



**UNIVERSITY OF
NORTHERN
COLORADO**

Why the gap?

- Compliance
- The nature of the positions
- Market forces
- A function of how numbers and percentages work
- Transitions from one employee group to another
- Changes in full-time equivalent numbers by employee group
- Change in student-body composition
- Differences in how compensation is determined for faculty members and staff members

UNC Faculty Ratios Compared to Peers* Fall 2024

Ratio	UNC	Peers
Faculty/Executive Leadership**	54 to 1	46 to 1
Faculty/Management***	6 to 1	4 to 1
Student/Faculty	14 to 1	17 to 1
Student/Executive Leadership**	895 to 1	763 to 1
Student/Management***	88 to 1	83 to 1
Student/General Staff****	10 to 1	13 to 1

* Ratios based on FTEs, Examining NCHEMS Peers with fall enrollment between 5,000-14,999

** Executive Leadership is defined as employees who report directly to the President, not including positions such as "executive assistant" who have no management duties.

***Management is defined as employees assigned to the SOC code grouping under 11-0000

<https://www.bls.gov/oes/current/oes110000.htm>

**** General Staff are all staff not including faculty, management, executive leadership

Source: IPEDS Data Center, data reported 2023-24; Institutional data

UNC Faculty Ratios Compared to Peers Fall 2024

Ratio	UNC	Peers
Faculty/Management*	6 to 1	5 to 1
Student/Faculty	14 to 1	17 to 1
Student/Management*	88 to 1	92 to 1
Student/General Staff**	10 to 1	13 to 1

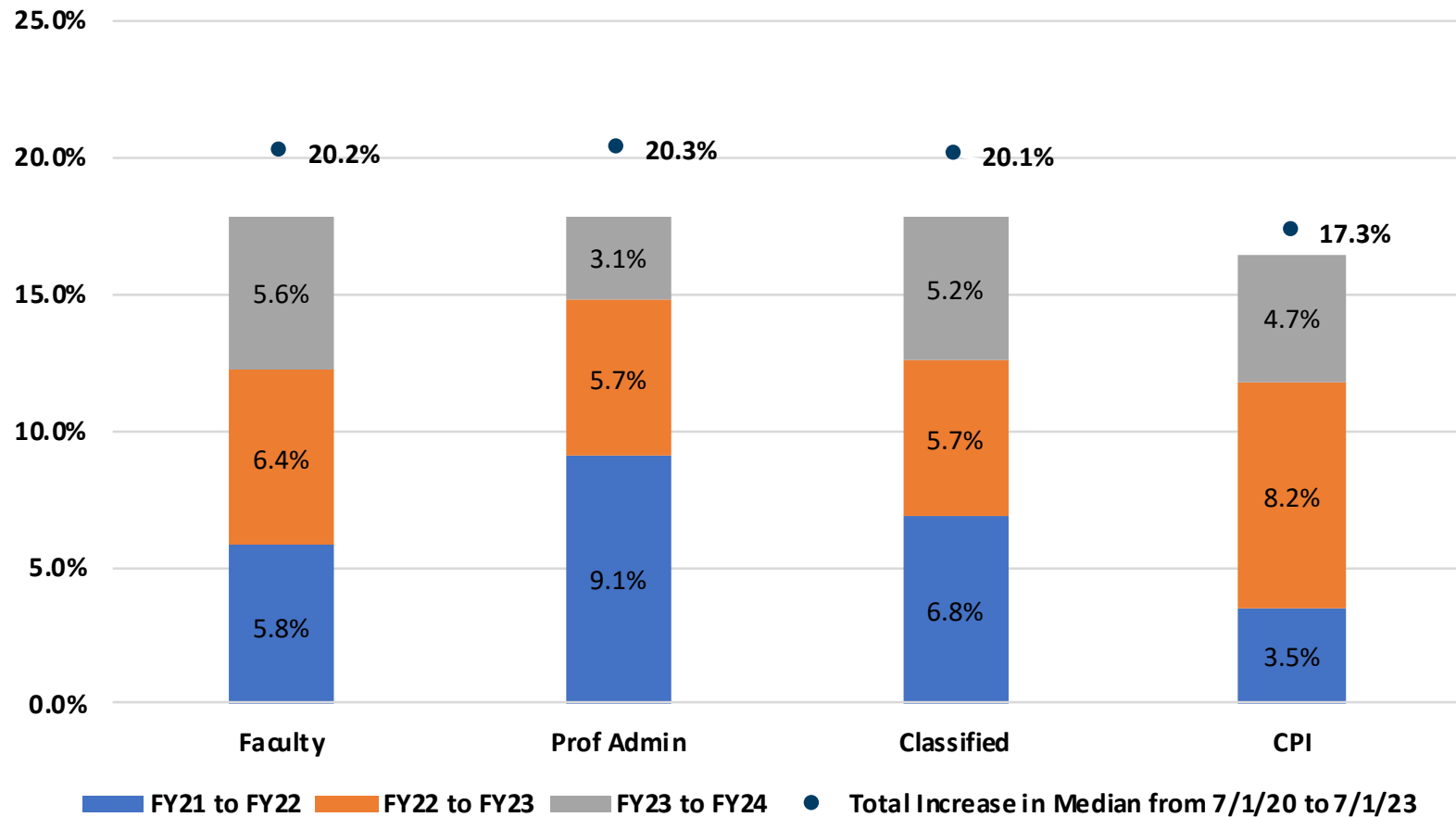
**Management is defined as employees assigned to the SOC code grouping under 11-0000*

<https://www.bls.gov/oes/current/oes110000.htm>

*** General Staff are all staff not including faculty, management, executive leadership*

Source: IPEDS Data Center, data reported 2023-24

Year-Over-Year Increase in Median Pay Rates



Note: This data includes only employees who have been employed at UNC from 7/1/20 to 7/1/23 or longer: Faculty 294 of 371, 79%; Prof Admin 213 of 530, 40%; Classified 181 of 278, 65%.

What have we done and what are we doing?

Process and Practice

The goals of these revisions are to ensure accurate data, equity across divisions and employee groups, and a robust compensation philosophy and methodology.

- Instituted an annual faculty and staff data audit process.
- Revising the faculty compensation process and the staff compensation process.
- Examining the basis on which chairs and directors are compensated.
- Examining when and how a 12-month employee may get overload pay.
- Contracting with a consultant to assist with methodology for determining appropriate salaries and how to allocate salaries to individuals.

What have we done and what are we doing?

Increasing Faculty Salaries Beyond the Annual Increase

- Supported increases in the salary increment for promotion.
- Ensured that discretionary increases are available to faculty members.
 - For example, counter-offers are available to faculty members who have a job offer elsewhere.
- Increased the starting salary for faculty members to ensure that they are not underpaid relative to existing faculty members and peers at other institutions.
- Supplemented the faculty salary increase pool for increases effective August 2024 to bring the average increase to nearly 6%.

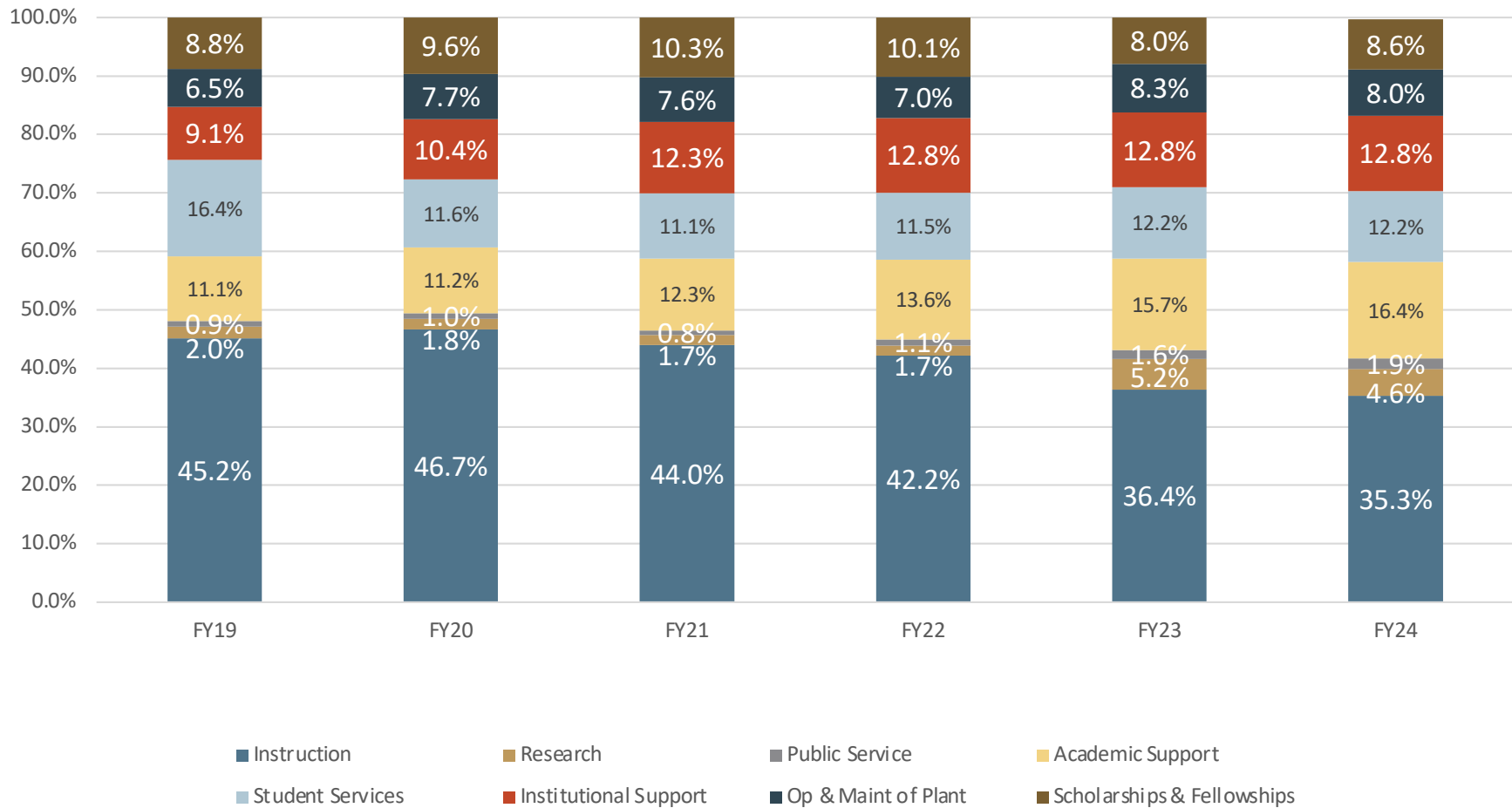
What have we done and what are we doing?

Increasing Faculty Salaries Beyond the Annual Increase

- Have indicated support for a distinguished professor category that would allow full professors to go through the promotion process and earn the promotion increment (currently \$6250).
- Examining the salary reports issued in November of each year to determine if discretionary increases for some faculty members are warranted.
 - Anticipate increasing the salaries of about 40 faculty members (about 10% of full-time faculty members) effective January 2025.

Functional Expense Categories

Chart 4: UNC change 2019-2024 w/ differences per category, w/o GASB



1-1-201(5) University Funding Priorities Guidelines. The fiscal year budget shall conform to the following guidelines. Variations may be approved by the BOT pursuant to 1-1-201(4).

Instruction	55.00%
Research	1.25%
Public Service	0.10%
Academic Support	14.75%
Student Services	7.00%
Institutional Support	10.25%
Operation & Maintenance of Plant	8.25%
Scholarships & Fellowships	3.30%
Transfers	0.10%

Charting the Future Final Report, May 3, 2004:

“Replacement is recommended for Board Policy 1-1-201(4) University Funding Priorities Guidelines which will be presented at a later date. The purpose of these guidelines as stated in the opening paragraph is to facilitate a dialogue with the Board of Trustees regarding the subject of setting financial priorities.”

Last identifiable inclusion in a BOT agenda: October 12, 2007.