	\$89.5	\$16.0	\$4.6	\$11.0	\$4.6	\$5.1	\$15.3	\$13.2	\$5.5	\$18.4	\$7.4	\$206.6
		Change	\$2.1	\$1.0	\$11.2	\$2.8	\$1.2	\$1.9	\$1.2	\$1.7	\$2.8	\$1.2	\$0.7	\$2.4	\$1.1	\$31.3
		% Change	22%	36%	14%	21%	34%	21%	34%	52%	23%	10%	13%	15%	17%	18%
		CAGR	5.1%	7.9%	3.4%	4.9%	7.6%	4.9%	7.6%	11.0%	5.3%	2.3%	3.2%	3.5%	4.0%	4.2%
	Headcount	FY-19	68	29	1,059	232	75	122	52	53	177	351	93	410	141	2,862
		FY-23	72	35	1,100	258	92	133	64	67	188	341	96	401	142	2,989
		Change	4	6	41	26	17	11	12	14	11	-10	3	-9	1	127
		% Change	6%	21%	4%	11%	23%	9%	23%	26%	6%	-3%	3%	-2%	1%	4%
		CAGR	1.4%	4.8%	1.0%	2.7%	5.2%	2.2%	5.3%	6.0%	1.5%	-0.7%	0.8%	-0.6%	0.2%	1.1%
	Avg. Sal/Emp	FY-19	\$144,835	\$101,398	\$73,956	\$57,130	\$46,171	\$74,632	\$65,398	\$62,849	\$70,240	\$34,306	\$52,032	\$39,158	\$44,910	\$61,273
		FY-23	\$166,602	\$113,877	\$81,381	\$62,205	\$50,528	\$82,847	\$71,348	\$75,416	\$81,189	\$38,732	\$57,209	\$45,945	\$52,143	\$69,129
		Change	\$21,768	\$12,479	\$7,425	\$5,075	\$4,357	\$8,215	\$5,950	\$12,567	\$10,948	\$4,425	\$5,178	\$6,787	\$7,232	\$7,856
		% Change	15%	12%	10%	9%	9%	11%	9%	20%	16%	13%	10%	17%	16%	13%
		CAGR	3.6%	2.9%	2.4%	2.2%	2.3%	2.6%	2.2%	4.7%	3.7%	3.1%	2.4%	4.1%	3.8%	3.1%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	19,108	Change	1,328	FY-18	4,738	Change	532	FY-18	4,964,520	Change	162,309	FY-18	254.771	
		FY-23	20,436	% Change	6.9%	FY-22	5,270	% Change	11.2%	FY-22	5,126,829	% Change	3.3%	FY-22	285.684	12.1%

			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-19	\$17.4	\$13.1	\$203.7	\$20.3	\$4.9	\$14.4	\$10.2	\$4.0	\$18.1	\$14.4	\$20.5	\$30.1	\$6.4	\$377.5
		FY-23	\$12.7	\$11.1	\$212.8	\$22.7	\$4.9	\$15.3	\$11.2	\$4.9	\$22.3	\$14.4	\$20.4	\$26.9	\$5.8	\$385.4
		Change	-\$4.6	-\$2.0	\$9.1	\$2.3	\$0.0	\$0.9	\$1.0	\$0.9	\$4.2	\$0.0	-\$0.1	-\$3.2	-\$0.6	\$7.9
		% Change	-27%	-16%	4%	11%	0%	7%	10%	22%	23%	0%	-1%	-11%	-9%	2%
		CAGR	-7.4%	-4.1%	1.1%	2.7%	0.1%	1.6%	2.4%	5.1%	5.3%	0.0%	-0.2%	-2.8%	-2.3%	0.5%
	Headcount	FY-19	92	109	1,725	364	78	178	144	61	222	418	435	777	147	4,750
		FY-23	69	77	1,633	370	77	165	145	63	233	380	392	636	119	4,359
		Change	-23	-32	-92	6	-1	-13	1	2	11	-38	-43	-141	-28	-391
		% Change	-25%	-29%	-5%	2%	-1%	-7%	1%	3%	5%	-9%	-10%	-18%	-19%	-8%
		CAGR	-6.9%	-8.3%	-1.4%	0.4%	-0.3%	-1.9%	0.2%	0.8%	1.2%	-2.4%	-2.6%	-4.9%	-5.1%	-2.1%
	Avg. Sal/Emp	FY-19	\$188,703	\$120,247	\$118,111	\$55,892	\$62,194	\$80,778	\$70,737	\$65,946	\$81,660	\$34,527	\$47,086	\$38,780	\$43,257	\$79,479
		FY-23	\$184,711	\$143,675	\$130,322	\$61,252	\$63,158	\$92,869	\$77,242	\$78,052	\$95,768	\$37,920	\$51,923	\$42,319	\$48,751	\$88,411
		Change	-\$3,992	\$23,428	\$12,211	\$5,360	\$964	\$12,091	\$6,504	\$12,106	\$14,108	\$3,393	\$4,837	\$3,539	\$5,494	\$8,932
		% Change	-2%	19%	10%	10%	2%	15%	9%	18%	17%	10%	10%	9%	13%	11%
		CAGR	-0.5%	4.6%	2.5%	2.3%	0.4%	3.5%	2.2%	4.3%	4.1%	2.4%	2.5%	2.2%	3.0%	2.7%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	28,718	Change	-1,567	FY-18	6,597	Change	278	FY-18	5,408,085	Change	74,402	FY-18	254.771	
		FY-23	27,151	% Change	-5.5%	FY-22	6,875	% Change	4.2%	FY-22	5,482,487	% Change	1.4%	FY-22	285.684	12.1%

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FY 2018-19 to FY 2022-23**

			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-19	\$4.4	\$0.4	\$6.6	\$2.1	\$0.3	\$0.8	\$0.4	\$0.5	\$1.4	\$1.8	\$0.1	\$1.5	\$0.7	\$20.9
		FY-23	\$5.8	\$0.3	\$6.6	\$2.6	\$0.2	\$0.9	\$1.0	\$0.7	\$1.5	\$1.7	\$0.2	\$1.6	\$0.6	\$23.7
		Change	\$1.4	-\$0.1	\$0.0	\$0.5	-\$0.1	\$0.1	\$0.6	\$0.2	\$0.1	-\$0.1	\$0.1	\$0.1	-\$0.1	\$2.8
		% Change	32%	-28%	0%	22%	-18%	14%	132%	48%	8%	-4%	57%	7%	-15%	13%
		CAGR	7.3%	-7.8%	0.1%	5.2%	-5.0%	3.4%	23.4%	10.2%	1.9%	-1.1%	12.0%	1.6%	-4.0%	3.2%
	Headcount	FY-19	47	6	93	41	6	15	8	9	23	51	3	39	15	356
		FY-23	52	5	88	46	5	15	16	12	24	43	4	37	12	359
		Change	5	-1	-5	5	-1	0	8	3	1	-8	1	-2	-3	3
		% Change	11%	-17%	-5%	12%	-17%	0%	100%	33%	4%	-16%	33%	-5%	-20%	1%
		CAGR	2.6%	-4.5%	-1.4%	2.9%	-4.5%	0.0%	18.9%	7.5%	1.1%	-4.2%	7.5%	-1.3%	-5.4%	0.2%
	Avg. Sal/Emp	FY-19	\$93,638	\$63,740	\$70,892	\$50,925	\$46,256	\$50,935	\$55,351	\$54,252	\$60,534	\$34,701	\$40,139	\$38,511	\$45,352	\$58,712
		FY-23	\$112,074	\$55,305	\$75,076	\$55,528	\$45,278	\$58,260	\$64,263	\$60,061	\$62,582	\$39,391	\$47,381	\$43,312	\$48,050	\$65,958
		Change	\$18,436	-\$8,435	\$4,183	\$4,603	-\$978	\$7,325	\$8,912	\$5,810	\$2,048	\$4,690	\$7,243	\$4,802	\$2,699	\$7,246
		% Change	20%	-13%	6%	9%	-2%	14%	16%	11%	3%	14%	18%	12%	6%	12%
		CAGR	4.6%	-3.5%	1.4%	2.2%	-0.5%	3.4%	3.8%	2.6%	0.8%	3.2%	4.2%	3.0%	1.5%	3.0%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	1,677	Change	472	FY-18	262	Change	75	FY-18	1,301,088	Change	171	FY-18	254.771	
		FY-23	2,149	% Change	28.1%	FY-22	337	% Change	28.6%	FY-22	1,301,259	% Change	0.0%	FY-22	285.684	12.1%

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FSU	Salary Base (millions)	FY-19	\$5.9	\$1.2	\$21.6	\$5.3	\$0.0	\$2.4	\$0.7	\$0.8	\$1.8	\$3.1	\$1.9	\$4.8	\$1.1	\$50.9
		FY-23	\$5.5	\$1.5	\$21.8	\$5.5	\$0.0	\$3.3	\$0.9	\$0.8	\$2.5	\$3.2	\$2.0	\$4.9	\$1.4	\$53.4
		Change	-\$0.4	\$0.2	\$0.2	\$0.2	\$0.0	\$0.9	\$0.2	\$0.0	\$0.7	\$0.1	\$0.1	\$0.1	\$0.3	\$2.5
		% Change	-7%	20%	1%	4%	-1%	38%	30%	-4%	38%	3%	3%	2%	22%	5%
		CAGR	-1.8%	4.6%	0.2%	1.1%	-0.2%	8.3%	6.8%	-1.1%	8.3%	0.9%	0.7%	0.4%	5.2%	1.2%
	Headcount	FY-19	48	13	267	113	1	36	13	16	32	86	45	128	29	827
		FY-23	39	16	254	100	1	43	14	13	37	77	41	114	27	776
		Change	-9	3	-13	-13	0	7	1	-3	5	-9	-4	-14	-2	-51
		% Change	-19%	23%	-5%	-12%	0%	19%	8%	-19%	16%	-10%	-9%	-11%	-7%	-6%
		CAGR	-5.1%	5.3%	-1.2%	-3.0%	0.0%	4.5%	1.9%	-5.1%	3.7%	-2.7%	-2.3%	-2.9%	-1.8%	-1.6%
	Avg. Sal/Emp	FY-19	\$123,443	\$96,055	\$80,935	\$46,927	\$38,359	\$67,067	\$51,330	\$52,439	\$57,790	\$35,941	\$42,902	\$37,573	\$39,213	\$61,503
		FY-23	\$141,499	\$93,561	\$85,685	\$55,410	\$38,000	\$77,373	\$62,082	\$61,830	\$68,743	\$41,527	\$48,514	\$42,945	\$51,535	\$68,783
		Change	\$18,056	-\$2,493	\$4,750	\$8,483	-\$359	\$10,306	\$10,752	\$9,392	\$10,953	\$5,586	\$5,612	\$5,372	\$12,321	\$7,280
		% Change	15%	-3%	6%	18%	-1%	15%	21%	18%	19%	16%	13%	14%	31%	12%
		CAGR	3.5%	-0.7%	1.4%	4.2%	-0.2%	3.6%	4.9%	4.2%	4.4%	3.7%	3.1%	3.4%	7.1%	2.8%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	6,318	Change	469	FY-18	1,173	Change	308	FY-18	1,472,197	Change	0	FY-18	254.771	
		FY-23	6,787	% Change	7.4%	FY-22	1,481	% Change	26.3%	FY-22	1,472,197	% Change	0.0%	FY-22	285.684	12.1%

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N.C. A&T	Salary Base (millions)	FY-19	\$7.6	\$6.4	\$40.1	\$6.1	\$3.9	\$3.4	\$4.2	\$2.6	\$6.3	\$5.8	\$5.7	\$11.5	\$3.2	\$107.0
		FY-23	\$8.6	\$6.2	\$44.4	\$5.5	\$4.9	\$2.9	\$3.8	\$1.7	\$7.7	\$5.9	\$5.5	\$9.8	\$2.6	\$109.5
		Change	\$1.0	-\$0.2	\$4.3	-\$0.7	\$0.9	-\$0.5	-\$0.3	-\$0.9	\$1.3	\$0.2	-\$0.3	-\$1.7	-\$0.6	\$2.6
		% Change	14%	-4%	11%	-11%	24%	-15%	-8%	-34%	21%	3%	-4%	-15%	-19%	2%
		CAGR	3.3%	-0.9%	2.6%	-2.9%	5.4%	-4.1%	-2.0%	-10.0%	4.9%	0.6%	-1.1%	-4.0%	-5.1%	0.6%
	Headcount	FY-19	50	67	464	116	69	46	65	35	92	166	124	299	71	1,664
		FY-23	49	64	471	94	76	36	58	22	100	154	111	234	53	1,522
		Change	-1	-3	7	-22	7	-10	-7	-13	8	-12	-13	-65	-18	-142
		% Change	-2%	-4%	2%	-19%	10%	-22%	-11%	-37%	9%	-7%	-10%	-22%	-25%	-9%
		CAGR	-0.5%	-1.1%	0.4%	-5.1%	2.4%	-5.9%	-2.8%	-11.0%	2.1%	-1.9%	-2.7%	-5.9%	-7.0%	-2.2%
	Avg. Sal/Emp	FY-19	\$151,551	\$96,079	\$86,328	\$52,963	\$57,214	\$74,216	\$63,994	\$74,484	\$69,005	\$34,831	\$46,345	\$38,612	\$44,874	\$64,273
		FY-23	\$175,970	\$97,028	\$94,222	\$58,012	\$64,169	\$80,317	\$66,276	\$77,655	\$76,909	\$38,522	\$49,493	\$41,952	\$48,819	\$71,949
		Change	\$24,419	\$949	\$7,894	\$5,049	\$6,955	\$6,101	\$2,282	\$3,171	\$7,904	\$3,691	\$3,148	\$3,339	\$3,946	\$7,675
		% Change	16%	1%	9%	10%	12%	8%	4%	4%	11%	11%	7%	9%	9%	12%
		CAGR	3.8%	0.2%	2.2%	2.3%	2.9%	2.0%	0.9%	1.0%	2.7%	2.6%	1.7%	2.1%	2.1%	2.9%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	12,142	Change	1,345	FY-18	2,142	Change	413	FY-18	3,404,024	Change	65,557	FY-18	254.771	
		FY-23	13,487	% Change	11.1%	FY-22	2,555	% Change	19.3%	FY-22	3,469,581	% Change	1.9%	FY-22	285.684	12.1%

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NCCU	Salary Base (millions)	FY-19	\$7.9	\$4.3	\$31.8	\$6.2	\$0.9	\$3.4	\$2.3	\$1.8	\$5.0	\$4.4	\$1.4	\$8.6	\$1.6	\$79.6
		FY-23	\$7.9	\$3.4	\$31.7	\$6.8	\$1.0	\$3.1	\$2.3	\$1.4	\$5.5	\$5.0	\$2.0	\$7.0	\$1.2	\$78.2
		Change	\$0.0	-\$0.9	-\$0.1	\$0.6	\$0.1	-\$0.3	-\$0.1	-\$0.5	\$0.5	\$0.6	\$0.6	-\$1.6	-\$0.4	-\$1.4
		% Change	0%	-21%	0%	10%	9%	-9%	-3%	-25%	10%	13%	40%	-18%	-24%	-2%
		CAGR	0.1%	-5.7%	0.0%	2.4%	2.2%	-2.3%	-0.7%	-7.1%	2.3%	3.1%	8.7%	-5.0%	-6.6%	-0.4%
	Headcount	FY-19	59	59	404	116	17	52	40	29	74	120	28	209	37	1,244
		FY-23	52	40	378	113	14	46	34	19	73	115	39	157	26	1,106
		Change	-7	-19	-26	-3	-3	-6	-6	-10	-1	-5	11	-52	-11	-138
		% Change	-12%	-32%	-6%	-3%	-18%	-12%	-15%	-34%	-1%	-4%	39%	-25%	-30%	-11%
		CAGR	-3.1%	-9.3%	-1.6%	-0.7%	-4.7%	-3.0%	-4.0%	-10.0%	-0.3%	-1.1%	8.6%	-6.9%	-8.4%	-2.9%
	Avg. Sal/Emp	FY-19	\$133,266	\$72,139	\$78,591	\$53,211	\$52,416	\$66,052	\$58,088	\$63,107	\$67,374	\$36,924	\$51,661	\$41,112	\$42,844	\$63,957
		FY-23	\$151,600	\$84,133	\$83,862	\$60,171	\$69,438	\$67,913	\$66,515	\$71,894	\$74,799	\$43,530	\$51,805	\$44,653	\$46,449	\$70,684
		Change	\$18,334	\$11,994	\$5,271	\$6,960	\$17,022	\$1,861	\$8,427	\$8,787	\$7,425	\$6,606	\$144	\$3,542	\$3,605	\$6,727
		% Change	14%	17%	7%	13%	32%	3%	15%	14%	11%	18%	0%	9%	8%	11%
		CAGR	3.3%	3.9%	1.6%	3.1%	7.3%	0.7%	3.4%	3.3%	2.6%	4.2%	0.1%	2.1%	2.0%	2.5%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	8,207	Change	-654	FY-18	1,627	Change	102	FY-18	2,272,427	Change	-90,020	FY-18	254.771	
		FY-23	7,553	% Change	-8.0%	FY-22	1,729	% Change	6.3%	FY-22	2,182,407	% Change	-4.0%	FY-22	285.684	12.1%

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NC State	Salary Base (millions)	FY-19	\$33.9	\$15.5	\$218.9	\$34.5	\$76.4	\$46.2	\$18.2	\$16.1	\$39.6	\$28.4	\$41.0	\$44.0	\$15.1	\$627.9
		FY-23	\$29.6	\$16.7	\$252.6	\$36.2	\$88.0	\$55.9	\$24.0	\$19.6	\$50.5	\$32.4	\$47.2	\$44.5	\$15.5	\$712.7
		Change	-\$4.3	\$1.2	\$33.7	\$1.7	\$11.6	\$9.6	\$5.8	\$3.5	\$10.9	\$4.1	\$6.2	\$0.4	\$0.4	\$84.8
		% Change	-13%	8%	15%	5%	15%	21%	32%	22%	27%	14%	15%	1%	3%	14%
		CAGR	-3.4%	1.8%	3.6%	1.2%	3.6%	4.8%	7.2%	5.1%	6.3%	3.4%	3.6%	0.2%	0.6%	3.2%
	Headcount	FY-19	174	115	2,147	551	1,195	546	261	197	416	747	901	1,026	322	8,598
		FY-23	137	111	2,176	517	1,240	590	308	223	450	763	912	912	289	8,628
		Change	-37	-4	29	-34	45	44	47	26	34	16	11	-114	-33	30
		% Change	-21%	-3%	1%	-6%	4%	8%	18%	13%	8%	2%	1%	-11%	-10%	0%
		CAGR	-5.8%	-0.9%	0.3%	-1.6%	0.9%	2.0%	4.2%	3.1%	2.0%	0.5%	0.3%	-2.9%	-2.7%	0.1%
	Avg. Sal/Emp	FY-19	\$194,746	\$135,098	\$101,954	\$62,667	\$63,913	\$84,676	\$69,743	\$81,803	\$95,252	\$37,983	\$45,484	\$42,921	\$46,930	\$73,029
		FY-23	\$215,761	\$150,467	\$116,079	\$69,996	\$70,950	\$94,684	\$78,074	\$88,023	\$112,268	\$42,505	\$51,769	\$48,744	\$53,650	\$82,601
		Change	\$21,015	\$15,369	\$14,125	\$7,329	\$7,037	\$10,008	\$8,331	\$6,219	\$17,015	\$4,523	\$6,285	\$5,823	\$6,720	\$9,572
		% Change	11%	11%	14%	12%	11%	12%	12%	8%	18%	12%	14%	14%	14%	13%
		CAGR	2.6%	2.7%	3.3%	2.8%	2.6%	2.8%	2.9%	1.8%	4.2%	2.9%	3.3%	3.2%	3.4%	3.1%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	35,479	Change	1,221	FY-18	9,229	Change	1,037	FY-18	16,513,261	Change	216,424	FY-18	254.771	
		FY-23	36,700	% Change	3.4%	FY-22	10,266	% Change	11.2%	FY-22	16,729,685	% Change	1.3%	FY-22	285.684	12.1%

			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-19	\$4.2	\$0.4	\$17.1	\$2.9	\$0.9	\$1.1	\$1.0	\$1.1	\$2.8	\$2.4	\$2.9	\$3.0	\$1.2	\$41.0
		FY-23	\$5.1	\$0.3	\$17.4	\$3.5	\$0.8	\$1.4	\$0.9	\$1.4	\$3.0	\$2.6	\$3.3	\$2.1	\$1.7	\$43.5
		Change	\$0.9	\$0.0	\$0.4	\$0.5	-\$0.2	\$0.2	-\$0.1	\$0.4	\$0.1	\$0.2	\$0.4	-\$0.9	\$0.5	\$2.5
		% Change	22%	-12%	2%	18%	-17%	21%	-6%	33%	5%	7%	13%	-30%	47%	6%
		CAGR	5.2%	-3.1%	0.5%	4.2%	-4.6%	4.8%	-1.5%	7.4%	1.1%	1.7%	3.1%	-8.5%	10.1%	1.5%
	Headcount	FY-19	36	4	223	60	16	17	16	18	50	71	70	82	31	694
		FY-23	39	3	219	60	12	18	13	23	47	65	70	50	37	656
		Change	3	-1	-4	0	-4	1	-3	5	-3	-6	0	-32	6	-38
		% Change	8%	-25%	-2%	0%	-25%	6%	-19%	28%	-6%	-8%	0%	-39%	19%	-5%
		CAGR	2.0%	-6.9%	-0.5%	0.0%	-6.9%	1.4%	-5.1%	6.3%	-1.5%	-2.2%	0.0%	-11.6%	4.5%	-1.4%
	Avg. Sal/Emp	FY-19	\$116,440	\$99,001	\$76,595	\$49,075	\$59,228	\$66,440	\$60,486	\$59,134	\$56,712	\$34,137	\$41,127	\$36,548	\$37,777	\$59,119
		FY-23	\$131,469	\$116,479	\$79,632	\$57,779	\$65,446	\$75,745	\$70,132	\$61,520	\$63,060	\$39,878	\$46,435	\$42,084	\$46,462	\$66,293
		Change	\$15,029	\$17,479	\$3,037	\$8,704	\$6,218	\$9,306	\$9,646	\$2,386	\$6,348	\$5,741	\$5,308	\$5,537	\$8,685	\$7,174
		% Change	13%	18%	4%	18%	10%	14%	16%	4%	11%	17%	13%	15%	23%	12%
		CAGR	3.1%	4.1%	1.0%	4.2%	2.5%	3.3%	3.8%	1.0%	2.7%	4.0%	3.1%	3.6%	5.3%	2.9%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	3,762	Change	-848	FY-18	817	Change	-60	FY-18	1,691,062	Change	0	FY-18	254.771	
		FY-23	2,914	% Change	-22.5%	FY-22	757	% Change	-7.3%	FY-22	1,691,062	% Change	0.0%	FY-22	285.684	12.1%

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area
FY 2018-19 to FY 2022-23**

			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-19	\$24.5	\$15.1	\$581.8	\$52.7	\$82.9	\$59.6	\$41.7	\$32.2	\$53.1	\$24.3	\$99.1	\$59.7	\$23.4	\$1,150.0
		FY-23	\$25.3	\$18.7	\$727.0	\$58.4	\$112.5	\$69.8	\$55.6	\$36.2	\$67.8	\$24.2	\$110.9	\$63.0	\$19.8	\$1,389.1
		Change	\$0.8	\$3.6	\$145.3	\$5.7	\$29.5	\$10.2	\$13.9	\$4.1	\$14.7	-\$0.1	\$11.8	\$3.3	-\$3.6	\$239.1
		% Change	3%	24%	25%	11%	36%	17%	33%	13%	28%	0%	12%	6%	-15%	21%
		CAGR	0.8%	5.5%	5.7%	2.6%	7.9%	4.0%	7.5%	3.0%	6.3%	-0.1%	2.8%	1.3%	-4.1%	4.8%
	Headcount	FY-19	105	121	3,870	758	1,087	645	540	370	594	702	2,028	1,373	465	12,658
		FY-23	97	145	4,112	765	1,348	694	667	381	664	636	2,066	1,292	360	13,227
		Change	-8	24	242	7	261	49	127	11	70	-66	38	-81	-105	569
		% Change	-8%	20%	6%	1%	24%	8%	24%	3%	12%	-9%	2%	-6%	-23%	4%
		CAGR	-2.0%	4.6%	1.5%	0.2%	5.5%	1.8%	5.4%	0.7%	2.8%	-2.4%	0.5%	-1.5%	-6.2%	1.1%
	Avg. Sal/Emp	FY-19	\$233,030	\$124,871	\$150,327	\$69,544	\$76,288	\$92,468	\$77,213	\$86,908	\$89,389	\$34,558	\$48,870	\$43,498	\$50,226	\$90,853
		FY-23	\$260,322	\$129,081	\$176,810	\$76,372	\$83,430	\$100,613	\$83,345	\$95,049	\$102,041	\$38,019	\$53,671	\$48,768	\$54,915	\$105,022
		Change	\$27,291	\$4,210	\$26,484	\$6,827	\$7,142	\$8,144	\$6,132	\$8,141	\$12,652	\$3,461	\$4,801	\$5,270	\$4,689	\$14,169
		% Change	12%	3%	18%	10%	9%	9%	8%	9%	14%	10%	10%	12%	9%	16%
		CAGR	2.8%	0.8%	4.1%	2.4%	2.3%	2.1%	1.9%	2.3%	3.4%	2.4%	2.4%	2.9%	2.3%	3.7%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	30,011	Change	1,694	FY-18	8,021	Change	408	FY-18	13,379,013	Change	376,513	FY-18	254.771	
		FY-23	31,705	% Change	5.6%	FY-22	8,429	% Change	5.1%	FY-22	13,755,526	% Change	2.8%	FY-22	285.684	12.1%

			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-19	\$21.3	\$8.4	\$98.8	\$17.0	\$6.2	\$16.2	\$8.6	\$5.7	\$15.0	\$14.6	\$7.2	\$22.8	\$7.4	\$249.2
		FY-23	\$24.5	\$8.2	\$111.2	\$21.9	\$8.2	\$18.6	\$10.0	\$7.1	\$19.1	\$14.0	\$6.8	\$22.6	\$6.9	\$278.9
		Change	\$3.2	-\$0.3	\$12.4	\$4.9	\$2.0	\$2.4	\$1.5	\$1.4	\$4.1	-\$0.6	-\$0.5	-\$0.2	-\$0.5	\$29.7
		% Change	15%	-3%	13%	29%	33%	15%	17%	25%	27%	-4%	-7%	-1%	-7%	12%
		CAGR	3.5%	-0.8%	3.0%	6.5%	7.4%	3.5%	4.1%	5.7%	6.2%	-1.1%	-1.7%	-0.3%	-1.8%	2.9%
	Headcount	FY-19	134	75	1,125	285	91	189	128	85	199	417	150	565	156	3,599
		FY-23	138	65	1,112	333	127	199	137	95	228	352	130	502	129	3,547
		Change	4	-10	-13	48	36	10	9	10	29	-65	-20	-63	-27	-52
		% Change	3%	-13%	-1%	17%	40%	5%	7%	12%	15%	-16%	-13%	-11%	-17%	-1%
		CAGR	0.7%	-3.5%	-0.3%	4.0%	8.7%	1.3%	1.7%	2.8%	3.5%	-4.1%	-3.5%	-2.9%	-4.6%	-0.4%
	Avg. Sal/Emp	FY-19	\$159,022	\$112,029	\$87,799	\$59,643	\$68,124	\$85,531	\$66,823	\$66,653	\$75,396	\$34,968	\$48,305	\$40,429	\$47,614	\$69,233
		FY-23	\$177,384	\$125,410	\$99,972	\$65,671	\$64,831	\$93,354	\$73,207	\$74,508	\$83,697	\$39,659	\$52,032	\$45,017	\$53,544	\$78,630
		Change	\$18,362	\$13,381	\$12,173	\$6,028	-\$3,293	\$7,823	\$6,384	\$7,855	\$8,301	\$4,691	\$3,728	\$4,587	\$5,930	\$9,397
		% Change	12%	12%	14%	10%	-5%	9%	10%	12%	11%	13%	8%	11%	12%	14%
		CAGR	2.8%	2.9%	3.3%	2.4%	-1.2%	2.2%	2.3%	2.8%	2.6%	3.2%	1.9%	2.7%	3.0%	3.2%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	29,710	Change	-159	FY-18	7,241	Change	1,183	FY-18	9,586,548	Change	449,654	FY-18	254.771	
		FY-23	29,551	% Change	-0.5%	FY-22	8,424	% Change	16.3%	FY-22	10,036,202	% Change	4.7%	FY-22	285.684	12.1%

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area
FY 2018-19 to FY 2022-23**

			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-19	\$14.6	\$5.8	\$70.0	\$16.7	\$8.5	\$13.0	\$10.0	\$4.0	\$8.1	\$9.6	\$4.7	\$9.0	\$3.7	\$177.7
		FY-23	\$16.3	\$5.3	\$71.0	\$14.3	\$11.4	\$13.1	\$9.2	\$4.7	\$8.6	\$9.9	\$4.4	\$8.8	\$3.9	\$180.7
		Change	\$1.7	-\$0.5	\$1.0	-\$2.4	\$2.8	\$0.1	-\$0.7	\$0.6	\$0.5	\$0.2	-\$0.3	-\$0.3	\$0.2	\$3.0
		% Change	11%	-8%	1%	-14%	33%	1%	-7%	15%	7%	3%	-7%	-3%	6%	2%
		CAGR	2.8%	-2.2%	0.3%	-3.8%	7.4%	0.2%	-1.9%	3.6%	1.6%	0.6%	-1.8%	-0.8%	1.4%	0.4%
	Headcount	FY-19	100	58	858	318	157	173	171	63	121	266	106	227	84	2,702
		FY-23	105	48	840	253	177	157	144	67	122	259	92	200	82	2,546
		Change	5	-10	-18	-65	20	-16	-27	4	1	-7	-14	-27	-2	-156
		% Change	5%	-17%	-2%	-20%	13%	-9%	-16%	6%	1%	-3%	-13%	-12%	-2%	-6%
		CAGR	1.2%	-4.6%	-0.5%	-5.6%	3.0%	-2.4%	-4.2%	1.6%	0.2%	-0.7%	-3.5%	-3.1%	-0.6%	-1.5%
	Avg. Sal/Emp	FY-19	\$146,332	\$100,176	\$81,612	\$52,379	\$54,305	\$75,080	\$58,191	\$64,034	\$66,798	\$36,121	\$44,352	\$39,798	\$43,894	\$65,779
		FY-23	\$155,389	\$110,949	\$84,534	\$56,425	\$64,187	\$83,342	\$63,927	\$69,481	\$70,564	\$38,062	\$47,531	\$43,780	\$47,581	\$70,986
		Change	\$9,057	\$10,773	\$2,922	\$4,046	\$9,882	\$8,262	\$5,736	\$5,448	\$3,766	\$1,941	\$3,180	\$3,983	\$3,687	\$5,206
		% Change	6%	11%	4%	8%	18%	11%	10%	9%	6%	5%	7%	10%	8%	8%
		CAGR	1.5%	2.6%	0.9%	1.9%	4.3%	2.6%	2.4%	2.1%	1.4%	1.3%	1.7%	2.4%	2.0%	1.9%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	20,106	Change	-2,128	FY-18	4,307	Change	375	FY-18	6,632,575	Change	221,278	FY-18	254.771	
		FY-23	17,978	% Change	-10.6%	FY-22	4,682	% Change	8.7%	FY-22	6,853,853	% Change	3.3%	FY-22	285.684	12.1%

			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-19	\$6.1	\$1.1	\$20.4	\$4.0	\$0.4	\$2.2	\$0.9	\$0.6	\$2.3	\$3.2	\$2.6	\$5.2	\$1.2	\$50.1
		FY-23	\$6.1	\$1.2	\$23.8	\$4.9	\$0.4	\$2.2	\$1.2	\$0.7	\$2.6	\$3.7	\$2.6	\$5.5	\$1.4	\$56.4
		Change	\$0.0	\$0.2	\$3.4	\$0.9	\$0.0	\$0.0	\$0.3	\$0.1	\$0.3	\$0.5	\$0.0	\$0.3	\$0.2	\$6.3
		% Change	-1%	15%	17%	24%	-12%	-1%	38%	16%	14%	16%	1%	6%	19%	12%
		CAGR	-0.1%	3.6%	4.0%	5.5%	-3.2%	-0.3%	8.4%	3.8%	3.4%	3.7%	0.3%	1.5%	4.4%	3.0%
	Headcount	FY-19	50	17	303	73	7	31	15	11	40	92	60	150	29	878
		FY-23	43	16	312	87	5	27	18	12	41	95	53	139	30	878
		Change	-7	-1	9	14	-2	-4	3	1	1	3	-7	-11	1	0
		% Change	-14%	-6%	3%	19%	-29%	-13%	20%	9%	3%	3%	-12%	-7%	3%	0%
		CAGR	-3.7%	-1.5%	0.7%	4.5%	-8.1%	-3.4%	4.7%	2.2%	0.6%	0.8%	-3.1%	-1.9%	0.9%	0.0%
	Avg. Sal/Emp	FY-19	\$122,583	\$62,463	\$67,371	\$54,202	\$58,494	\$71,494	\$59,064	\$56,157	\$56,686	\$34,804	\$43,376	\$34,579	\$40,845	\$57,100
		FY-23	\$141,712	\$76,551	\$76,410	\$56,391	\$72,040	\$81,168	\$67,954	\$59,733	\$63,221	\$38,936	\$49,629	\$39,645	\$46,982	\$64,234
		Change	\$19,129	\$14,088	\$9,039	\$2,189	\$13,546	\$9,673	\$8,890	\$3,576	\$6,535	\$4,132	\$6,254	\$5,066	\$6,136	\$7,134
		% Change	16%	23%	13%	4%	23%	14%	15%	6%	12%	12%	14%	15%	15%	12%
		CAGR	3.7%	5.2%	3.2%	1.0%	5.3%	3.2%	3.6%	1.6%	2.8%	2.8%	3.4%	3.5%	3.6%	3.0%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	7,137	Change	529	FY-18	1,145	Change	871	FY-18	1,586,688	Change	267,334	FY-18	254.771	
		FY-23	7,666	% Change	7.4%	FY-22	2,016	% Change	76.1%	FY-22	1,854,022	% Change	16.8%	FY-22	285.684	12.1%

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area
FY 2018-19 to FY 2022-23**

			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-19	\$8.4	\$4.1	\$53.7	\$12.4	\$2.1	\$4.6	\$4.7	\$2.6	\$7.8	\$6.7	\$9.3	\$10.8	\$3.0	\$130.4
		FY-23	\$10.3	\$5.7	\$64.3	\$14.7	\$3.4	\$6.5	\$5.4	\$3.4	\$9.0	\$6.8	\$9.2	\$12.4	\$3.5	\$154.8
		Change	\$2.0	\$1.6	\$10.7	\$2.2	\$1.3	\$1.9	\$0.7	\$0.8	\$1.2	\$0.1	-\$0.1	\$1.6	\$0.5	\$24.4
		% Change	23%	39%	20%	18%	64%	40%	16%	29%	16%	1%	-1%	15%	16%	19%
		CAGR	5.4%	8.6%	4.6%	4.2%	13.1%	8.8%	3.7%	6.6%	3.7%	0.3%	-0.2%	3.5%	3.8%	4.4%
	Headcount	FY-19	57	40	692	227	37	63	69	46	118	186	195	279	71	2,080
		FY-23	61	55	747	242	53	80	76	53	129	172	178	287	75	2,208
		Change	4	15	55	15	16	17	7	7	11	-14	-17	8	4	128
		% Change	7%	38%	8%	7%	43%	27%	10%	15%	9%	-8%	-9%	3%	6%	6%
		CAGR	1.7%	8.3%	1.9%	1.6%	9.4%	6.2%	2.4%	3.6%	2.3%	-1.9%	-2.3%	0.7%	1.4%	1.5%
	Avg. Sal/Emp	FY-19	\$146,827	\$103,393	\$77,552	\$54,820	\$56,606	\$73,381	\$67,721	\$57,148	\$66,244	\$36,290	\$47,780	\$38,888	\$42,724	\$62,693
		FY-23	\$169,299	\$104,424	\$86,110	\$60,581	\$64,643	\$80,948	\$71,190	\$64,052	\$70,097	\$39,704	\$51,889	\$43,359	\$46,980	\$70,126
		Change	\$22,473	\$1,031	\$8,557	\$5,761	\$8,036	\$7,568	\$3,469	\$6,903	\$3,853	\$3,414	\$4,109	\$4,471	\$4,256	\$7,433
		% Change	15%	1%	11%	11%	14%	10%	5%	12%	6%	9%	9%	11%	10%	12%
		CAGR	3.6%	0.2%	2.7%	2.5%	3.4%	2.5%	1.3%	2.9%	1.4%	2.3%	2.1%	2.8%	2.4%	2.8%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	16,747	Change	1,096	FY-18	4,376	Change	738	FY-18	4,035,254	Change	976,506	FY-18	254.771	
		FY-23	17,843	% Change	6.5%	FY-22	5,114	% Change	16.9%	FY-22	5,011,760	% Change	24.2%	FY-22	285.684	12.1%

			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-19	\$5.0	\$1.1	\$10.1	\$2.4		\$0.9	\$0.6	\$0.8	\$1.0	\$2.3	\$0.7	\$2.8	\$1.0	\$28.8
		FY-23	\$5.7	\$1.1	\$10.3	\$2.7		\$1.2	\$1.5	\$0.7	\$1.4	\$2.5	\$0.8	\$2.2	\$1.0	\$31.0
		Change	\$0.7	\$0.0	\$0.1	\$0.2	\$0.0	\$0.3	\$0.9	-\$0.1	\$0.4	\$0.2	\$0.1	-\$0.5	\$0.0	\$2.2
		% Change	14%	1%	1%	9%	#DIV/0!	31%	141%	-10%	36%	9%	11%	-19%	-1%	8%
		CAGR	3.3%	0.3%	0.4%	2.3%	#DIV/0!	7.0%	24.5%	-2.6%	8.0%	2.1%	2.6%	-5.2%	-0.3%	1.9%
	Headcount	FY-19	42	16	142	55		13	11	13	18	62	17	67	23	479
		FY-23	46	15	133	52		17	23	11	20	61	17	50	22	467
		Change	4	-1	-9	-3	0	4	12	-2	2	-1	0	-17	-1	-12
		% Change	10%	-6%	-6%	-5%	#DIV/0!	31%	109%	-15%	11%	-2%	0%	-25%	-4%	-3%
		CAGR	2.3%	-1.6%	-1.6%	-1.4%	#DIV/0!	6.9%	20.2%	-4.1%	2.7%	-0.4%	0.0%	-7.1%	-1.1%	-0.6%
	Avg. Sal/Emp	FY-19	\$119,218	\$66,893	\$71,426	\$44,219		\$72,403	\$55,471	\$62,106	\$56,263	\$37,133	\$42,251	\$41,489	\$41,937	\$60,101
		FY-23	\$123,914	\$72,347	\$77,353	\$51,132		\$72,456	\$63,830	\$66,114	\$68,987	\$41,093	\$46,826	\$44,829	\$43,260	\$66,456
		Change	\$4,695	\$5,454	\$5,928	\$6,913	\$0	\$53	\$8,359	\$4,008	\$12,724	\$3,960	\$4,575	\$3,340	\$1,324	\$6,355
		% Change	4%	8%	8%	16%	#DIV/0!	0%	15%	6%	23%	11%	11%	8%	3%	11%
		CAGR	1.0%	2.0%	2.0%	3.7%	#DIV/0!	0.0%	3.6%	1.6%	5.2%	2.6%	2.6%	2.0%	0.8%	2.5%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	1,042	Change	62	FY-18	392	Change	15	FY-18	1,212,554	Change	142,228	FY-18	254.771	
		FY-23	1,104	% Change	6.0%	FY-22	407	% Change	3.8%	FY-22	1,354,782	% Change	11.7%	FY-22	285.684	12.1%

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area
FY 2018-19 to FY 2022-23**

			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-19	\$9.3	\$1.8	\$38.0	\$7.2	\$0.5	\$3.2	\$2.6	\$1.1	\$6.0	\$6.4	\$4.7	\$7.1	\$3.4	\$91.4
		FY-23	\$11.0	\$2.3	\$44.6	\$8.2	\$0.7	\$4.4	\$2.5	\$1.6	\$7.0	\$7.5	\$4.3	\$7.3	\$4.4	\$105.8
		Change	\$1.6	\$0.5	\$6.6	\$1.0	\$0.2	\$1.2	\$0.0	\$0.4	\$1.0	\$1.1	-\$0.5	\$0.2	\$1.0	\$14.4
		% Change	17%	27%	17%	14%	35%	39%	-1%	36%	18%	17%	-10%	3%	29%	16%
		CAGR	4.1%	6.2%	4.1%	3.3%	7.7%	8.6%	-0.2%	7.9%	4.1%	4.1%	-2.6%	0.7%	6.6%	3.7%
	Headcount	FY-19	77	23	535	144	10	37	43	22	93	188	90	197	81	1,540
		FY-23	84	33	557	150	12	50	38	28	100	195	74	173	90	1,584
		Change	7	10	22	6	2	13	-5	6	7	7	-16	-24	9	44
		% Change	9%	43%	4%	4%	20%	35%	-12%	27%	8%	4%	-18%	-12%	11%	3%
		CAGR	2.2%	9.4%	1.0%	1.0%	4.7%	7.8%	-3.0%	6.2%	1.8%	0.9%	-4.8%	-3.2%	2.7%	0.7%
	Avg. Sal/Emp	FY-19	\$121,417	\$78,770	\$71,119	\$50,163	\$54,475	\$85,268	\$59,345	\$52,050	\$64,206	\$33,781	\$52,472	\$36,095	\$42,201	\$59,352
		FY-23	\$130,660	\$69,891	\$80,111	\$54,865	\$61,121	\$87,901	\$66,606	\$55,534	\$70,165	\$38,253	\$57,477	\$42,192	\$49,049	\$66,787
		Change	\$9,243	-\$8,879	\$8,992	\$4,703	\$6,647	\$2,634	\$7,260	\$3,484	\$5,959	\$4,472	\$5,005	\$6,098	\$6,848	\$7,435
		% Change	8%	-11%	13%	9%	12%	3%	12%	7%	9%	13%	10%	17%	16%	13%
		CAGR	1.9%	-2.9%	3.0%	2.3%	2.9%	0.8%	2.9%	1.6%	2.2%	3.2%	2.3%	4.0%	3.8%	3.0%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	11,639	Change	-4	FY-18	2,790	Change	522	FY-18	3,320,937	Change	69,245	FY-18	254.771	
		FY-23	11,635	% Change	0.0%	FY-22	3,312	% Change	18.7%	FY-22	3,390,182	% Change	2.1%	FY-22	285.684	12.1%

			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-19	\$5.8	\$2.6	\$22.7	\$4.0	\$0.4	\$1.9	\$1.2	\$0.9	\$3.5	\$3.5	\$0.8	\$5.6	\$0.5	\$53.4
		FY-23	\$6.0	\$2.9	\$20.7	\$4.0	\$0.3	\$2.3	\$1.4	\$0.8	\$3.1	\$3.9	\$0.8	\$5.2	\$0.6	\$52.0
		Change	\$0.1	\$0.3	-\$2.0	\$0.1	-\$0.1	\$0.4	\$0.1	-\$0.1	-\$0.4	\$0.3	\$0.1	-\$0.4	\$0.1	-\$1.5
		% Change	3%	12%	-9%	2%	-28%	22%	10%	-13%	-11%	9%	11%	-7%	17%	-3%
		CAGR	0.6%	2.9%	-2.3%	0.4%	-8.0%	5.1%	2.4%	-3.5%	-2.9%	2.1%	2.7%	-1.8%	4.0%	-0.7%
	Headcount	FY-19	51	35	289	78	7	32	21	13	61	99	16	136	12	850
		FY-23	49	36	244	74	5	34	20	10	51	100	15	117	13	768
		Change	-2	1	-45	-4	-2	2	-1	-3	-10	1	-1	-19	1	-82
		% Change	-4%	3%	-16%	-5%	-29%	6%	-5%	-23%	-16%	1%	-6%	-14%	8%	-10%
		CAGR	-1.0%	0.7%	-4.1%	-1.3%	-8.1%	1.5%	-1.2%	-6.3%	-4.4%	0.3%	-1.6%	-3.7%	2.0%	-2.5%
	Avg. Sal/Emp	FY-19	\$114,059	\$75,054	\$78,399	\$50,981	\$62,312	\$57,835	\$58,681	\$67,491	\$58,126	\$35,848	\$47,334	\$41,308	\$40,904	\$62,865
		FY-23	\$121,770	\$81,736	\$84,773	\$54,546	\$62,403	\$66,365	\$67,775	\$76,196	\$61,745	\$38,633	\$56,089	\$44,617	\$44,180	\$67,662
		Change	\$7,711	\$6,682	\$6,374	\$3,565	\$91	\$8,530	\$9,093	\$8,705	\$3,619	\$2,785	\$8,755	\$3,309	\$3,276	\$4,797
		% Change	7%	9%	8%	7%	0%	15%	15%	13%	6%	8%	18%	8%	8%	8%
		CAGR	1.6%	2.2%	2.0%	1.7%	0.0%	3.5%	3.7%	3.1%	1.5%	1.9%	4.3%	1.9%	1.9%	1.9%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	5,190	Change	-186	FY-18	1,138	Change	-12	FY-18	2,013,632	Change	18,005	FY-18	254.771	
		FY-23	5,004	% Change	-3.6%	FY-22	1,126	% Change	-1.1%	FY-22	2,031,637	% Change	0.9%	FY-22	285.684	12.1%

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area
FY 2018-19 to FY 2022-23**

			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-19	\$186.1	\$84.3	\$1,513.5	\$207.2	\$191.9	\$182.5	\$110.5	\$78.2	\$184.4	\$142.9	\$207.6	\$242.8	\$79.1	\$3,411.2
		FY-23	\$192.4	\$88.9	\$1,749.8	\$227.8	\$241.3	\$211.8	\$135.5	\$90.7	\$226.9	\$150.8	\$225.8	\$242.3	\$77.6	\$3,861.7
		Change	\$6.3	\$4.6	\$236.3	\$20.6	\$49.4	\$29.4	\$25.0	\$12.5	\$42.5	\$7.9	\$18.2	-\$0.5	-\$1.5	\$450.5
		% Change	3%	5%	16%	10%	26%	16%	23%	16%	23%	6%	9%	0%	-2%	13%
		CAGR	0.8%	1.3%	3.7%	2.4%	5.9%	3.8%	5.2%	3.8%	5.3%	1.4%	2.1%	-0.1%	-0.5%	3.1%
	Headcount	FY-19	1,190	787	14,196	3,531	2,853	2,195	1,597	1,041	2,330	4,022	4,361	5,964	1,714	45,781
		FY-23	1,132	764	14,376	3,514	3,244	2,304	1,775	1,099	2,507	3,808	4,290	5,301	1,506	45,620
		Change	-58	-23	180	-17	391	109	178	58	177	-214	-71	-663	-208	-161
		% Change	-5%	-3%	1%	0%	14%	5%	11%	6%	8%	-5%	-2%	-11%	-12%	0%
		CAGR	-1.2%	-0.7%	0.3%	-0.1%	3.3%	1.2%	2.7%	1.4%	1.8%	-1.4%	-0.4%	-2.9%	-3.2%	-0.1%
	Avg. Sal/Emp	FY-19	\$156,416	\$107,157	\$106,617	\$58,675	\$67,272	\$83,123	\$69,194	\$75,148	\$79,139	\$35,541	\$47,604	\$40,713	\$46,163	\$74,511
		FY-23	\$169,954	\$116,420	\$121,716	\$64,819	\$74,377	\$91,937	\$76,362	\$82,544	\$90,501	\$39,608	\$52,630	\$45,709	\$51,557	\$84,649
		Change	\$13,538	\$9,263	\$15,099	\$6,144	\$7,105	\$8,814	\$7,168	\$7,396	\$11,362	\$4,066	\$5,026	\$4,995	\$5,393	\$10,138
		% Change	9%	9%	14%	10%	11%	11%	10%	10%	14%	11%	11%	12%	12%	14%
		CAGR	2.1%	2.1%	3.4%	2.5%	2.5%	2.6%	2.5%	2.4%	3.4%	2.7%	2.5%	2.9%	2.8%	3.2%
	Other Metrics	Enrollment				Degrees				Gross Square Feet				Consumer Price Index (CPI-U)		
		FY-19	236,993	Change	2,670	FY-18	55,995	Change	6,785	FY-18	78,793,865	Change	2,949,606	FY-18	254.771	
		FY-23	239,663	% Change	1.1%	FY-22	62,780	% Change	12.1%	FY-22	81,743,471	% Change	3.7%	FY-22	285.684	12.1%

Summary UNC System HEERF Reporting - Through December 31, 2022

	Direct Institutional														
	Total Awarded	Additional Emergency Fin. Aid Grants		Student Reimbursements		Campus Safety		Offsetting Lost Revenue		IT/Online Learning		Other		Total Spent through December 31, 2022	
	(\$)	(\$)	%	(\$)	%	(\$)	%	(\$)	%	(\$)	%	(\$)	%	(\$)	%
ASU	\$ 45,292,873	\$ 18,542	0%	\$ 7,963,966	18%	\$ 2,830,451	6%	\$ 17,214,493	38%	\$ 1,018,910	2%	\$ 16,315,876	36%	\$ 45,362,238	100%
ECU	\$ 56,381,711	\$ -	0%	\$ 25,501,051	45%	\$ -	0%	\$ 14,751,354	26%	\$ 1,943,759	3%	\$ 9,699,121	17%	\$ 51,895,285	92%
ECSU	\$ 6,804,750	\$ 3,844,195	56%	\$ 1,349,242	20%	\$ 4,573	0%	\$ 671,134	10%	\$ 151,546	2%	\$ 761,896	11%	\$ 6,782,586	100%
FSU	\$ 16,700,931	\$ 2,916,493	17%	\$ 5,158,459	31%	\$ 164,827	1%	\$ 1,171,764	7%	\$ 546,698	3%	\$ 6,314,401	38%	\$ 16,272,642	97%
N.C. A&T	\$ 42,645,926	\$ -	0%	\$ 10,210,337	24%	\$ -	0%	\$ 7,898,578	19%	\$ 12,580,358	29%	\$ 1,625,654	4%	\$ 32,314,927	76%
NCCU	\$ 26,219,667	\$ 24,842,330	95%	\$ -	0%	\$ -	0%	\$ -	0%	\$ 1,013,382	4%	\$ -	0%	\$ 25,855,713	99%
NC State	\$ 53,171,415	\$ 3,000,000	6%	\$ -	0%	\$ 14,273,592	27%	\$ 13,792,507	26%	\$ -	0%	\$ 4,943,570	9%	\$ 36,009,669	68%
UNCA	\$ 10,200,954	\$ 1,368,008	13%	\$ 1,679,746	16%	\$ 174,172	2%	\$ 2,597,243	25%	\$ 260,719	3%	\$ 2,948,545	29%	\$ 9,028,433	89%
UNC-CH	\$ 48,224,128	\$ 2,267,820	5%	\$ 11,642,461	24%	\$ 16,969,911	35%	\$ 2,487,122	5%	\$ 3,988,575	8%	\$ 5,815,262	12%	\$ 43,171,152	90%
UNCC	\$ 74,135,582	\$ 1,397,500	2%	\$ 4,000,000	5%	\$ 9,234,101	12%	\$ 48,093,837	65%	\$ 3,664,232	5%	\$ 6,013,784	8%	\$ 72,403,455	98%
UNCG	\$ 55,656,493	\$ 15,456,823	28%	\$ 4,015,821	7%	\$ 2,431,061	4%	\$ 13,602,334	24%	\$ 5,173,917	9%	\$ 4,239,499	8%	\$ 44,919,455	81%
UNCP	\$ 20,066,081	\$ 6,367,680	32%	\$ 3,189,757	16%	\$ 549,104	3%	\$ 7,698,837	38%	\$ 1,789,360	9%	\$ 934,990	5%	\$ 20,529,728	102%
UNCW	\$ 31,489,133	\$ -	0%	\$ 5,283,026	17%	\$ -	0%	\$ 26,206,107	83%	\$ -	0%	\$ -	0%	\$ 31,489,133	100%
UNCSA	\$ 2,402,917	\$ -	0%	\$ 443,834	18%	\$ 438,144	18%	\$ -	0%	\$ 244	0%	\$ 305,318	13%	\$ 1,187,540	49%
WCU	\$ 27,136,479	\$ 2,780,260	10%	\$ 10,523,605	39%	\$ -	0%	\$ 10,131,790	37%	\$ -	0%	\$ 3,700,206	14%	\$ 27,135,861	100%
WSSU	\$ 19,230,987	\$ 8,305,996	43%	\$ 3,058,990	16%	\$ 3,260,676	17%	\$ 2,059,080	11%	\$ 2,454,358	13%	\$ 91,887	0%	\$ 19,230,987	100%
Total	\$ 535,760,027	\$ 72,565,647	14%	\$ 94,020,295	18%	\$ 50,330,612	9%	\$ 168,376,181	31%	\$ 34,586,058	6%	\$ 63,710,010	12%	\$ 483,588,804	90%

	HBCU/MSI/SIP Funding														
	Total Awarded	Additional Emergency Fin. Aid Grants		Student Reimbursements		Campus Safety		Offsetting Lost Revenue		IT Equipment		Other		Total Spent through December 31, 2022	
	(\$)	(\$)	%	(\$)	%	(\$)	%	(\$)	%	(\$)	%	(\$)	%	(\$)	%
ECSU	\$ 17,676,716	\$ 3,411,109	19%	\$ -	0%	\$ 387,549	2%	\$ 4,547,137	26%	\$ 1,180,026	7%	\$ 1,542,706	9%	\$11,068,527	63%
FSU	\$ 48,165,747	\$ 411,340	1%	\$ 4,991	0%	\$ 844,811	2%	\$ 12,946,862	27%	\$ 3,193,063	7%	\$ 4,509,928	9%	\$21,910,995	45%
N.C. A&T	\$ 111,646,781	\$ 4,336,618	4%	\$ 17,566,332	16%	\$ 5,881,612	5%	\$ 24,456,805	22%	\$ 3,699,927	3%	\$ 20,017,067	18%	\$75,958,362	68%
NCCU	\$ 78,811,132	\$ 23,533,760	30%	\$ 6,579,624	8%	\$ -	0%	\$ -	0%	\$ 16,236,773	21%	\$ 2,718,066	3%	\$49,068,223	62%
UNCA	\$ 820,683	\$ -	0%	\$ -	0%	\$ -	0%	\$ 397,047	48%	\$ -	0%	\$ 100	0%	\$397,147	48%
UNCC	\$ 5,971,788	\$ -	0%	\$ -	0%	\$ 287,949	5%	\$ 4,568,075	76%	\$ 520,735	9%	\$ 395,045	7%	\$5,771,803	97%
UNCG	\$ 4,446,402	\$ 4,366,789	98%	\$ -	0%	\$ 68	0%	\$ -	0%	\$ -	0%	\$ 79,545	2%	\$4,446,402	100%
UNCP	\$ 3,618,529	\$ -	0%	\$ -	0%	\$ -	0%	\$ 3,027,186	84%	\$ -	0%	\$ -	0%	\$3,027,186	84%
WCU	\$ 2,176,958	\$ 616,605	28%	\$ 1,058,347	49%	\$ -	0%	\$ 1	0%	\$ -	0%	\$ 502,005	23%	\$2,176,958	100%
WSSU	\$ 46,534,242	\$ 8,813,690	19%	\$ 4,439,846	10%	\$ 2,429,294	5%	\$ 7,474,303	16%	\$ 7,968,445	17%	\$ 4,183,610	9%	\$35,309,188	76%
Total	\$ 319,868,978	\$ 45,489,912	14%	\$ 29,649,140	9%	\$ 9,831,283	3%	\$ 57,417,416	18%	\$ 32,798,970	10%	\$ 33,948,072	11%	\$ 209,134,792	65%

Note: Expenditures may not match totals on US Department of Education website due to delays in reporting the drawdown of funds.

**Summary UNC System Higher Education Emergency Relief Fund (HEERF) & Governor's Emergency
Education Relief Fund (GEERF) Reporting - Through December 31, 2022**

HEERF Student Aid							GEERF UNC Resilience Grants		
Campus	Total Amount Awarded to Institution	HEERF I	HEERF II	HEERF III	Total		GEERF Allocation	UNC Resilience Grants Amount Awarded	% Expended
		Amount Distributed to Students	Amount Distributed to Students	Amount Distributed to Students	Total Distributed	Funds Remaining			
ASU	\$ 37,321,590	\$ 7,963,966	\$ 7,963,966	\$ 21,393,658	\$ 37,321,590	\$ -	\$454,929	\$454,929	100%
ECU	\$ 46,680,160	\$ 9,679,379	\$ 9,679,379	\$ 24,284,606	\$ 43,643,364	\$ 3,036,796	\$597,507	\$597,507	100%
ECSU	\$ 5,376,739	\$ 1,065,489	\$ 1,065,489	\$ 3,245,761	\$ 5,376,739	\$ -	\$168,958	\$168,958	100%
FSU	\$ 13,489,669	\$ 2,542,344	\$ 2,542,344	\$ 8,404,981	\$ 13,489,669	\$ -	\$289,580	\$289,580	100%
N.C. A&T	\$ 34,342,690	\$ 7,051,814	\$ 7,051,814	\$ 12,863,542	\$ 26,967,170	\$ 7,375,520	\$519,175	\$519,175	100%
NCCU	\$ 21,409,688	\$ 4,466,117	\$ 4,466,117	\$ 12,477,454	\$ 21,409,688	\$ -	\$362,258	\$362,258	100%
NC State	\$ 43,085,051	\$ 8,947,941	\$ 8,947,941	\$ 25,189,169	\$ 43,085,051	\$ -	\$483,875	\$483,875	100%
UNCA	\$ 8,154,150	\$ 1,679,747	\$ 1,679,747	\$ 4,103,935	\$ 7,463,429	\$ 690,721	\$135,091	\$135,091	100%
UNC-CH	\$ 40,053,436	\$ 8,647,589	\$ 8,647,589	\$ 22,758,258	\$ 40,053,436	\$ -	\$361,550	\$361,550	100%
UNCC	\$ 59,203,273	\$ 12,155,279	\$ 12,155,279	\$ 34,892,715	\$ 59,203,273	\$ -	\$727,808	\$727,808	100%
UNCG	\$ 45,256,479	\$ 9,283,941	\$ 9,283,941	\$ 25,306,312	\$ 43,874,194	\$ 1,382,285	\$689,184	\$689,184	100%
UNCP	\$ 16,061,342	\$ 3,137,355	\$ 3,137,355	\$ 9,786,632	\$ 16,061,342	\$ -	\$287,429	\$287,429	100%
UNCW	\$ 25,720,403	\$ 5,283,027	\$ 5,283,027	\$ 15,154,349	\$ 25,720,403	\$ -	\$313,516	\$313,516	100%
UNCSA	\$ 2,004,096	\$ 434,443	\$ 434,443	\$ 1,135,210	\$ 2,004,096	\$ -	\$51,301	\$51,301	100%
WCU	\$ 22,005,010	\$ 4,446,704	\$ 4,446,704	\$ 13,111,602	\$ 22,005,010	\$ -	\$226,141	\$226,141	100%
WSSU	\$ 15,433,654	\$ 3,058,990	\$ 3,058,992	\$ 9,315,672	\$ 15,433,654	\$ -	\$331,699	\$331,699	100%
Total	\$ 435,597,430	\$ 89,844,125	\$ 89,844,127	\$ 243,423,856	\$ 423,112,108	\$ 12,485,323	\$6,000,001	\$6,000,001	100%



THE
UNIVERSITY OF
NORTH CAROLINA
SYSTEM

*Board of Governors
State Surplus Legislation*

February 22, 2023

University of North Carolina Board of Governors Report

State Surplus Legislation

Introduction

The UNC Board of Governors report on “State Surplus Computer for Nonprofits” is required annually and encourages the UNC System constituent institutions to convey surplus computer equipment to nonprofit organizations that refurbish and distribute to low-income families or students in the State of North Carolina. The specific legislation as stated:

STATE SURPLUS COMPUTERS FOR NONPROFITS SECTION 38.11.(a) G.S. 143-64.03 reads as rewritten:

"§ 143-64.03. Powers and duties of the State agency for surplus property.

(b1) Nothing in this Article, or any administrative rules promulgated under this Article, shall be deemed to prohibit The University of North Carolina from conveying surplus computer equipment at no cost and The University of North Carolina is encouraged to prioritize distribution to nonprofit entities that refurbish computers to donate to low-income students or households in the State.

Background

In 2022, the UNC System began its work with two nonprofit entities, E2D and Kramden Institute, to donate computer surplus. The UNC System Office worked in partnership with the two nonprofits to distribute equitably and geographically Systemwide. The UNC System Chief Information Officer (CIO) is in contact with the two nonprofit entities to continue to advocate for and promote the benefits of the legislation. Both nonprofit entities have presented to the UNC System CIO Council and have received university contact information.

Implementation Report

Currently, six participating universities donate surplus computer equipment to their assigned nonprofit entity. Generally, the CIO community is excited about the legislation and the opportunity to have surplus computer equipment refurbished for distribution to families in need. Although there is growing momentum for this program, several challenges have surfaced: (1) A few universities lease their computer equipment, that is not eligible for surplus; (2) Universities have existing fee-based surplus agreements in place for IT equipment with a state

approved/contracted firm, often funding university positions; (3) Refurbished electronics are sold to internal university departments, staff, and students at a deep discount and loaned to the staff senate computer literacy program that supports underserved staff; and (4) The state surplus processes are traditionally outside of the university IT department.

2022 Calendar Year Statistics

Nonprofit	Total Received	Total Distributed	Total Recycled	Total Remaining in Inventory (for Distribution)
E2D	1256	63	795	398
Kramden Institute	1252	179	1073	0
TOTAL	2508	242	1868	398