

Constituent Universities

Appalachian
State University

East Carolina
University

Elizabeth City
State University

Fayetteville State
University

North Carolina
Agricultural and
Technical State
University

North Carolina
Central University

North Carolina
State University
at Raleigh

University of
North Carolina
at Asheville

University of
North Carolina
at Chapel Hill

University of
North Carolina
at Charlotte

University of
North Carolina
at Greensboro

University of
North Carolina
at Pembroke

University of
North Carolina
at Wilmington

University of
North Carolina
School of the Arts

Western Carolina
University

Winston-Salem
State University

Constituent High School

North Carolina
School of Science
and Mathematics

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To: UNC Class & Comp Network
Fr: Jessica Moore, Executive Director of Classification & Compensation
Cc: Chief HR Officers

Re: *Salary guidance on IRPS positions*

In response to popular campus feedback, GA HR has compiled salary guidance on IRPS positions. There is no requirement, at this time, that campuses use these ranges. Campuses may opt to use these ranges exclusively, or utilize them as a resource as they develop their own ranges.

The IRPS ranges were developed from CUPA survey data using BOG defined group peer data where there were at least five matches. The salaries of positions within a given group combination that exceeded the mean by either plus or minus a 2.00 standard deviation were eliminated. The calculations were then based on the average of 3 years of aged data to include an additional 2.5% for fiscal year 2015 -2016 for the median increase for public institutions. The salary range spread was set at 60%, scaled down from the SAAO Tier II ranges, which are set at an 80% spread, and the SAAO Tier I ranges, which are set at a 100% spread.

The ranges will be posted on our system-wide Class & Comp page, located here: http://old.northcarolina.edu/hr/unc/class_comp.htm.