Faculty Salaries and Retention

Background Information

UNCG tenured and tenure track faculty salary means are presented by rank and compared to the most recent available data (2014) for three different sets of peers: all public research/doctoral universities, UNC Board of Governors approved national peers, and UNC System peers. Data show that the mean salary for UNCG full professors is below the means for all three sets of peers. The mean salary for associate professors is below the mean for two sets of peers and the mean salary for assistant professors is below the mean for only the NC peer group. Data is also presented on faculty salary increase pools and faculty salary retention offers and expenditures.
UNCG Faculty Salaries and Faculty Retention

PROVOST DANA DUNN
UNCG BOARD OF TRUSTEES
FEBRUARY 18, 2016

Mean Faculty Salaries: Research/Doctoral

<table>
<thead>
<tr>
<th>Peer Group</th>
<th>Faculty Rank</th>
<th>UNCG Mean Salary</th>
<th>Peer Group Mean Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Public Research/Doctoral</td>
<td>Professor</td>
<td>$98,563</td>
<td>$105,855</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
<td>$75,368</td>
<td>$77,792</td>
</tr>
<tr>
<td></td>
<td>Assistant Professor</td>
<td>$71,398</td>
<td>$69,347</td>
</tr>
</tbody>
</table>

- All Public Research/Doctoral: All public research or doctoral institutions participating in the CUPA-HR Faculty Salary Survey.
- Source: Fall 2014 Faculty Salary Survey, College and University Professional Association for Human Resources (CUPA-HR).
Mean Faculty Salaries: National Peers

<table>
<thead>
<tr>
<th>Peer Group</th>
<th>Faculty Rank</th>
<th>UNCG Mean Salary</th>
<th>Peer Group Mean Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Peer Institutions</td>
<td>Professor</td>
<td>$98,563</td>
<td>$99,696</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
<td>$75,368</td>
<td>$72,078</td>
</tr>
<tr>
<td></td>
<td>Assistant Professor</td>
<td>$71,398</td>
<td>$65,074</td>
</tr>
</tbody>
</table>


- Source: Fall 2014 Faculty Salary Survey, College and University Professional Association for Human Resources (CUAPA-HR).

Mean Faculty Salaries: UNC System Peers

<table>
<thead>
<tr>
<th>Peer Group</th>
<th>Faculty Rank</th>
<th>UNCG Mean Salary</th>
<th>Peer Group Mean Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNC System Peer Institutions</td>
<td>Professor</td>
<td>$98,563</td>
<td>$104,447</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
<td>$75,368</td>
<td>$79,723</td>
</tr>
<tr>
<td></td>
<td>Assistant Professor</td>
<td>$71,398</td>
<td>$73,802</td>
</tr>
</tbody>
</table>

- UNC System Peer Institutions: UNCG’s designated peer institutions within the UNC System (ECU, NCA&T, and UNCC).

- Source: Fall 2015 mean faculty salary data, by rank, was provided by Institutional Research staff at each campus. Mean salary figures shown for the three-campus peer group reflect the average of the mean salaries at each rank. Data for ECU excludes Medical School salaries.
Recent Faculty Salary Increase Pools (%)

- 2015-16: 2.10%
- 2014-15: 0.27%
- 2013-14: 0.00
- 2012-13: 1.20%
- 2011-12: 0.00
- 2010-11: 0.00
- 2009-10: 0.00

2014-15 Faculty Retention

- 35 faculty retention offers
- 21 faculty successfully retained (60%)
- Average salary amount for retentions: $9,182
- Total retention expenditures: $232,127
  ($192,813 salary + $39,314 benefits)
- Examples of recruiting institutions:
  U. Penn, UCLA, Maryland, Texas, Illinois, Kansas, Colorado, Missouri, Arizona State, Ohio State, George Mason, S. Florida, West Virginia, Temple, Elon
2015-16 Faculty Retention (To Date)

- 15 faculty retention offers
- 10 faculty successfully retained (67%)
- Average salary amount for retentions: $6,720
- Total retention expenditures: $80,971
  ($67,196 salary + $13,775 benefits)
- Examples of recruiting institutions:
  - Kings College (London), Queen's University (Canada), Maryland, S.
  - Carolina, Penn State, Ohio State, Binghamton, American, VCU, UNCC

---

Annual Retention Funding Needs*

Estimated Annual Need = $227,678

<table>
<thead>
<tr>
<th>Salary Needed per FY</th>
<th>Benefits Needed per FY</th>
</tr>
</thead>
<tbody>
<tr>
<td>$188,632</td>
<td>$39,046</td>
</tr>
</tbody>
</table>

*Based on our estimated two-year average number & salary amount of retention efforts. To develop this estimate, retention expenditures incurred to date in 2015-16 were doubled in anticipation of additional retention efforts this year.