The University of North Carolina at Greensboro’s compensation philosophy is committed to the creation of an inclusive, collaborative, and responsive university by attracting, retaining, and developing a diverse community of talented individuals in support of the university's mission. As a public research university, UNCG must govern its resources in an efficient and effective way. Within the boundaries of financial feasibility, employee compensation will be administered in a manner that is externally competitive and internally equitable, recognizes performance, and includes, but is not limited to consideration of job independence and discretion, job complexity, scope, supervisory or lead roles, relevant experience and credentials, and additional position responsibilities.

**COMPENSATION OBJECTIVES**

Administering compensation to reflect this philosophy means that:

- Salaries will be reviewed on an on-going basis by the University. These analyses will support the institution's efforts to obtain appropriate salary funding from the state legislature. As funding permits, salary increases shall focus on maintaining market alignment, supporting internal equity, retaining key personnel, and recognizing performance.
- Within the parameters of discipline, function, job-related experience, and performance, and individual effectiveness, employees shall be paid similarly for similar work.
- Salaries for new employees should be established at levels that recognize the individual's skills, competencies, and experience while considering the salary levels of current employees with similar job duties.