

## **Faculty University Market Alignment Initiative | Faculty Q&A Guide**

### **Purpose:**

*The following questions provide general information about the Faculty Market Alignment Initiative and the University's review of salary positioning.*

### **1. Why is the University implementing this initiative?**

The University conducted an internal review of faculty compensation and identified structural salary gaps within ranks. This initiative is intended to provide greater consistency and long-term salary stability.

### **2. Is this a merit-based increase?**

No. This initiative is not tied to performance evaluations, productivity, or merit.

### **3. Is this a promotional increase?**

No. Promotional increases follow established faculty salary administration processes and are handled separately from this initiative.

### **4. Does recent promotion automatically qualify me for an additional adjustment?**

No. Promotion alone does not automatically generate an additional adjustment under this initiative. Eligibility is determined by whether a faculty member's base salary falls below the established alignment benchmark for their rank.

### **5. How were salary benchmarks used in this review?**

The review evaluated faculty salaries relative to the established salary benchmarks by academic rank. These benchmarks provide a reference point to help assess salary positioning across faculty roles.

### **6. Who is eligible?**

Faculty in the following ranks may be eligible if their base salary falls below the established benchmark:  
Professor (implemented June 2025)  
Associate Professor (effective March 1, 2026)  
Assistant Professor (effective March 1, 2026)  
Adjunct Assistant Professor (effective March 1, 2026)  
Lecturer (effective March 1, 2026)

### **7. How was my eligibility determined?**

Eligibility is based on a comparison of your current base salary to the established benchmark for your rank and discipline.

### **8. Will everyone receive an adjustment?**

No. Only faculty whose current base salary is below the established benchmark are eligible for consideration.

### **9. How were salary adjustments calculated?**

Salary review considered multiple factors, including rank, current salary positioning, and institutional compensation practices. Because each faculty member's salary history and positioning may differ, adjustments were not determined using a single formula and may vary across individuals.

**10. Will salaries be adjusted above the benchmark?**

No. Adjustments under this initiative are limited to the established alignment threshold and will not exceed it.

**11. When will adjustments take effect?**

Professors: Implemented June 2025

Associate Professors, Assistant Professors, Adjunct Assistant Professors, and Lecturers: Effective March 1, 2026. All adjustments are subject to final institutional approval and funding confirmation.

**12. Are these adjustments permanent?**

Yes. Approved adjustments become part of base salary.

**13. How does this affect future salary increases?**

Future increases, including legislative, or promotional increases, will continue to follow standard University policies and processes. This initiative does not replace those processes.

**14. Does this eliminate all salary differences within ranks?**

No. This initiative establishes a defined salary floor but does not eliminate all variation in salaries within or across disciplines.

**15. Why are different percentiles used for different faculty ranks?**

Percentile reference points may vary based on rank and institutional compensation practices. These reference points help guide salary positioning while balancing internal equity and available resources.

**16. How are disciplines considered when reviewing faculty salaries?**

Faculty salaries are influenced by a variety of factors, including academic rank, experience, institutional compensation practices, and market conditions within specific disciplines.

Within the University of North Carolina System, institutions operate within established compensation frameworks while also considering discipline-specific labor market conditions when evaluating salary positioning.

**17. Will this initiative address salary compression?**

Salary compression can occur when differences in pay between faculty members at different ranks or years of service become narrower due to changing market conditions, hiring practices, or prior salary actions. The Faculty Market Alignment Initiative focuses on improving salary positioning relative to the University's reference framework by academic rank. While some faculty members may see improved positioning as a result of this initiative, the review is not designed to fully address all salary compression that may exist across departments or disciplines.

Questions regarding individual salary situations may be directed through your Dean or Department Chair to Human Resources by submitting them via the Faculty Compensation/Market Alignment Intake Form.

**18. Will future salary adjustments occur as part of this initiative?**

The Faculty Market Alignment Initiative represents a targeted review of salary positioning based on institutional priorities and available funding. While the University may periodically review compensation practices, this initiative does not establish an ongoing or recurring adjustment program.

**19. Who should I contact if I have questions?**

Faculty should first contact their Dean/Department Chair with questions.

For additional questions, the Dean, Department Chair, and/or the Office of the Provost Representative may submit the Faculty Compensation/Market Alignment Intake Form:

[Faculty Compensation/Market Alignment Intake Form](#).