

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area  
FY 2019-20 to FY 2023-24**

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total	
App State	Salary Base (millions)	FY-20	\$10.0	\$3.3	\$78.9	\$13.7	\$3.7	\$9.7	\$3.8	\$4.1	\$12.7	\$12.5	\$5.3	\$16.5	\$6.2	\$180.2
		FY-24	\$13.6	\$4.3	\$94.6	\$17.7	\$5.4	\$13.3	\$6.2	\$4.9	\$17.3	\$15.7	\$6.0	\$19.7	\$7.5	\$226.3
		Change	\$3.6	\$1.0	\$15.7	\$4.0	\$1.7	\$3.6	\$2.5	\$0.8	\$4.6	\$3.1	\$0.7	\$3.3	\$1.4	\$46.1
		% Change	36%	32%	20%	30%	47%	37%	66%	19%	37%	25%	13%	20%	22%	26%
		CAGR	7.9%	7.2%	4.6%	6.7%	10.1%	8.3%	13.4%	4.5%	8.1%	5.8%	3.1%	4.6%	5.2%	5.9%
	Headcount	FY-20	70	33	1,068	240	78	129	57	66	183	364	100	417	133	2,938
		FY-24	77	37	1,141	276	101	154	82	63	208	369	100	407	140	3,155
		Change	7	4	73	36	23	25	25	-3	25	5	0	-10	7	217
		% Change	10%	12%	7%	15%	29%	19%	44%	-5%	14%	1%	0%	-2%	5%	7%
		CAGR	2.4%	2.9%	1.7%	3.6%	6.7%	4.5%	9.5%	-1.2%	3.3%	0.3%	0.0%	-0.6%	1.3%	1.8%
	Avg. Sal/Emp	FY-20	\$142,978	\$99,579	\$73,894	\$57,000	\$47,244	\$75,009	\$65,853	\$62,393	\$69,191	\$34,470	\$52,885	\$39,482	\$46,332	\$61,351
		FY-24	\$176,339	\$117,158	\$82,928	\$64,189	\$53,584	\$86,321	\$75,799	\$78,082	\$83,104	\$42,531	\$59,741	\$48,480	\$53,810	\$71,730
		Change	\$33,361	\$17,579	\$9,034	\$7,189	\$6,341	\$11,312	\$9,947	\$15,688	\$13,913	\$8,061	\$6,856	\$8,998	\$7,477	\$10,379
		% Change	23%	18%	12%	13%	13%	15%	15%	25%	20%	23%	13%	23%	16%	17%
		CAGR	5.4%	4.1%	2.9%	3.0%	3.2%	3.6%	3.6%	5.8%	4.7%	5.4%	3.1%	5.3%	3.8%	4.0%
	Other Metrics	Enrollment		Degrees				Gross Square Feet				Consumer Price Index (CPI-U)				
		FY-20	19,280	Change	1,973	FY-19	4,812	Change	336	Fall 2018	4,964,520	Change	668,315	FY-19	260.228	
		FY-24	21,253	% Change	10.2%	FY-23	5,148	% Change	7.0%	Fall 2022	5,632,835	% Change	13.5%	FY-23	302.137	
															16.1%	

		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-20	\$15.0	\$12.4	\$206.1	\$21.2	\$4.8	\$14.6	\$10.4	\$3.9	\$18.8	\$14.3	\$20.6	\$29.7	\$6.3	\$378.2
		FY-24	\$13.7	\$10.7	\$233.9	\$25.0	\$5.1	\$16.8	\$11.8	\$5.5	\$24.0	\$15.5	\$22.2	\$28.4	\$6.5	\$419.3
		Change	-\$1.3	-\$1.7	\$27.8	\$3.8	\$0.3	\$2.3	\$1.4	\$1.6	\$5.2	\$1.2	\$1.6	-\$1.3	\$0.2	\$41.1
		% Change	1769%	-14%	13%	18%	7%	16%	13%	42%	28%	8%	8%	-4%	4%	11%
		CAGR	-2.3%	-3.7%	3.2%	4.2%	1.7%	3.7%	3.2%	9.1%	6.3%	2.0%	1.8%	-1.1%	0.9%	2.6%
	Headcount	FY-20	84	99	1,748	380	77	181	148	59	236	407	446	763	147	4,775
		FY-24	71	71	1,656	384	77	173	150	70	241	390	413	645	128	4,469
		Change	-13	-28	-92	4	0	-8	2	11	5	-17	-33	-118	-19	-306
		% Change	-15%	-28%	-5%	1%	0%	-4%	1%	19%	2%	-4%	-7%	-15%	-13%	-6%
		CAGR	-4.1%	-8.0%	-1.3%	0.3%	0.0%	-1.1%	0.3%	4.4%	0.5%	-1.1%	-1.9%	-4.1%	-3.4%	-1.6%
	Avg. Sal/Emp	FY-20	\$178,366	\$125,563	\$117,909	\$55,811	\$61,831	\$80,391	\$70,491	\$65,584	\$79,827	\$35,233	\$46,298	\$38,965	\$42,861	\$79,204
		FY-24	\$192,540	\$150,845	\$141,258	\$65,086	\$66,124	\$97,367	\$78,832	\$78,308	\$99,775	\$39,792	\$53,775	\$44,063	\$51,094	\$93,818
		Change	\$14,174	\$25,282	\$23,349	\$9,275	\$4,293	\$16,976	\$8,342	\$12,725	\$19,947	\$4,559	\$7,477	\$5,098	\$8,234	\$14,614
		% Change	8%	20%	20%	17%	7%	21%	12%	19%	25%	13%	16%	13%	19%	18%
		CAGR	1.9%	4.7%	4.6%	3.9%	1.7%	4.9%	2.8%	4.5%	5.7%	3.1%	3.8%	3.1%	4.5%	4.3%
	Other Metrics	Enrollment		Degrees				Gross Square Feet				Consumer Price Index (CPI-U)				
		FY-20	28,651	Change	-1,866	FY-19	6,837	Change	455	Fall 2018	5,408,085	Change	385,833	FY-19	260.228	
		FY-24	26,785	% Change	-6.5%	FY-23	7,292	% Change	6.7%	Fall 2022	5,793,918	% Change	7.1%	FY-23	302.137	
															16.1%	

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<b>ECSU</b>	<b>Salary Base (millions)</b>	FY-20	\$4.5	\$0.4	\$6.1	\$2.3	\$0.3	\$0.8	\$0.6	\$0.3	\$1.3	\$1.8	\$0.2	\$1.5	\$0.6	<b>\$20.7</b>
		FY-24	\$5.7	\$0.3	\$6.8	\$3.3	\$0.3	\$1.0	\$1.2	\$0.7	\$1.8	\$1.7	\$0.2	\$1.7	\$0.7	<b>\$25.5</b>
		Change	\$1.2	-\$0.1	\$0.7	\$1.1	\$0.0	\$0.1	\$0.6	\$0.4	\$0.6	\$0.0	\$0.0	\$0.2	\$0.1	<b>\$4.8</b>
		% Change	28%	-32%	11%	46%	-12%	18%	108%	131%	47%	-2%	21%	10%	14%	<b>23%</b>
		CAGR	6.3%	-9.1%	2.7%	10.0%	-3.1%	4.1%	20.1%	23.3%	10.1%	-0.6%	4.8%	2.4%	3.2%	<b>5.4%</b>
	<b>Headcount</b>	FY-20	47	7	88	46	7	15	11	6	20	50	4	39	13	<b>353</b>
		FY-24	47	5	89	59	5	15	18	11	29	40	4	37	13	<b>372</b>
		Change	0	-2	1	13	-2	0	7	5	9	-10	0	-2	0	<b>19</b>
		% Change	0%	-29%	1%	28%	-29%	0%	64%	83%	45%	-20%	0%	-5%	0%	<b>5%</b>
		CAGR	0.0%	-8.1%	0.3%	6.4%	-8.1%	0.0%	13.1%	16.4%	9.7%	-5.4%	0.0%	-1.3%	0.0%	<b>1.3%</b>
	<b>Avg. Sal/Emp</b>	FY-20	\$94,770	\$60,371	\$69,813	\$49,209	\$45,422	\$56,013	\$54,167	\$51,387	\$62,708	\$35,763	\$40,779	\$39,125	\$44,879	<b>\$58,530</b>
		FY-24	\$121,137	\$57,662	\$76,863	\$56,185	\$56,037	\$65,837	\$68,928	\$64,771	\$63,525	\$43,669	\$49,277	\$45,420	\$50,975	<b>\$68,515</b>
		Change	\$26,367	-\$2,709	\$7,050	\$6,975	\$10,615	\$9,824	\$14,761	\$13,384	\$817	\$7,906	\$8,498	\$6,294	\$6,097	<b>\$9,986</b>
		% Change	28%	-4%	10%	14%	23%	18%	27%	26%	1%	22%	21%	16%	14%	<b>17%</b>
		CAGR	6.3%	-1.1%	2.4%	3.4%	5.4%	4.1%	6.2%	6.0%	0.3%	5.1%	4.8%	3.8%	3.2%	<b>4.0%</b>
	<b>Other Metrics</b>	Enrollment		Degrees				Gross Square Feet				Consumer Price Index (CPI-U)				
		FY-20	1,769	Change	396	FY-19	240	Change	169	Fall 2018	1,301,088	Change	-101,736	FY-19	260.228	
		FY-24	2,165	% Change	22.4%	FY-23	409	% Change	70.4%	Fall 2022	1,199,352	% Change	-7.8%	FY-23	302.137	16.1%

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total	
<b>FSU</b>	<b>Salary Base (millions)</b>	FY-20	\$5.4	\$1.2	\$22.0	\$4.9	\$0.1	\$2.1	\$0.6	\$0.8	\$1.7	\$2.9	\$1.8	\$4.5	\$1.1	<b>\$49.0</b>
		FY-24	\$7.4	\$1.5	\$22.1	\$7.0	\$0.3	\$4.3	\$1.0	\$0.6	\$2.9	\$3.8	\$2.0	\$5.3	\$1.6	<b>\$59.9</b>
		Change	\$2.0	\$0.3	\$0.1	\$2.1	\$0.3	\$2.2	\$0.4	-\$0.2	\$1.2	\$0.9	\$0.2	\$0.8	\$0.6	<b>\$10.9</b>
		% Change	37%	28%	1%	43%	500%	106%	68%	-22%	70%	33%	8%	17%	51%	<b>22%</b>
		CAGR	8.2%	6.4%	0.2%	9.4%	56.5%	19.8%	13.8%	-6.0%	14.2%	7.3%	2.0%	4.0%	10.9%	<b>5.1%</b>
	<b>Headcount</b>	FY-20	44	13	268	102	1	31	12	15	29	82	43	120	28	<b>788</b>
		FY-24	51	15	252	120	5	50	15	8	38	87	38	118	29	<b>826</b>
		Change	7	2	-16	18	4	19	3	-7	9	5	-5	-2	1	<b>38</b>
		% Change	16%	15%	-6%	18%	400%	61%	25%	-47%	31%	6%	-12%	-2%	4%	<b>5%</b>
		CAGR	3.8%	3.6%	-1.5%	4.1%	49.5%	12.7%	5.7%	-14.5%	7.0%	1.5%	-3.0%	-0.4%	0.9%	<b>1.2%</b>
	<b>Avg. Sal/Emp</b>	FY-20	\$123,286	\$89,932	\$82,029	\$48,183	\$52,000	\$66,649	\$50,028	\$51,612	\$58,450	\$35,194	\$42,672	\$37,694	\$38,348	<b>\$62,180</b>
		FY-24	\$145,537	\$99,984	\$87,766	\$58,568	\$62,369	\$85,133	\$67,239	\$75,527	\$75,777	\$44,035	\$52,318	\$44,834	\$56,054	<b>\$72,474</b>
		Change	\$22,251	\$10,051	\$5,738	\$10,385	\$10,369	\$18,484	\$17,212	\$23,915	\$17,327	\$8,840	\$9,647	\$7,140	\$17,706	<b>\$10,294</b>
		% Change	18%	11%	7%	22%	20%	28%	34%	46%	30%	25%	23%	19%	46%	<b>17%</b>
		CAGR	4.2%	2.7%	1.7%	5.0%	4.7%	6.3%	7.7%	10.0%	6.7%	5.8%	5.2%	4.4%	10.0%	<b>3.9%</b>
	<b>Other Metrics</b>	Enrollment		Degrees				Gross Square Feet				Consumer Price Index (CPI-U)				
		FY-20	6,551	Change	296	FY-19	1,207	Change	240	Fall 2018	1,472,197	Change	0	FY-19	260.228	
		FY-24	6,847	% Change	4.5%	FY-23	1,447	% Change	19.9%	Fall 2022	1,472,197	% Change	0.0%	FY-23	302.137	16.1%

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<b>N.C. A&amp;T</b>	<b>Salary Base (millions)</b>	FY-20	\$8.4	\$6.8	\$40.8	\$6.5	\$4.3	\$3.0	\$4.4	\$2.6	\$6.7	\$5.9	\$5.5	\$11.1	\$3.1	<b>\$109.0</b>
		FY-24	\$10.9	\$7.0	\$48.7	\$6.8	\$5.9	\$2.7	\$4.8	\$2.3	\$9.5	\$6.3	\$6.3	\$11.6	\$3.4	<b>\$126.2</b>
		Change	\$2.5	\$0.2	\$7.9	\$0.4	\$1.6	-\$0.3	\$0.4	-\$0.3	\$2.8	\$0.4	\$0.8	\$0.5	\$0.3	<b>\$17.1</b>
		% Change	30%	3%	19%	6%	38%	-11%	9%	-12%	41%	7%	15%	4%	10%	<b>16%</b>
		CAGR	6.7%	0.7%	4.5%	1.4%	8.5%	-2.9%	2.1%	-3.2%	9.1%	1.7%	3.6%	1.1%	2.4%	<b>3.7%</b>
	<b>Headcount</b>	FY-20	54	71	474	121	72	41	70	37	96	167	119	287	68	<b>1,677</b>
		FY-24	62	68	499	114	89	30	66	28	107	148	120	255	63	<b>1,649</b>
		Change	8	-3	25	-7	17	-11	-4	-9	11	-19	1	-32	-5	<b>-28</b>
		% Change	15%	-4%	5%	-6%	24%	-27%	-6%	-24%	11%	-11%	1%	-11%	-7%	<b>-2%</b>
		CAGR	3.5%	-1.1%	1.3%	-1.5%	5.4%	-7.5%	-1.5%	-6.7%	2.7%	-3.0%	0.2%	-2.9%	-1.9%	<b>-0.4%</b>
	<b>Avg. Sal/Emp</b>	FY-20	\$155,240	\$95,746	\$86,062	\$53,589	\$59,085	\$73,811	\$63,029	\$70,740	\$69,883	\$35,419	\$45,844	\$38,670	\$45,611	<b>\$65,025</b>
		FY-24	\$175,252	\$102,743	\$97,621	\$60,071	\$66,196	\$89,541	\$72,710	\$82,214	\$88,667	\$42,708	\$52,399	\$45,407	\$54,054	<b>\$76,514</b>
		Change	\$20,011	\$6,996	\$11,559	\$6,481	\$7,111	\$15,730	\$9,681	\$11,474	\$18,784	\$7,289	\$6,556	\$6,737	\$8,443	<b>\$11,489</b>
		% Change	13%	7%	13%	12%	12%	21%	15%	16%	27%	21%	14%	17%	19%	<b>18%</b>
		CAGR	3.1%	1.8%	3.2%	2.9%	2.9%	4.9%	3.6%	3.8%	6.1%	4.8%	3.4%	4.1%	4.3%	<b>4.2%</b>
	<b>Other Metrics</b>	Enrollment		Degrees					Gross Square Feet					Consumer Price Index (CPI-U)		
		FY-20	12,556	Change	1,329	FY-19	2,139	Change	451	Fall 2018	3,404,024	Change	65,557	FY-19	260.228	
		FY-24	13,885	% Change	10.6%	FY-23	2,590	% Change	21.1%	Fall 2022	3,469,581	% Change	1.9%	FY-23	302.137	16.1%

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<b>NCCU</b>	<b>Salary Base (millions)</b>	FY-20	\$8.0	\$3.5	\$31.3	\$6.7	\$1.2	\$3.4	\$2.2	\$1.8	\$5.2	\$4.3	\$2.1	\$8.0	\$1.4	<b>\$79.2</b>
		FY-24	\$7.9	\$3.2	\$30.8	\$8.1	\$0.8	\$3.6	\$2.2	\$2.1	\$6.0	\$5.3	\$2.2	\$7.8	\$1.6	<b>\$81.5</b>
		Change	-\$0.2	-\$0.4	-\$0.5	\$1.4	-\$0.4	\$0.2	\$0.0	\$0.2	\$0.8	\$1.0	\$0.1	-\$0.1	\$0.2	<b>\$2.3</b>
		% Change	-2%	-10%	-2%	20%	-32%	6%	-1%	12%	16%	23%	2%	-2%	13%	<b>3%</b>
		CAGR	-0.5%	-2.7%	-0.4%	4.7%	-9.2%	1.4%	-0.3%	3.0%	3.7%	5.4%	0.6%	-0.4%	3.1%	<b>0.7%</b>
	<b>Headcount</b>	FY-20	58	49	397	124	22	52	36	26	76	120	42	196	33	<b>1,231</b>
		FY-24	51	38	351	129	12	49	29	26	78	118	41	168	33	<b>1,123</b>
		Change	-7	-11	-46	5	-10	-3	-7	0	2	-2	-1	-28	0	<b>-108</b>
		% Change	-12%	-22%	-12%	4%	-45%	-6%	-19%	0%	3%	-2%	-2%	-14%	0%	<b>-9%</b>
		CAGR	-3.2%	-6.2%	-3.0%	1.0%	-14.1%	-1.5%	-5.3%	0.0%	0.7%	-0.4%	-0.6%	-3.8%	0.0%	<b>-2.3%</b>
	<b>Avg. Sal/Emp</b>	FY-20	\$138,211	\$72,417	\$78,765	\$54,156	\$54,220	\$65,932	\$60,744	\$71,018	\$68,009	\$35,793	\$50,868	\$40,598	\$43,014	<b>\$64,323</b>
		FY-24	\$154,188	\$83,829	\$87,663	\$62,614	\$67,637	\$74,021	\$74,470	\$79,849	\$76,673	\$44,867	\$53,405	\$46,639	\$48,623	<b>\$72,551</b>
		Change	\$15,978	\$11,411	\$8,899	\$8,458	\$13,417	\$8,090	\$13,726	\$8,831	\$8,664	\$9,074	\$2,536	\$6,040	\$5,609	<b>\$8,228</b>
		% Change	12%	16%	11%	16%	25%	12%	23%	12%	13%	25%	5%	15%	13%	<b>13%</b>
		CAGR	2.8%	3.7%	2.7%	3.7%	5.7%	2.9%	5.2%	3.0%	3.0%	5.8%	1.2%	3.5%	3.1%	<b>3.1%</b>
	<b>Other Metrics</b>	Enrollment		Degrees					Gross Square Feet					Consumer Price Index (CPI-U)		
		FY-20	8,011	Change	-46	FY-19	1,723	Change	-91	Fall 2018	2,272,427	Change	15,809	FY-19	260.228	
		FY-24	7,965	% Change	-0.6%	FY-23	1,632	% Change	-5.3%	Fall 2022	2,288,236	% Change	0.7%	FY-23	302.137	16.1%

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NC State	Salary Base (millions)	FY-20	\$34.8	\$16.2	\$222.2	\$36.1	\$78.1	\$47.2	\$20.1	\$17.1	\$41.1	\$28.8	\$41.5	\$43.5	\$15.5	\$642.3
		FY-24	\$33.4	\$18.0	\$269.8	\$41.3	\$97.0	\$60.5	\$26.3	\$21.1	\$58.8	\$32.8	\$51.2	\$48.6	\$15.5	\$774.3
		Change	-\$1.4	\$1.7	\$47.6	\$5.2	\$18.9	\$13.3	\$6.2	\$4.0	\$17.7	\$4.0	\$9.7	\$5.1	\$0.1	\$132.1
		% Change	-4%	11%	21%	14%	24%	28%	31%	23%	43%	14%	23%	12%	0%	21%
		CAGR	-1.0%	2.6%	5.0%	3.4%	5.6%	6.4%	6.9%	5.4%	9.4%	3.3%	5.4%	2.8%	0.1%	4.8%
	Headcount	FY-20	176	118	2,170	575	1,218	554	285	214	421	753	907	1,006	330	8,727
		FY-24	150	112	2,231	572	1,331	615	322	235	525	745	962	959	277	9,036
		Change	-26	-6	61	-3	113	61	37	21	104	-8	55	-47	-53	309
		% Change	-15%	-5%	3%	-1%	9%	11%	13%	10%	25%	-1%	6%	-5%	-16%	4%
		CAGR	-3.9%	-1.3%	0.7%	-0.1%	2.2%	2.6%	3.1%	2.4%	5.7%	-0.3%	1.5%	-1.2%	-4.3%	0.9%
	Avg. Sal/Emp	FY-20	\$197,924	\$137,376	\$102,383	\$62,783	\$64,151	\$85,172	\$70,682	\$79,941	\$97,676	\$38,197	\$45,740	\$43,277	\$46,860	\$73,595
		FY-24	\$222,682	\$160,303	\$120,926	\$72,117	\$72,901	\$98,400	\$81,671	\$89,675	\$112,084	\$44,015	\$53,230	\$50,709	\$56,088	\$85,693
		Change	\$24,758	\$22,927	\$18,543	\$9,334	\$8,750	\$13,228	\$10,989	\$9,734	\$14,408	\$5,819	\$7,489	\$7,432	\$9,228	\$12,098
		% Change	13%	17%	18%	15%	14%	16%	16%	12%	15%	15%	16%	17%	20%	16%
		CAGR	3.0%	3.9%	4.2%	3.5%	3.2%	3.7%	3.7%	2.9%	3.5%	3.6%	3.9%	4.0%	4.6%	3.9%
	Other Metrics	Enrollment			Degrees			Gross Square Feet			Consumer Price Index (CPI-U)					
		FY-20	36,304	Change	1,019	FY-19	9,519	Change	1,174	Fall 2018	16,513,261	Change	353,492	FY-19	260.228	
		FY-24	37,323	% Change	2.8%	FY-23	10,693	% Change	12.3%	Fall 2022	16,866,753	% Change	2.1%	FY-23	302.137	

		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-20	\$4.3	\$0.5	\$17.2	\$2.9	\$0.7	\$1.1	\$0.9	\$1.4	\$2.6	\$2.5	\$3.0	\$2.7	\$1.3	\$41.1
		FY-24	\$5.3	\$0.4	\$17.9	\$4.1	\$0.8	\$1.4	\$1.1	\$1.9	\$3.9	\$3.2	\$3.4	\$2.3	\$1.9	\$47.7
		Change	\$1.0	\$0.0	\$0.7	\$1.2	\$0.2	\$0.4	\$0.1	\$0.5	\$1.2	\$0.7	\$0.4	-\$0.4	\$0.7	\$6.6
		% Change	24%	-4%	4%	41%	24%	34%	16%	35%	47%	28%	13%	-15%	51%	16%
		CAGR	5.5%	-1.1%	1.0%	8.9%	5.5%	7.6%	3.8%	7.9%	10.1%	6.4%	3.2%	-4.0%	10.9%	3.8%
	Headcount	FY-20	37	5	223	56	11	16	15	25	46	73	73	75	34	689
		FY-24	38	4	216	67	12	18	15	28	53	76	70	53	40	690
		Change	1	-1	-7	11	1	2	0	3	7	3	-3	-22	6	1
		% Change	3%	-20%	-3%	20%	9%	13%	0%	12%	15%	4%	-4%	-29%	18%	0%
		CAGR	0.7%	-5.4%	-0.8%	4.6%	2.2%	3.0%	0.0%	2.9%	3.6%	1.0%	-1.0%	-8.3%	4.1%	0.0%
	Avg. Sal/Emp	FY-20	\$115,943	\$91,724	\$77,156	\$51,463	\$61,650	\$66,462	\$60,700	\$55,305	\$57,273	\$34,518	\$41,247	\$36,645	\$37,802	\$59,608
		FY-24	\$139,721	\$109,574	\$82,764	\$60,466	\$69,894	\$79,161	\$70,464	\$66,844	\$72,950	\$42,514	\$48,819	\$44,023	\$48,607	\$69,073
		Change	\$23,778	\$17,849	\$5,607	\$9,003	\$8,245	\$12,699	\$9,764	\$11,539	\$15,677	\$7,996	\$7,572	\$7,378	\$10,804	\$9,465
		% Change	21%	19%	7%	17%	13%	19%	16%	21%	27%	23%	18%	20%	29%	16%
		CAGR	4.8%	4.5%	1.8%	4.1%	3.2%	4.5%	3.8%	4.9%	6.2%	5.3%	4.3%	4.7%	6.5%	3.8%
	Other Metrics	Enrollment			Degrees			Gross Square Feet			Consumer Price Index (CPI-U)					
		FY-20	3,600	Change	-675	FY-19	835	Change	-168	Fall 2018	1,691,062	Change	-15,315	FY-19	260.228	
		FY-24	2,925	% Change	-18.8%	FY-23	667	% Change	-20.1%	Fall 2022	1,675,747	% Change	-0.9%	FY-23	302.137	

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area  
FY 2019-20 to FY 2023-24**

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total	
<b>UNC-CH</b>	<b>Salary Base (millions)</b>	FY-20	\$24.1	\$16.9	\$609.1	\$53.1	\$85.3	\$61.4	\$44.7	\$33.4	\$55.5	\$25.8	\$101.7	\$62.5	\$22.9	<b>\$1,196.3</b>
		FY-24	\$27.7	\$21.9	\$755.4	\$66.1	\$127.2	\$76.5	\$61.1	\$39.7	\$77.0	\$27.5	\$122.5	\$72.0	\$20.4	<b>\$1,494.9</b>
		Change	\$3.6	\$5.1	\$146.3	\$13.1	\$41.8	\$15.1	\$16.5	\$6.3	\$21.4	\$1.6	\$20.8	\$9.5	-\$2.5	<b>\$298.6</b>
		% Change	15%	30%	24%	25%	49%	25%	37%	19%	39%	6%	20%	15%	-11%	<b>25%</b>
		CAGR	3.5%	6.8%	5.5%	5.7%	10.5%	5.7%	8.2%	4.4%	8.5%	1.6%	4.8%	3.6%	-2.9%	<b>5.7%</b>
	<b>Headcount</b>	FY-20	105	143	3,934	762	1,125	667	581	381	607	737	2,069	1,416	454	<b>12,981</b>
		FY-24	98	160	4,178	826	1,433	723	714	402	737	637	2,172	1,405	355	<b>13,840</b>
		Change	-7	17	244	64	308	56	133	21	130	-100	103	-11	-99	<b>859</b>
		% Change	-7%	12%	6%	8%	27%	8%	23%	6%	21%	-14%	5%	-1%	-22%	<b>7%</b>
		CAGR	-1.7%	2.8%	1.5%	2.0%	6.2%	2.0%	5.3%	1.4%	5.0%	-3.6%	1.2%	-0.2%	-6.0%	<b>1.6%</b>
	<b>Avg. Sal/Emp</b>	FY-20	\$229,226	\$117,894	\$154,825	\$69,623	\$75,864	\$91,984	\$76,865	\$87,576	\$91,488	\$35,013	\$49,173	\$44,152	\$50,545	<b>\$92,160</b>
		FY-24	\$282,307	\$137,094	\$180,803	\$80,043	\$88,742	\$105,777	\$85,606	\$98,771	\$104,414	\$43,095	\$56,412	\$51,233	\$57,572	<b>\$108,015</b>
		Change	\$53,080	\$19,200	\$25,977	\$10,420	\$12,877	\$13,793	\$8,741	\$11,195	\$12,926	\$8,082	\$7,239	\$7,081	\$7,027	<b>\$15,855</b>
		% Change	23%	16%	17%	15%	17%	15%	11%	13%	14%	23%	15%	16%	14%	<b>17%</b>
		CAGR	5.3%	3.8%	4.0%	3.5%	4.0%	3.6%	2.7%	3.1%	3.4%	5.3%	3.5%	3.8%	3.3%	<b>4.0%</b>
	<b>Other Metrics</b>	Enrollment		Degrees					Gross Square Feet					Consumer Price Index (CPI-U)		
		FY-20	29,877	Change	2,357	FY-19	8,246	Change	775	Fall 2018	13,379,013	Change	376,513	FY-19	260.228	
		FY-24	32,234	% Change	7.9%	FY-23	9,021	% Change	9.4%	Fall 2022	13,755,526	% Change	2.8%	FY-23	302.137	16.1%

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total	
<b>UNCC</b>	<b>Salary Base (millions)</b>	FY-20	\$21.7	\$7.7	\$101.5	\$18.2	\$6.1	\$16.1	\$8.7	\$6.2	\$16.1	\$15.0	\$7.1	\$23.4	\$7.4	<b>\$255.2</b>
		FY-24	\$26.9	\$8.7	\$118.8	\$24.7	\$8.6	\$20.1	\$11.7	\$8.5	\$22.4	\$15.7	\$7.3	\$23.3	\$6.7	<b>\$303.5</b>
		Change	\$5.2	\$1.0	\$17.2	\$6.5	\$2.5	\$4.0	\$3.0	\$2.3	\$6.3	\$0.8	\$0.2	-\$0.1	-\$0.7	<b>\$48.3</b>
		% Change	24%	13%	17%	36%	41%	25%	35%	37%	39%	5%	3%	0%	-9%	<b>19%</b>
		CAGR	5.5%	3.1%	4.0%	8.0%	9.1%	5.7%	7.7%	8.2%	8.7%	1.2%	0.7%	-0.1%	-2.4%	<b>4.4%</b>
	<b>Headcount</b>	FY-20	136	69	1,135	307	93	186	129	94	204	422	147	573	155	<b>3,650</b>
		FY-24	145	68	1,132	359	124	208	154	114	243	380	137	492	122	<b>3,678</b>
		Change	9	-1	-3	52	31	22	25	20	39	-42	-10	-81	-33	<b>28</b>
		% Change	7%	-1%	0%	17%	33%	12%	19%	21%	19%	-10%	-7%	-14%	-21%	<b>1%</b>
		CAGR	1.6%	-0.4%	-0.1%	4.0%	7.5%	2.8%	4.5%	4.9%	4.5%	-2.6%	-1.7%	-3.7%	-5.8%	<b>0.2%</b>
	<b>Avg. Sal/Emp</b>	FY-20	\$159,525	\$111,775	\$89,461	\$59,253	\$65,057	\$86,669	\$67,578	\$65,974	\$78,784	\$35,453	\$48,416	\$40,774	\$47,815	<b>\$69,905</b>
		FY-24	\$185,279	\$128,031	\$104,924	\$68,889	\$69,014	\$96,859	\$76,236	\$74,536	\$92,239	\$41,358	\$53,389	\$47,347	\$55,069	<b>\$82,511</b>
		Change	\$25,753	\$16,256	\$15,462	\$9,636	\$3,957	\$10,190	\$8,658	\$8,562	\$13,454	\$5,905	\$4,973	\$6,572	\$7,255	<b>\$12,606</b>
		% Change	16%	15%	17%	16%	6%	12%	13%	13%	17%	17%	10%	16%	15%	<b>18%</b>
		CAGR	3.8%	3.5%	4.1%	3.8%	1.5%	2.8%	3.1%	3.1%	4.0%	3.9%	2.5%	3.8%	3.6%	<b>4.2%</b>
	<b>Other Metrics</b>	Enrollment		Degrees					Gross Square Feet					Consumer Price Index (CPI-U)		
		FY-20	29,615	Change	683	FY-19	7,853	Change	526	Fall 2018	9,586,548	Change	517,388	FY-19	260.228	
		FY-24	30,298	% Change	2.3%	FY-23	8,379	% Change	6.7%	Fall 2022	10,103,936	% Change	5.4%	FY-23	302.137	16.1%

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area  
FY 2019-20 to FY 2023-24**

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total	
<b>UNCG</b>	<b>Salary Base (millions)</b>	FY-20	\$15.2	\$5.7	\$70.3	\$16.8	\$8.8	\$13.8	\$10.2	\$4.7	\$8.1	\$9.9	\$4.4	\$8.9	\$3.8	<b>\$180.6</b>
		FY-24	\$17.2	\$4.9	\$71.5	\$15.5	\$10.5	\$13.7	\$9.2	\$4.5	\$9.0	\$10.3	\$4.2	\$8.5	\$3.7	<b>\$182.5</b>
		Change	\$2.0	-\$0.7	\$1.2	-\$1.3	\$1.7	-\$0.1	-\$1.0	-\$0.2	\$0.8	\$0.4	-\$0.3	-\$0.4	-\$0.1	<b>\$1.9</b>
		% Change	13%	-13%	2%	-8%	20%	-1%	-10%	-4%	10%	4%	-6%	-5%	-3%	<b>1%</b>
		CAGR	3.1%	-3.4%	0.4%	-2.1%	4.6%	-0.2%	-2.6%	-1.1%	2.5%	0.9%	-1.5%	-1.3%	-0.8%	<b>0.3%</b>
	<b>Headcount</b>	FY-20	104	58	872	319	160	183	172	74	125	271	99	222	87	<b>2,746</b>
		FY-24	106	43	805	257	156	152	134	63	122	251	81	183	71	<b>2,424</b>
		Change	2	-15	-67	-62	-4	-31	-38	-11	-3	-20	-18	-39	-16	<b>-322</b>
		% Change	2%	-26%	-8%	-19%	-3%	-17%	-22%	-15%	-2%	-7%	-18%	-18%	-18%	<b>-12%</b>
		CAGR	0.5%	-7.2%	-2.0%	-5.3%	-0.6%	-4.5%	-6.1%	-3.9%	-0.6%	-1.9%	-4.9%	-4.7%	-5.0%	<b>-3.1%</b>
	<b>Avg. Sal/Emp</b>	FY-20	\$146,030	\$97,473	\$80,617	\$52,665	\$54,886	\$75,232	\$59,553	\$63,320	\$65,079	\$36,490	\$44,774	\$40,216	\$43,674	<b>\$65,769</b>
		FY-24	\$161,882	\$114,383	\$88,843	\$60,172	\$67,410	\$89,848	\$68,929	\$71,061	\$73,590	\$40,858	\$51,481	\$46,369	\$51,875	<b>\$75,297</b>
		Change	\$15,852	\$16,911	\$8,226	\$7,507	\$12,524	\$14,616	\$9,375	\$7,741	\$8,511	\$4,367	\$6,707	\$6,153	\$8,202	<b>\$9,528</b>
		% Change	11%	17%	10%	14%	23%	19%	16%	12%	13%	12%	15%	15%	19%	<b>14%</b>
		CAGR	2.6%	4.1%	2.5%	3.4%	5.3%	4.5%	3.7%	2.9%	3.1%	2.9%	3.6%	3.6%	4.4%	<b>3.4%</b>
	<b>Other Metrics</b>	Enrollment		Degrees					Gross Square Feet					Consumer Price Index (CPI-U)		
		FY-20	20,196	Change	-2,453	FY-19	4,492	Change	256	Fall 2018	6,632,575	Change	215,296	FY-19	260.228	
		FY-24	17,743	% Change	-12.1%	FY-23	4,748	% Change	5.7%	Fall 2022	6,847,871	% Change	3.2%	FY-23	302.137	16.1%

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total	
<b>UNCP</b>	<b>Salary Base (millions)</b>	FY-20	\$5.9	\$1.0	\$21.3	\$5.0	\$0.2	\$2.3	\$1.0	\$0.9	\$2.5	\$3.4	\$2.2	\$5.6	\$1.2	<b>\$52.5</b>
		FY-24	\$6.7	\$1.6	\$23.5	\$5.9	\$0.3	\$2.5	\$1.2	\$0.9	\$2.8	\$3.5	\$2.8	\$5.7	\$1.5	<b>\$58.9</b>
		Change	\$0.8	\$0.6	\$2.2	\$0.9	\$0.1	\$0.2	\$0.1	\$0.0	\$0.3	\$0.2	\$0.6	\$0.1	\$0.3	<b>\$6.3</b>
		% Change	13%	61%	10%	19%	57%	9%	14%	-4%	13%	5%	27%	1%	23%	<b>12%</b>
		CAGR	3.1%	12.7%	2.5%	4.4%	11.9%	2.3%	12.7%	3.3%	-1.1%	3.0%	1.2%	6.2%	0.3%	5.2%
	<b>Headcount</b>	FY-20	49	15	313	96	4	31	17	18	42	95	48	157	29	<b>914</b>
		FY-24	45	18	298	100	4	30	17	14	42	84	51	134	31	<b>868</b>
		Change	-4	3	-15	4	0	-1	0	-4	0	-11	3	-23	2	<b>-46</b>
		% Change	-8%	20%	-5%	4%	0%	-3%	0%	-22%	0%	-12%	6%	-15%	7%	<b>-5%</b>
		CAGR	-2.1%	4.7%	-1.2%	1.0%	0.0%	-0.8%	0.0%	-6.1%	0.0%	-3.0%	1.5%	-3.9%	1.7%	<b>-1.3%</b>
	<b>Avg. Sal/Emp</b>	FY-20	\$120,268	\$64,882	\$68,168	\$51,865	\$50,644	\$74,652	\$60,997	\$51,355	\$58,593	\$35,385	\$45,317	\$35,908	\$42,358	<b>\$57,466</b>
		FY-24	\$147,970	\$87,254	\$79,004	\$59,107	\$79,312	\$84,341	\$69,467	\$63,184	\$66,057	\$42,042	\$54,154	\$42,525	\$48,598	<b>\$67,821</b>
		Change	\$27,701	\$22,372	\$10,836	\$7,241	\$28,668	\$9,689	\$8,470	\$11,829	\$7,464	\$6,657	\$8,837	\$6,617	\$6,240	<b>\$10,355</b>
		% Change	23%	34%	16%	14%	57%	13%	14%	23%	13%	19%	19%	18%	15%	<b>18%</b>
		CAGR	5.3%	7.7%	3.8%	3.3%	11.9%	3.1%	3.3%	5.3%	3.0%	4.4%	4.6%	4.3%	3.5%	<b>4.2%</b>
	<b>Other Metrics</b>	Enrollment		Degrees					Gross Square Feet					Consumer Price Index (CPI-U)		
		FY-20	7,698	Change	-68	FY-19	1,229	Change	907	Fall 2018	1,586,688	Change	256,173	FY-19	260.228	
		FY-24	7,630	% Change	-0.9%	FY-23	2,136	% Change	73.8%	Fall 2022	1,842,861	% Change	16.1%	FY-23	302.137	16.1%

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area  
FY 2019-20 to FY 2023-24**

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total	
<b>UNCW</b>	<b>Salary Base (millions)</b>	FY-20	\$7.9	\$4.5	\$54.3	\$12.7	\$2.2	\$5.3	\$4.6	\$3.0	\$8.2	\$6.8	\$8.4	\$11.5	\$3.1	<b>\$132.5</b>
		FY-24	\$11.5	\$5.8	\$67.2	\$16.9	\$3.8	\$7.5	\$6.2	\$3.9	\$10.4	\$7.4	\$10.5	\$13.5	\$3.7	<b>\$168.4</b>
		Change	\$3.6	\$1.4	\$12.9	\$4.2	\$1.6	\$2.2	\$1.7	\$0.9	\$2.2	\$0.5	\$2.1	\$2.0	\$0.6	<b>\$35.9</b>
		% Change	46%	31%	24%	33%	74%	40%	37%	29%	27%	8%	25%	17%	20%	<b>27%</b>
		CAGR	9.8%	7.0%	5.5%	7.4%	14.8%	8.9%	8.1%	6.5%	6.2%	1.9%	5.6%	4.0%	4.6%	<b>6.2%</b>
	<b>Headcount</b>	FY-20	51	42	688	226	39	72	69	53	122	187	175	294	72	<b>2,090</b>
		FY-24	64	55	755	270	58	87	81	57	141	177	193	297	74	<b>2,309</b>
		Change	13	13	67	44	19	15	12	4	19	-10	18	3	2	<b>219</b>
		% Change	25%	31%	10%	19%	49%	21%	17%	8%	16%	-5%	10%	1%	3%	<b>10%</b>
		CAGR	5.8%	7.0%	2.4%	4.5%	10.4%	4.8%	4.1%	1.8%	3.7%	-1.4%	2.5%	0.3%	0.7%	<b>2.5%</b>
	<b>Avg. Sal/Emp</b>	FY-20	\$154,700	\$106,234	\$78,912	\$56,184	\$56,711	\$73,989	\$66,275	\$57,193	\$66,877	\$36,471	\$48,023	\$39,236	\$43,393	<b>\$63,410</b>
		FY-24	\$179,484	\$106,197	\$89,016	\$62,660	\$66,162	\$86,013	\$77,069	\$68,541	\$73,657	\$41,609	\$54,247	\$45,440	\$50,620	<b>\$72,925</b>
		Change	\$24,783	-\$37	\$10,104	\$6,476	\$9,451	\$12,023	\$10,794	\$11,348	\$6,780	\$5,138	\$6,224	\$6,204	\$7,228	<b>\$9,515</b>
		% Change	16%	0%	13%	12%	17%	16%	16%	20%	10%	14%	13%	16%	17%	<b>15%</b>
		CAGR	3.8%	0.0%	3.1%	2.8%	3.9%	3.8%	3.8%	4.6%	2.4%	3.4%	3.1%	3.7%	3.9%	<b>3.6%</b>
	<b>Other Metrics</b>	Enrollment			Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		FY-20	17,499	Change	488	FY-19	4,624	Change	592	Fall 2018	4,035,254	Change	976,506	FY-19	260.228	
		FY-24	17,987	% Change	2.8%	FY-23	5,216	% Change	12.8%	Fall 2022	5,011,760	% Change	24.2%	FY-23	302.137	16.1%

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total	
<b>UNCSA</b>	<b>Salary Base (millions)</b>	FY-20	\$5.1	\$1.2	\$10.6	\$2.2	\$0.0	\$1.2	\$1.2	\$0.6	\$0.9	\$2.3	\$0.7	\$2.3	\$0.9	<b>\$29.3</b>
		FY-24	\$5.9	\$1.3	\$10.9	\$3.3	\$0.0	\$1.4	\$1.6	\$0.8	\$1.4	\$2.7	\$0.9	\$2.2	\$0.9	<b>\$33.3</b>
		Change	\$0.8	\$0.1	\$0.3	\$1.1	\$0.0	\$0.2	\$0.4	\$0.1	\$0.5	\$0.4	\$0.2	-\$0.1	\$0.0	<b>\$4.1</b>
		% Change	16%	12%	3%	50%	0%	18%	36%	18%	52%	16%	29%	-4%	2%	<b>14%</b>
		CAGR	3.7%	2.9%	0.6%	10.7%	0.0%	4.3%	8.1%	4.1%	11.0%	3.9%	6.6%	-1.1%	0.5%	<b>3.3%</b>
	<b>Headcount</b>	FY-20	44	17	149	49	0	17	21	11	16	62	17	58	22	<b>483</b>
		FY-24	45	18	137	61	0	18	23	11	20	63	19	47	20	<b>482</b>
		Change	1	1	-12	12	0	1	2	0	4	1	2	-11	-2	<b>-1</b>
		% Change	2%	6%	-8%	24%	0%	6%	10%	0%	25%	2%	12%	-19%	-9%	<b>0%</b>
		CAGR	0.6%	1.4%	-2.1%	5.6%	0.0%	1.4%	2.3%	0.0%	5.7%	0.4%	2.8%	-5.1%	-2.4%	<b>-0.1%</b>
	<b>Avg. Sal/Emp</b>	FY-20	\$116,373	\$69,084	\$71,347	\$44,205	\$0	\$68,491	\$54,936	\$58,685	\$58,090	\$37,727	\$43,116	\$40,291	\$40,676	<b>\$60,638</b>
		FY-24	\$131,789	\$73,208	\$79,565	\$53,378	\$0	\$76,650	\$68,376	\$68,979	\$70,659	\$43,200	\$49,770	\$47,548	\$45,655	<b>\$69,179</b>
		Change	\$15,416	\$4,124	\$8,219	\$9,173	\$0	\$8,160	\$13,440	\$10,294	\$12,569	\$5,473	\$6,654	\$7,257	\$4,979	<b>\$8,540</b>
		% Change	13%	6%	12%	21%	0%	12%	24%	18%	22%	15%	15%	18%	12%	<b>14%</b>
		CAGR	3.2%	1.5%	2.8%	4.8%	0.0%	2.9%	5.6%	4.1%	5.0%	3.4%	3.7%	4.2%	2.9%	<b>3.3%</b>
	<b>Other Metrics</b>	Enrollment			Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		FY-20	1,086	Change	-12	FY-19	375	Change	55	Fall 2018	1,212,554	Change	142,228	FY-19	260.228	
		FY-24	1,074	% Change	-1.1%	FY-23	430	% Change	14.7%	Fall 2022	1,354,782	% Change	11.7%	FY-23	302.137	16.1%

**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area  
FY 2019-20 to FY 2023-24**

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total	
<b>WCU</b>	<b>Salary Base (millions)</b>	FY-20	\$9.2	\$1.9	\$39.2	\$7.5	\$0.6	\$4.0	\$2.8	\$1.1	\$5.9	\$6.7	\$4.5	\$6.4	\$3.7	<b>\$93.5</b>
		FY-24	\$10.8	\$2.6	\$46.3	\$9.4	\$0.7	\$5.2	\$2.5	\$1.5	\$6.8	\$8.3	\$4.8	\$7.4	\$4.7	<b>\$111.2</b>
		Change	\$1.6	\$0.7	\$7.1	\$1.9	\$0.1	\$1.1	-\$0.2	\$0.4	\$0.9	\$1.6	\$0.4	\$1.1	\$1.0	<b>\$17.7</b>
		% Change	18%	36%	18%	25%	19%	28%	-8%	36%	15%	24%	8%	17%	26%	<b>19%</b>
		CAGR	4.2%	8.1%	4.3%	5.8%	4.5%	6.3%	-2.0%	8.0%	3.5%	5.5%	2.0%	4.0%	6.0%	<b>4.4%</b>
	<b>Headcount</b>	FY-20	77	27	549	155	11	49	46	21	90	198	88	175	87	<b>1,573</b>
		FY-24	77	36	560	165	11	58	37	26	93	205	82	169	92	<b>1,611</b>
		Change	0	9	11	10	0	9	-9	5	3	7	-6	-6	5	<b>38</b>
		% Change	0%	33%	2%	6%	0%	18%	-20%	24%	3%	4%	-7%	-3%	6%	<b>2%</b>
		CAGR	0.0%	7.5%	0.5%	1.6%	0.0%	4.3%	-5.3%	5.5%	0.8%	0.9%	-1.7%	-0.9%	1.4%	<b>0.6%</b>
	<b>Avg. Sal/Emp</b>	FY-20	\$119,178	\$71,979	\$71,358	\$48,608	\$54,348	\$82,498	\$59,848	\$52,314	\$65,336	\$34,004	\$50,891	\$36,432	\$42,789	<b>\$59,448</b>
		FY-24	\$140,605	\$73,588	\$82,697	\$57,251	\$64,729	\$88,966	\$68,551	\$57,507	\$72,671	\$40,642	\$59,096	\$44,063	\$51,064	<b>\$69,036</b>
		Change	\$21,427	\$1,609	\$11,340	\$8,643	\$10,380	\$6,468	\$8,703	\$5,193	\$7,335	\$6,639	\$8,205	\$7,631	\$8,275	<b>\$9,588</b>
		% Change	18%	2%	16%	18%	19%	8%	15%	10%	11%	20%	16%	21%	19%	<b>16%</b>
		CAGR	4.2%	0.6%	3.8%	4.2%	4.5%	1.9%	3.5%	2.4%	2.7%	4.6%	3.8%	4.9%	4.5%	<b>3.8%</b>
	<b>Other Metrics</b>	Enrollment			Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		FY-20	12,167	Change	-539	FY-19	2,762	Change	507	Fall 2018	3,320,937	Change	77,521	FY-19	260.228	
		FY-24	11,628	% Change	-4.4%	FY-23	3,269	% Change	18.4%	Fall 2022	3,398,458	% Change	2.3%	FY-23	302.137	16.1%

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total	
<b>WSSU</b>	<b>Salary Base (millions)</b>	FY-20	\$5.5	\$2.3	\$21.1	\$3.4	\$0.5	\$2.2	\$1.4	\$1.0	\$3.5	\$3.6	\$1.0	\$5.6	\$0.5	<b>\$51.6</b>
		FY-24	\$6.9	\$2.8	\$21.2	\$4.5	\$0.3	\$3.0	\$1.6	\$0.9	\$3.6	\$4.1	\$0.7	\$4.9	\$0.8	<b>\$55.4</b>
		Change	\$1.4	\$0.5	\$0.1	\$1.1	-\$0.2	\$0.8	\$0.2	-\$0.1	\$0.1	\$0.6	-\$0.2	-\$0.6	\$0.3	<b>\$3.8</b>
		% Change	25%	22%	1%	31%	-39%	36%	13%	-10%	3%	16%	-25%	-12%	69%	<b>7%</b>
		CAGR	5.7%	5.1%	0.1%	6.9%	-11.7%	7.9%	3.0%	-2.5%	0.7%	3.7%	-6.9%	-3.1%	14.1%	<b>1.8%</b>
	<b>Headcount</b>	FY-20	46	32	267	68	8	38	24	15	62	102	19	133	11	<b>825</b>
		FY-24	51	35	237	77	5	43	22	12	56	99	12	104	17	<b>770</b>
		Change	5	3	-30	9	-3	5	-2	-3	-6	-3	-7	-29	6	<b>-55</b>
		% Change	11%	9%	-11%	13%	-38%	13%	-8%	-20%	-10%	-3%	-37%	-22%	55%	<b>-7%</b>
		CAGR	2.6%	2.3%	-2.9%	3.2%	-11.1%	3.1%	-2.2%	-5.4%	-2.5%	-0.7%	-10.9%	-6.0%	11.5%	<b>-1.7%</b>
	<b>Avg. Sal/Emp</b>	FY-20	\$119,246	\$72,649	\$79,151	\$50,673	\$64,483	\$57,919	\$58,489	\$68,594	\$56,174	\$34,957	\$50,450	\$41,762	\$42,719	<b>\$62,509</b>
		FY-24	\$134,428	\$81,054	\$89,642	\$58,413	\$62,719	\$69,399	\$71,805	\$77,326	\$64,068	\$41,651	\$60,119	\$47,179	\$46,769	<b>\$71,916</b>
		Change	\$15,182	\$8,405	\$10,491	\$7,740	-\$1,764	\$11,480	\$13,316	\$8,733	\$7,894	\$6,694	\$9,669	\$5,417	\$4,050	<b>\$9,407</b>
		% Change	13%	12%	13%	15%	-3%	20%	23%	13%	14%	19%	19%	13%	9%	<b>15%</b>
		CAGR	3.0%	2.8%	3.2%	3.6%	-0.7%	4.6%	5.3%	3.0%	3.3%	4.5%	4.5%	3.1%	2.3%	<b>3.6%</b>
	<b>Other Metrics</b>	Enrollment			Degrees				Gross Square Feet				Consumer Price Index (CPI-U)			
		FY-20	5,121	Change	-345	FY-19	1,174	Change	-90	Fall 2018	2,013,632	Change	-10,609	FY-19	260.228	
		FY-24	4,776	% Change	-6.7%	FY-23	1,084	% Change	-7.7%	Fall 2022	2,003,023	% Change	-0.5%	FY-23	302.137	16.1%



**5-Year Change in UNC System Salary Base per Employee Headcount by Functional Area  
FY 2019-20 to FY 2023-24**

		Executive Admin.	Academic Admin.	Faculty	Academic & Student Affairs	Research	IT	Fiscal Affairs	Comms. & Fundraising	Other Functional Prof.	Service/ Maint.	Technical	Office/ Clerical	Other	Total	
<b>Total</b>	<b>Salary Base (millions)</b>	FY-19	\$184.9	\$85.4	\$1,552.1	\$213.1	\$196.8	\$188.1	\$117.6	\$83.0	\$190.7	\$146.5	\$210.1	\$243.8	\$79.0	<b>\$3,491.2</b>
		FY-23	\$211.3	\$95.2	\$1,839.5	\$259.6	\$267.1	\$233.5	\$149.8	\$99.7	\$257.5	\$163.9	\$247.2	\$263.0	\$81.4	<b>\$4,168.7</b>
		Change	\$26.3	\$9.7	\$287.5	\$46.5	\$70.3	\$45.3	\$32.2	\$16.7	\$66.8	\$17.4	\$37.2	\$19.2	\$2.4	<b>\$677.5</b>
		% Change	14%	11%	19%	22%	36%	24%	27%	20%	35%	12%	18%	8%	3%	<b>19%</b>
	<b>Headcount</b>	CAGR	3.4%	2.7%	4.3%	5.1%	7.9%	5.5%	6.2%	4.7%	7.8%	2.8%	4.2%	1.9%	0.7%	<b>4.5%</b>
		FY-19	1,182	798	14,343	3,626	2,926	2,262	1,693	1,115	2,375	4,090	4,396	5,931	1,703	<b>46,440</b>
		FY-23	1,178	783	14,537	3,836	3,423	2,423	1,879	1,168	2,733	3,869	4,495	5,473	1,505	<b>47,302</b>
		Change	-4	-15	194	210	497	161	186	53	358	-221	99	-458	-198	<b>862</b>
	<b>Avg. Sal/Emp</b>	% Change	0%	-2%	1%	6%	17%	7%	11%	5%	15%	-5%	2%	-8%	-12%	<b>2%</b>
		CAGR	-0.1%	-0.5%	0.3%	1.4%	4.0%	1.7%	2.6%	1.2%	3.6%	-1.4%	0.6%	-2.0%	-3.0%	<b>0.5%</b>
		FY-19	\$156,439	\$107,051	\$108,211	\$58,774	\$67,254	\$83,169	\$69,448	\$74,445	\$80,310	\$35,826	\$47,785	\$41,112	\$46,382	<b>\$75,176</b>
		FY-23	\$179,333	\$121,548	\$126,542	\$67,680	\$78,028	\$96,349	\$79,731	\$85,354	\$94,217	\$42,369	\$55,000	\$48,062	\$54,054	<b>\$88,129</b>
	<b>Other Metrics</b>	Change	\$22,895	\$14,497	\$18,330	\$8,906	\$10,774	\$13,181	\$10,283	\$10,909	\$13,907	\$6,543	\$7,215	\$6,950	\$7,672	<b>\$12,953</b>
		% Change	15%	14%	17%	15%	16%	16%	15%	15%	17%	18%	15%	17%	17%	<b>17%</b>
		CAGR	3.5%	3.2%	4.0%	3.6%	3.8%	3.7%	3.5%	3.5%	4.1%	4.3%	3.6%	4.0%	3.9%	<b>4.1%</b>
	<b>Other Metrics</b>	Enrollment		Degrees					Gross Square Feet				Consumer Price Index (CPI-U)			
		FY-20	239,981	Change	2,537	FY-19	58,067	Change	6,094	Fall 2018	78,793,865	Change	3,922,971	FY-19	260.228	
		FY-24	242,518	% Change	1.1%	FY-23	64,161	% Change	10.5%	Fall 2022	82,716,836	% Change	5.0%	FY-23	302.137	16.1%



THE  
**UNIVERSITY OF  
NORTH CAROLINA  
SYSTEM**

***Board of Governors  
State Surplus Legislative Report***

**February 28, 2024**

## University of North Carolina Board of Governors Report

### State Surplus Legislation

#### **Introduction**

The University of North Carolina Board of Governors report on “State Surplus Computer for Nonprofits” is required annually and encourages the University of North Carolina 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 coverage 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.

In 2023, the UNC System developed and executed an awareness and opportunity campaign to all the universities. On June 13, 2023, the UNC System sent a memo (Appendix 1) directed at all chief financial officers (CFO), chief information officers (CIO), chiefs of staff, and purchasing directors.

#### **Implementation Report**

Currently, eight participating universities donate surplus computer equipment to their assigned nonprofit entity. This is up from six institutions in calendar year 2022. 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, and 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.

**2023 Calendar Year Statistics**

<b>Nonprofit</b>	<b>Total Received</b>	<b>Total Distributed</b>	<b>Total Recycled</b>	<b>Total Remaining in Inventory (for Distribution)</b>
E2D	1447	234	735	478
Kramden Institute	3353	2881	2140	472
<b>TOTAL</b>	<b>4800*</b>	<b>3115</b>	<b>2875</b>	<b>950</b>

- Represents a 52% increase from calendar year 2022

## Appendix 1

### Email Sent to all University CFOs, CIOs, Chiefs of Staff, and Purchasing Directors on June 13, 2023

In 2021, the North Carolina General Assembly passed legislation that encouraged the UNC System institutions to donate surplus computer equipment to nonprofit organizations. These nonprofit organizations would refurbish the donated equipment for the purpose of distributing to in-need students and families in the state. The exact legislative language is below. Because the legislation exempts these donations from state surplus property requirements, our institutions have the opportunity to put surplus computer equipment to good use in an efficient manner.

In 2022, the UNC System began its work with two nonprofit entities, E2D (<https://www.e-2-d.org>) and Kramden Institute (<https://kramden.org>), to donate computer surplus. The UNC System Office worked in partnership with the two nonprofits to distribute equitably and geographically statewide. Both nonprofit entities have presented to the UNC System CIO Council and have received university contact information. We have discovered that these processes often fall outside of the IT departments at our institutions.

Given the variances of processes, the UNC System is broadening the communication to ensure awareness of the legislation and further encourage all the institutions to donate their surplus computers to assist in closing the digital divide. Please take a moment to review these fantastic nonprofit organizations, their mission, and how your institution could potentially help.

If you or anyone at your institution have questions or need contact information at either of the nonprofit organizations, please contact Keith Werner at the UNC System Office ([kewerner@northcarolina.edu](mailto:kewerner@northcarolina.edu)).