



November 9, 2022

Chancellor's Ballroom, The Carolina Inn

OPEN SESSION

FOR ACTION

1. **Approval of Non-Salary and Deferred Compensation Policy Changes
(outlining Bonus Program provisions)**
Dr. Becci Menghini, Vice Chancellor for Human Resources & Equal Opportunity and Compliance
2. **Approval of School of Social Work Faculty Salary Ranges**
Dr. Becci Menghini, Vice Chancellor for Human Resources & Equal Opportunity and Compliance

FOR INFORMATION

1. **Innovate Carolina: Update on Economic Development and Innovation District**
Doug Rothwell, Chair of Economic Development Council and Co-Chair Downtown Together Taskforce
Sheryl Waddell, Director of Economic Development and Innovation Hubs
Michelle Bolas, Chief Innovation Officer and Executive Director, Innovate Carolina
Trustee Vinay Patel
2. **UNC System Intercollegiate Athletics and Financial Transparency Report**
Bubba Cunningham, Director of Athletics
Michelle Brown, Assistant Provost/Director of Academic Support Program for Student-Athletes

*Some of the business to be conducted is authorized by the N.C. Open Meetings Law to be conducted in closed session.

COMMITTEE MEMBERS

Rob Bryan, Chair
Teresa Artis Neal, Vice Chair
Dave Boliek, ex-officio

Gene Davis	John Preyer
Perrin Jones	Malcolm Turner
Allie Ray McCullen	Taliajah Vann



November 9, 2022

Agenda Item #1

- Situation:** The Committee has for its approval an updated EHRA Policy on Non-Salary and Deferred Compensation.
- Background:** Section 300.2.14 of the UNC Policy Manual provides UNC System universities with the authority to provide non-salary compensation for all personnel exempt from the North Carolina Human Resources Act, except for the chancellor and the president. Accordingly, the University of North Carolina at Chapel Hill maintains a policy on Non-Salary and Deferred Compensation.
- Assessment:** On May 26, 2022, the Board of Governors of the University of North Carolina authorized the boards of trustees for UNC system universities to provide for sign-on bonuses, retention bonuses, and/or performance bonuses such that those constituent campuses might recruit and retain needed talent to support the operations of the university, and authorized the UNC System President to issue any regulations or guidance necessary to implement that authority.
- On August 31, 2022, the UNC System President issued Section 300.2.14.2[R] of the UNC Policy Manual, *Regulation on Delegated Authorities Regarding Non-Base Salary*.
- At its meeting in September, 2022, the UNC-CH BOT approved a resolution delegating the authority to establish a bonus program and to approve sign-on, retention and performance-based bonuses issued under the May 26, 2022 resolution and Section 300.2.14.2[R] to the Chancellor and his designees.
- The University has developed a bonus program in compliance with Section 300.e.14.2[R] and has included the specifics, as well as the eligibility criteria, in the Policy on Non-Salary and Deferred Compensation. This program mirrors, where possible, the bonus program for SHRA employees governed by OSHR.
- Action:** The University seeks BOT approval of the updated policy on Non-Salary and Deferred Compensation outlining the parameters of the bonus program for EHRA employees.

Non-Salary And Deferred Compensation

Tags [University-Policy](#) [Applies-to-Faculty](#) [Applies-to-EHRA-Staff](#) [Compensation](#) [Moving-Expenses](#)

Title

Non-Salary And Deferred Compensation

Introduction

Purpose

This policy sets forth specific definitions and procedures for the payment of non-salary and deferred compensation to EHRA employees of The University of North Carolina at Chapel Hill ("UNC-Chapel Hill"). Any such compensation may only be paid in accordance with the provisions of this Policy and only after receiving the approvals specified herein.

The Board of Governors of the University of North Carolina, through Sections 300.2.14 and 300.2.14.1[R] of the UNC Policy Manual, requires each constituent institution to have a policy on non-salary and deferred compensation for employees who are exempt from the State Human Resources Act ("EHRA employees"). This Policy implements that mandate and establishes guidelines and procedures for non-salary and deferred compensation for EHRA employees at UNC-Chapel Hill.

Scope of Applicability

This Policy applies to all EHRA employees at UNC-Chapel Hill - except as noted below:

1. The Chancellor is exempt from this Policy. Subsection III of Section 300.2.14 of the UNC Policy Manual addresses non salary and deferred compensation for the Chancellor; Section 300.1.5 addresses the official residence provided to the Chancellor.
2. Compensation that is authorized by a faculty practice plan and/or faculty incentive pay plan, approved by the Chancellor and duly reported to the Board of Trustees and Board of Governors, is exempt from this Policy. Other forms of non-salary compensation provided to employees covered by these plans are subject to this Policy.
3. The Athletic Director and Head Coaches to whom individual employment contracts are issued and approved by the Board of Trustees and Board of Governors are exempt from this Policy, except that non-salary and/or deferred compensation that fall outside of the terms of such contracts is subject to this Policy. These employees are otherwise subject to Section 1100.3 of the UNC Policy Manual. All other Athletic Coaches are covered by this Policy, whether employed at-will or under term appointments.

Policy

Policy Statement

Within the parameters outlined below, non-salary compensation may be provided to EHRA employees for reasons that are relevant to attracting or retaining faculty and staff of the highest possible quality.

1. Decisions concerning non-salary compensation must be consistent with the University's Policy on Prohibited Discrimination, Harassment, and Related Misconduct and not be based in whole or in part on any employee's protected status.
2. In accordance with Section 300.2.14, this Policy specifies non-salary compensation that is provided to defined categories of EHRA employees at UNC Chapel Hill.
3. Advance approval by the Board of Trustees is required for any non-salary compensation not specifically authorized in this Policy or that exceeds the specified compensation limits; approval for any deferred compensation not already permitted under UNC policies must be granted by the Board of Governors.

Funding Sources & Tax Reporting

1. The funding source for non-salary compensation may **not** be State-appropriated funds, unless either specifically noted in this Policy or separately approved by the Board of Trustees, and then only when permitted by guidelines issued by the Office of State Budget and Management.
2. Non-salary compensation may be funded by an associated entity of UNC-Chapel Hill only if permitted by that entity's policies and if the compensation meets all other requirements of this Policy. Such compensation remains subject to advance review and approval by the applicable University central offices per Section VII of this Policy.
3. To comply with Internal Revenue Service ("IRS") regulations, certain forms of non-salary compensation may require individuals to maintain written records to document business and non-business (i.e., personal) use to ensure appropriate tax withholding and reporting by University Payroll Services. Such records must be provided by the subject employee when requested by the University.
4. Employees receiving non-salary compensation are responsible for ensuring their individual compliance with any applicable State and Federal tax laws. Employees should consult with the relevant taxing authority or their personal tax advisor for more information regarding the applicable tax regulations.

Types of Non-Salary Compensation

1. **Household Moving Expenses**
 - a. Based on available resources, Department Heads have the option to include moving expenses as part of a hiring offer for relocating EHRA employees. Not every offer is intended or required to include such provisions, and its inclusion should be based on business necessity to attract well-qualified candidates.
 - b. In accordance with the State Budget Manual, moving expenses cannot be paid from State-appropriated funds for initial employment. Actual costs of moving standard household goods and personal effects may be paid from non-State-

appropriated funds and requires three estimates in accordance with the State Budget Manual.

- c. The Chancellor has issued a standing authorization to supervising Deans to provide moving expenses (up to a designated limit) as part of an initial appointment offer for EHRA employees serving within a School/College.
- d. The Chancellor has issued a standing authorization to the Athletic Director for moving expenses (up to a designated limit) as part of an initial appointment offer for coaches, assistant/associate coaches, assistant/associate athletic directors, and other EHRA instructional Athletics staff.
- e. Such delegations and authorization levels may be subsequently changed or updated outside of this Policy, as long as any such change remains in compliance with overarching UNC System and University policy.
- f. Household moving expenses for all other EHRA employees or in amounts exceeding designated limits must be authorized in advance on a case-by-case basis by the Chancellor, Executive Vice Chancellor and Provost, or supervising Vice Chancellor.

2. Home Search Expenses

- a. Based on available resources, Department Heads have the option to include expenses arising from home searches as part of a hiring offer for relocating EHRA employees. Not every offer is intended or required to include such provisions, and its inclusion should be based on business necessity to attract well-qualified candidates.
- b. The inclusion of home search expenses in a hiring offer must have the approval of the supervising Vice Chancellor, Dean, or Athletic Director.
- c. The State Budget Manual provides guidance for employee travel and subsistence for the purpose of conducting a home search with family. This Policy allows for up to three such two-day trips. Such home search expenses related to initial employment cannot be paid from State-appropriated funds.

3. Temporary Housing as Part of Initial Hiring

- a. Based on available resources, Department Heads have the option to include temporary housing assistance as part of a hiring offer for relocating EHRA employees. Not every offer is intended or required to include such provisions, and its inclusion should be based on business necessity to attract well-qualified candidates.
- b. Positions categorized as faculty, senior academic and administrative officers, coaches, assistant/associate coaches, assistant/associate athletic directors, and other EHRA instructional athletics personnel may be reimbursed for receipted temporary housing costs as part of the initial hire. This reimbursement cannot exceed \$2,500 per calendar month for up to six months, at the discretion of the supervising Vice Chancellor, Dean, or Athletic Director.
- c. All other categories of EHRA employees may be authorized to receive reimbursement for temporary housing expenses within these same limits on a case-by-case basis by the Chancellor, the Executive Vice Chancellor and Provost, or supervising Vice Chancellor.
- d. An EHRA employee who does not utilize the entire authorized housing allowance may be permitted (but is not required) by the supervising senior officer to utilize

any remaining amount to extend the arrangement for a period not to exceed three additional months beyond their allotted duration. The total of all such expenditures, including any extension, may not exceed the total allowance authorized as part of the hiring offer, nor may any individual monthly reimbursement exceed \$2,500.

- e. The Chancellor has the authority to authorize a housing allowance in an amount up to \$3,000 per calendar month and/or a total duration of up to one year under special circumstances to attract unique or hard-to-recruit talent to the University.
- f. Temporary housing costs that exceed the authorized amount or duration must be submitted on a case-by-case basis for advance review and approval by the Board of Trustees.

4. Temporary Housing & Incidental Expenses as Part of a Remote Duty Assignment

- a. Any EHRA employee covered by this Policy may be reimbursed for receipted expenses, including temporary housing and other incidental living costs necessary to facilitate a temporary out-of-state or foreign-duty work assignment (e.g., study abroad assignments, remote research stations), not to exceed \$2,500 per calendar month for a period not to exceed one year, with the approval of the Chancellor, the Executive Vice Chancellor and Provost, or the supervising Vice Chancellor or Dean.
- b. The Chancellor has the authority to authorize temporary housing and other incidental living costs per item 4.a above in an amount not to exceed \$3,000 per calendar month and/or a total duration of up to 18 months, when deemed necessary to conduct legitimate University business that is out-of-state or related to a foreign-duty work assignment.
- c. Any reimbursements that exceed these limits or duration must be authorized in advance on a case-by-case basis by the Board of Trustees.
- d. The payment of any extraordinary dependent educational expenses must be authorized in advance on a case-by-case basis by the Board of Trustees.

5. Ongoing Housing Required by Job Assignment

Lodging or housing provided to an employee as a required condition of employment (e.g., a facility caretaker) or housing provided to resident staff employed by the Division of Student Affairs to work in University residence halls may be permitted with the approval of the Chancellor, the Executive Vice Chancellor and Provost, or the supervising Vice Chancellor or Dean.

6. Vehicle Allowances

- a. The Chancellor is authorized (but not required) to provide the use of one leased vehicle, courtesy vehicle, or comparable vehicle allowance to the Executive Vice Chancellor and Provost, any of the Vice Chancellors, and the Director of State Relations for the primary purpose of conducting University business. The annual taxable income value for any non-business use of said vehicle and related operating expenses may not exceed \$7,500.
- b. The Athletic Director is authorized (but not required) to provide the use of one leased vehicle, courtesy vehicle, or comparable vehicle allowance to the Assistant/Associate Athletic Directors, Head Coaches, Assistant/Associate Coaches, and Head Trainers for the primary purpose of conducting University

business. The annual taxable income value for any non-business use of said vehicle and related operating expenses may not exceed \$7,500.

- c. Vehicle allowances for all categories of EHRA employees except those listed above, or which exceed any of the specified limits above, must be submitted on a case-by-case basis for advance review and approval by the Board of Trustees.

7. University-Affiliated Club Memberships

- a. Positions categorized as Senior Academic and Administrative Officers (SAAO) Tier I, the University's Deputy Chief Advancement Officer, and the Chief Advancement Officer of each School/College may be provided with individual memberships at any on-campus University-affiliated club for job-related purposes. The Chancellor must approve all such memberships, with the exception of the Chief Advancement Officers of a School/College, which must be approved by the supervising Dean.
- b. University departments may hold a "departmental" membership, in the name of the Department Head, for departmental business use only at the University's institution-affiliated clubs, if such memberships are allowed by club policy. Such departmental memberships must be approved in advance by the Chancellor and/or the applicable Vice Chancellor who oversees the department in question.
- c. All personal use of departmental memberships is prohibited. In no case may the funding source for either individual or departmental memberships be State appropriated funds.

8. External Club Memberships

- a. The Executive Vice Chancellor and Provost and the Vice Chancellor for Advancement may be provided with one external club membership for job-related purposes.
- b. Any such club must have a policy prohibiting discrimination against individuals or groups protected by federal or North Carolina law.
- c. Any University-paid external club memberships provided to other EHRA employees or additional University-paid external club memberships provided to the two senior officers noted above must be submitted on a case-by-case basis for advance review and approval by the Board of Trustees.

9. Athletic Facility Memberships

- a. The following EHRA employees may (but are not required) to receive paid membership or access to University athletic and physical fitness facilities (as appropriate) for job-related purposes by the supervising Vice Chancellor, Dean or Athletics Director:
 - i. Individuals who hold academic rank and a primary faculty appointment in the Department of Exercise and Sport Science and whose primary role is to provide physical education instruction to students.
 - ii. EHRA professionals in the Departments of Exercise and Sport Science, Campus Recreation, and Athletics whose primary responsibilities involve providing direct physical training to students/athletes and/or ensuring the safety and maintenance of fitness and physical education equipment.
 - iii. In no case may the funding source be State-appropriated funds.

- b. All other University-paid memberships in health clubs/fitness facilities for all other categories of EHRA employees must be submitted on a case-by-case basis for advance review and approval by the Board of Trustees.

10. Campus Athletic & Cultural Events

- a. Positions categorized as Senior Academic and Administrative Officers (SAAO) Tier I as well as other EHRA professionals whose primary responsibilities include solicitation of donors may be provided with complimentary admission to University-related athletic or cultural events for job-related purposes, including complimentary admission for an accompanying guest, such as a spouse/partner, if the guest is expected to assist in University-related hosting activities.
- b. Complimentary athletics event tickets may be provided for coaches and athletics administrators in accordance with a standardized, position-based schedule that is maintained by the Athletic Director and approved by the Chancellor.
- c. Ongoing or routine athletics or cultural event complimentary admission provided to any individual or similarly situated group of EHRA employees for discretionary (non business-related) use must be submitted on a case-by-case basis for advance review and approval by the Board of Trustees and must be reported for tax purposes.
 - i. An exception is permitted for excess single-use tickets to campus events that could not otherwise be sold (and as a result are deemed to have no market value) and will be distributed as occasional employee recognition/appreciation awards by the Chancellor, Executive Vice Chancellor and Provost, or the supervising Vice Chancellor or Dean.

11. Incentive-Based Compensation for Certain Athletics Employees

Incentive-based compensation beyond base salary provided to any EHRA employee in the Department of Athletics (other than specific compensation for the Athletic Director and Head Coaches with individual contracts covered by Section 1100.3 of the UNC Policy Manual), for reasons including, but not limited to, reaching performance goals such as post-season playoffs or student-athlete academic achievement levels, must be approved by the Board of Trustees. Such approvals may be on a case-by-case basis or by a standard schedule proposed to the Board of Trustees by the Athletic Director with the Chancellor's concurrence.

12. Incentive-Based Compensation for Other Employees

Any form of incentive-based compensation beyond base salary to be paid to any EHRA employee in recognition of performance or productivity, except as provided for in this Policy, must be expressly authorized by the Chancellor and the Board of Trustees and conform with any relevant policies and guidelines of the Board of Governors then in effect.

13. Educational Assistance, Dependent Care, and Related Benefits

Any employer-provided benefits in excess of current IRS limits for qualified educational assistance, dependent care, or similar benefit programs must be submitted on a case-by-case basis for advance review and approval by the Board of Trustees and must be reported to Payroll as taxable compensation on a case-by-case basis.

Sign-on, Retention, and Performance Bonuses

In accordance with Section 300.2.14.2[R] of the UNC Policy Manual, EHRA employees may be eligible for sign-on, retention, and performance bonus programs, subject to the requirements outlined in this policy. There is no automatic entitlement to sign-on, retention, or performance bonuses by any employee of the University.

1. Source of Funds

Schools or divisions may fund bonuses using any source of funds, including state or non-state appropriations, if the funding source permits an expenditure for this purpose. For state funds, such use must be permissible under the policies of the Office of State Budget and Management.

2. Approvals

Schools or divisions must submit all requests to pay a sign-on, retention, or performance bonus to any EHRA employee to the Office of Human Resources. Such requests must include the documented need and/or justification for the requested bonus. All bonus programs for Tier I SAAOs must be approved by the Board of Trustees. Bonuses for all other EHRA employees must be approved by the Vice Chancellor for Human Resources and Equal Opportunity and Compliance or the Senior Associate Vice Chancellor for Human Resources and Academic Personnel prior to communication and payment to the employee.

3. Eligible Employees

- a. Only candidates for or employees in permanent EHRA positions are eligible for bonuses under this policy.
- b. The University will not award any bonus under this policy to an employee who:
 - i. has received an end of appointment notice;
 - ii. did not receive an overall rating of at least “meeting expectations” on their most recent annual appraisal, or if an annual performance appraisal was not required, is deemed to not be in “good standing”;
 - iii. is currently working under a performance improvement plan; or
 - iv. is no longer actively employed in their position.
- b. An employee may receive either one sign-on bonus or one retention bonus, but not both, within any 24-month period. Receipt of a sign-on or retention bonus does not preclude an employee from receiving a performance bonus as otherwise allowed by this policy.
- c. Receipt of a retention bonus does not preclude an employee from receiving a retention salary increase for a competitive offer as allowed by existing salary administration policy and regulation.
- d. An eligible employee may receive only one performance bonus award per year and the award should be made as close to the prior year’s performance appraisal cycle as reasonably possible.
- e. Tier I SAAOs are not eligible for performance bonuses but may be eligible for sign-on and retention bonuses if approved by the Board of Trustees.
- f. Performance-based pay for clinical faculty is covered under approved clinical incentive pay plans and is not included in this program.

4. Sign-on and Retention Bonuses

a. Additional Requirements and Limitations for Sign-on and Retention Bonuses

- i. To be eligible for a sign-on bonus, the candidate must not have worked for the University as a permanent EHRA employee in the last 12 months.
- ii. To be eligible for a sign-on or retention bonus, the employee must work at least 20 hours per week.
- iii. Retention bonuses may not be awarded in an across-the-board manner to broad classes of employees.

b. Sign-on Bonus Criteria

Sign-on bonuses are discretionary and intended to serve as a recruitment incentive. A sign-on bonus must be based on at least one of the following specific, demonstrated recruitment needs:

i. For a Specific Job Classification

To enhance the ability to recruit qualified candidates during labor market shortages, a school or division may elect to offer sign-on bonuses to candidates hired into positions for a specific job classification within the University, division, facility, or unit. To qualify, the school or division must demonstrate that the job classification is critical to the University's mission, there is a labor market shortage, and the inability to hire qualified candidates would impair delivery of essential services.

ii. For an Individual Position

A school or division may elect to offer a sign-on bonus for an individual position if the school or division can demonstrate that the position is critical to the University's mission, the labor market is particularly competitive for the skillset and experience required for that position, and the University's inability to recruit and hire a qualified candidate would negatively affect the delivery of essential services. This option is typically reserved for instances where the position is the sole individual, or one of two individuals, fulfilling a role at the University.

iii. For a Moving Allowance

A school or division may provide a sign-on bonus in lieu of a moving allowance if a moving allowance is not otherwise provided separately.

c. Retention Bonus Criteria

Retention bonuses are discretionary and intended to enhance retention of employees whose knowledge, skill, and abilities are vital to fulfill the school or division's goals and/or strategic plan and whose loss would negatively affect University operations. A retention bonus may only be awarded when a school or division can demonstrate and document at least one of the following specific, individual retention needs:

i. For a Specific Job Classification

In parallel with sign-on bonuses for specific job classifications, a school or division may elect to provide retention bonuses to retain a group of employees in a specific job classification when the University is offering sign-on bonuses as a recruitment incentive to attract qualified candidates for positions in that job classification. To qualify, the school or division must demonstrate that the job classification is critical to the University's mission, there is a labor market shortage, and the loss of employees in that role would impair the delivery of essential services.

ii. For an Individual Position

A school or division may elect to offer a retention bonus to an individual in the following scenarios:

- 1) In parallel with a sign-on bonus for an individual position, to retain an employee when the University has offered a sign-on bonus as a recruitment incentive to an individual in a similar critical position within the same school or division and the school or division can demonstrate the labor market is particularly competitive for the skillset and experience required for that position and losing the individual would affect the delivery of essential services; or
- 2) To retain an employee who is likely to leave the University to an entity external to the University and the school or division can document conditions in the labor market that demonstrate a heightened risk for loss of critical talent that would negatively affect University operations.

iii. Tied to a Special Initiative:

A unit or department may elect to offer a retention bonus to retain a team of employees assigned to a Special Initiative of the University where their combined skills and understanding of the initiative are critical to its successful completion, failure to complete the initiative would negatively affect University operations, and conditions in the labor market demonstrate a heightened risk for loss of critical talent.

d. Bonus Amount

- i. Any sign-on bonus may not exceed the lesser of \$25,000 or 20 percent of the annualized base salary of the new position.
- ii. Any retention bonus may not exceed the lesser of \$25,000 or 20 percent of the employee's current base salary.
- iii. Bonuses for eligible employees working in part-time (less than one FTE) positions will be prorated based on hours worked.

e. Bonus Payout

- i. A sign-on bonus or retention bonus may be paid in one lump sum or paid out in installments over the 12 months following the hire date or following the payment of the first installment.

- ii. Sign-on and retention bonuses are not subject to retirement contributions to either the Teachers' and State Employee's Retirement System or the UNC Optional Retirement Program.

c. Repayment Agreement

Before an employee may receive a sign-on or retention bonus, the employee must sign an agreement under which the employee agrees to repay the bonus, in whole or part, if the employee leaves the University voluntarily or involuntarily before the completion of 12 months consecutive service. The agreement must also state that if the employee does not terminate employment with the University but moves to another school or division or to another occupational group before completion of 12 months of service, the employee forfeits any remaining unpaid installment of their bonus. The "period of consecutive service" follows eligibility rules for state service credit and leave accruals. Periods of leave without pay do not count toward the required 12 months of service.

5. Performance Bonuses

Performance bonuses are discretionary and are intended to recognize merit, reward exceptional performance and effectiveness substantially beyond expectations of the position. They are not intended to supplant base salary adjustments when deemed necessary and appropriate, such as addressing essential labor market or equity situations.

a. Role of Performance Appraisal

A performance bonus and its amount must be tied to specific criteria and quantitative and qualitative goals documented in a non-faculty employee's annual performance plan or in the provisions of a written incentive compensation plan for faculty. Such criteria and goals should align with the school or division and University's strategic plan.

b. Performance Bonus Criteria

A performance bonus must be based on at least one of the following specific, demonstrated performance achievements:

i. Contribution

The employee has made substantial contributions to the fulfillment of goals, mission and objectives of the department, school/division, or University. Contributions must be visible, measurable, and broadly acknowledged by colleagues and school/division and/or University administrators.

ii. Collaboration/Creativity

The employee has identified and implemented creative and innovative ideas or solutions that increase efficiency or effective use of University resources, the effects of which must be apparent at the school/division or University level and must be visible, measurable, and broadly acknowledged by colleagues and school/division and/or University administrators.

iii. Commitment

The employee delivered outstanding results in the areas of teaching, research, and/or service and demonstrates an exemplary work ethic to meet departmental, school/division, or University goals, the results of which must be visible, measurable, and broadly acknowledged by colleagues and school/division and/or University administrators

c. Bonus Amount

Performance bonus compensation awarded in a single fiscal year may not exceed either 20 percent of the employee's current base salary or \$50,000.

d. Bonus Payout

- iv. A performance bonus should be made as close to the prior year's performance appraisal cycle as reasonably possible.
- v. A performance bonus may be paid in one lump sum or paid out in installments over the course of the fiscal year in which it was awarded.
- vi. Performance bonuses are subject to retirement contributions to either the Teachers' and State Employee's Retirement System or the UNC Optional Retirement Program.
- vii. If the employee leaves the position in which the performance bonus was earned prior to the full bonus being disbursed, then the employee will receive the remainder of the performance bonus at the time of separation from the position.

Deferred Compensation

1. Deferred Compensation for Tier I Senior Academic and Administrative Officers Other than the Chancellor

Tier I Senior Academic and Administrative Officers (SAAOs) are eligible pursuant to Section 300.2.14.1[R] of the UNC Policy Manual for deferred compensation in the form of annual contributions to a qualified executive retirement plan administered by the UNC System Office, on recommendation of the Chancellor with the approval of the Board of Trustees. Approval to participate in the qualified executive retirement plan does not automatically constitute approval to receive contributions to the plan. In order to receive contributions to the plan, the Chancellor must annually recommend any such contribution for approval by the Board of Trustees.

a. Notification to UNC System Office

For each Tier I SAAO employee approved by the Board of Trustees to participate in the retirement plan, the University will provide written notification to the UNC System Office that includes the following:

- i. The source(s) of funds from which the contributions will be made and the amount of the proposed contribution(s) as a percentage of the eligible employee's base salary;

- ii. Whether the contribution(s) will be ongoing until appointment end or will expire in a specified period; and
- iii. The vesting period that will apply to all contributions made to the eligible employee's qualified executive retirement plan account.

b. Permissible Contribution Amount

Contributions to any individual employee participating in the qualified executive retirement plan must occur once annually and may not exceed ten percent (10%) of the employee's current base salary in effect at the time the contribution is made by the UNC System Office.

c. Entitlement to Contributions

No employee, position, or group of positions is entitled to contributions to the qualified executive retirement plan. All such contributions are voluntary on the part of the University and may be suspended or discontinued at any time and for any reason by the UNC Board of Governors, the Board of Trustees, or the president. Further, contributions are subject to availability of institutional funds, and no contribution will be made if an employee has received notice of an end of appointment and/or is no longer currently actively employed by the University regardless of prior approvals or written commitments of same.

d. Source of Funds

Contributions may be made with any source of funds, including state or non-state appropriations if the funding source permits an expenditure for this purpose.

e. Vesting Period

The University must identify and communicate to the employee at the time of the initial contribution a specified vesting period, which may be immediate but may not exceed five (5) years.

f. Administrative Procedures

Contributions under this Policy may only be made to the applicable qualified executive retirement plan administered by the UNC System Office using forms and procedures established by the Plan Administrator, who will provide these forms and procedures to the University's chief human resources officer upon request.

2. Other Deferred Compensation Plans

- a. The State of North Carolina and UNC-Chapel Hill offer employees certain deferred compensation benefits, including voluntary (employee-paid) 457, 403(b), and 401(k) options. Employer contributions to these plans by UNC-Chapel Hill or its affiliated entities are not permitted under UNC policy for employees covered by this Policy.

- b. This Policy does not prohibit regular employer contributions to the State of North Carolina Teachers and State Employee's Retirement System (TSERS) or the University of North Carolina Optional Retirement Program (ORP) as provided by State law or UNC policy.
- c. Unless expressly outlined in this Policy or otherwise approved by the Board of Governors, UNC-Chapel Hill or its associated entities may not provide any other employer-paid, entity-paid, or privately-paid options for deferred compensation to any employee covered by this Policy.

Roles & Responsibilities

- All non-salary compensation for EHRA employees must be requested by the supervising Department Head using forms published for this purpose jointly by the Executive Vice Chancellor and Provost and the Vice Chancellor for Human Resources.
- Any allowable non-salary compensation may not be implemented or paid without final approval from the Office of the Executive Vice Chancellor and Provost (for Faculty) or the Office of Human Resources (for EHRA Non-Faculty) unless otherwise explicitly set forth in this Policy.
- Any requests for non-salary compensation that require advance approval by the Board of Trustees or the Board of Governors under this Policy must be transmitted to the applicable Board(s) with the Chancellor's concurrence.

Exceptions

1. Exclusions from the Definition of Non-Salary Compensation:
 - a. Non-salary compensation does not include:
 - i. Base salary.
 - ii. Salary supplements for additional temporary, acting, or interim responsibilities.
 - iii. Lump sum payments for additional duties disbursed promptly upon completion of the work assignment.
 - iv. Stipends associated with named or endowed professorships.
 - v. Compensation to correct a payroll error that is promptly disbursed upon discovery.
 - vi. One-time payment for awards related to recognition programs established and approved by the Chancellor, the Executive Vice Chancellor and Provost, or by the Vice Chancellor for Human Resources or his/her designee and included in the published Office of Human Resources Awards Registry.
 - b. Items that are required by the University for the express purpose of conducting University business are also not considered "non-salary compensation" and thus are excluded from this Policy. Examples include:

- i. Reimbursement of professional or work-related travel expenses, including mileage reimbursement for business use of a personal vehicle, and allowable per-diem meal expenditures.
- ii. Payment of required visa-related fees for work authorization of non-resident alien employees.
- iii. Provision of equipment to perform the work of the position (even if used at home) including computers, cellular phones, personal data assistants (PDA), pagers and similar work-related items.

Definitions

- 1. Non-Salary Compensation: Non-salary compensation includes, but is not limited to, payment of moving expenses, provision of a motor vehicle or motor vehicle allowance, provision of housing or housing allowance, club memberships, or any other special benefit of monetary value provided to employees for job-related reasons.
- 2. Deferred or Delayed Compensation: "Deferred" or "delayed" salary or compensation is defined as but not limited to:
 - a. Any payment or contribution by UNC-Chapel Hill or one of its associated entities, whether paid directly to the employee, to the employee's account or plan, or to a person acting in a capacity similar to a trustee for the employee, and which is paid later than the regular or next subsequent payment cycle.
 - b. Traditional 457 deferred compensation plans, retirement plans or accounts, annuities, and life insurance that accumulate cash value. This definition includes both tax-qualified and non-qualified plans and any other similar form of payment, whether tax-sheltered or not.
- 3. Special Initiative: a defined project with specific goals, an expected beginning and end, and dedicated staff who spend a substantial amount of their time on that project.

[UNC System Policy Manual](#)

Contact Information

Policy Contact

Policy Contact Information Table

Address	Phone Number	Email
Office of Human Resources	(919)843-2300	hr@unc.edu

Policy Contact Information Table

Address	Phone Number	Email
104 Airport Drive, CB #1045 Chapel Hill, NC 27599		

- Situation:** The Committee has for its approval new faculty salary ranges for the School of Social Work.
- Background:** Section 600.3.4 of the UNC Policy Manual, *Policy on the Delegations of Authority and Granting Management Flexibility in Human Resource Matters*, provides that simultaneous with the president's authorization of an institution's management flexibility plan, the board of trustees of that institution is also delegated the authority to establish faculty salary ranges within different academic disciplines based on relevant market data.
- Assessment:** Recruiting and retaining the most qualified Social Work faculty continues to be a challenge for the UNC School of Social Work, particularly given the demand for seasoned, licensed professionals in other work spaces. The School of Social Work seeks to extend its faculty ranges to remain competitive in the market and to ensure the continued success of its training programs. It is recommended that the BOT approve these proposed updated salary ranges for the School of Social Work.
- Action:** This item requires approval by the Board of Trustees.

The School of Social Work is updating their current faculty salary ranges due to increases in the market and to remain competitive in recruiting the highest talented faculty. In the past, they've used CUPA metrics, but this year, the school used the AAUDE's 50th percentile as their targeted midpoint for their Instructor, Assistant Professor, and Professor (includes Distinguished Professors) ranks, and used the AAUDE's average for the Associate Professor rank, as the median was lower than the benchmark for Assistant Professors. The School pays all faculty the same, regardless of which faculty track they are on.

Current Ranges

School of Social Work faculty salary ranges 2019

What is the Department reference appt?		What is the Department reference point?		System Office Spreads (Not Less than 60%)	
Ranks	Minimum	Midpoint	Maximum	Range Spread	Max - Min / Min = Range Spread
Professor	\$ 97,400	\$ 170,450	\$ 243,500	150%	150%
Associate Professor	\$ 62,893	\$ 100,000	\$ 137,107	118%	118%
Assistant Professor	\$ 59,028	\$ 85,000	\$ 110,972	88%	88%
Instructor	\$ 48,846	\$ 63,500	\$ 78,154	60%	60%

The School of Social Work's goal is to pay at the 80% percentile of CUPA's salary survey and our faculty salary ranges have been developed with that target as our midpoint.

Proposed Ranges

School of Social Work faculty salary ranges 10/2022

What is the Department reference appt?		What is the Department reference point?		System Office Spreads (Not Less than 60%)	
Ranks	Minimum	Midpoint	Maximum	Range Spread	Max - Min / Min = Range Spread
Professor	\$ 122,657	\$ 214,650	\$ 306,643	150%	150%
Associate Professor	\$ 62,725	\$ 99,733	\$ 136,741	118%	118%
Assistant Professor	\$ 59,660	\$ 85,911	\$ 112,162	88%	88%
Instructor	\$ 57,945	\$ 75,328	\$ 92,711	60%	60%

The School of Social work used the AAUDE's fixed term 50th percentile as the midpoint for the Instructor and the Assistant Professor ranks, the AAUDE's fixed term average was used as the midpoint for Associate Professors, and the AAUDE's tenure-track/tenure 50th percentile was used as the midpoint for the Professor (including Distinguished) rank.



Economic Development Strategy – Innovation District and Hub

Board of Trustee Meeting, November 10th

Doug Rothwell, Chair of Economic Development Council and Co-Chair
Downtown Together Taskforce

Michelle Bolas, Chief Innovation Officer and Executive Director of Innovate
Carolina

Sheryl Waddell, Director of Economic Development and Innovation Hubs

Innovate Carolina's Mission

Strategic and well-connected innovation practices leverage public investment in knowledge and discovery to create economic, social and human impact.



Startups + Ventures



North Carolina



Products, Services + Tech



Local Community



Social and Economic Good



Global Citizen



Solving Intractable Problems



Innovation Workforce



Treatments + Cures

INNOVATE CAROLINA

INNOVATE CAROLINA

UNC-Chapel Hill's central team for innovation, entrepreneurship and economic development

Chief Innovation Officer

Executes the University-wide strategy for innovation, entrepreneurship and economic development as set by the Chancellor.

Innovation Practitioners

Skilled experts who put innovation into practice through their combined experience in scientific research development, commercialization, venture creation and business strategy.

Chief Innovation Officer Charge

Innovation Strategy

How do we create a unified strategy and governance for and visibility into the use of innovation resources?

Alignment of Investment + Mission

How do we align the University's investments in innovation with its mission?

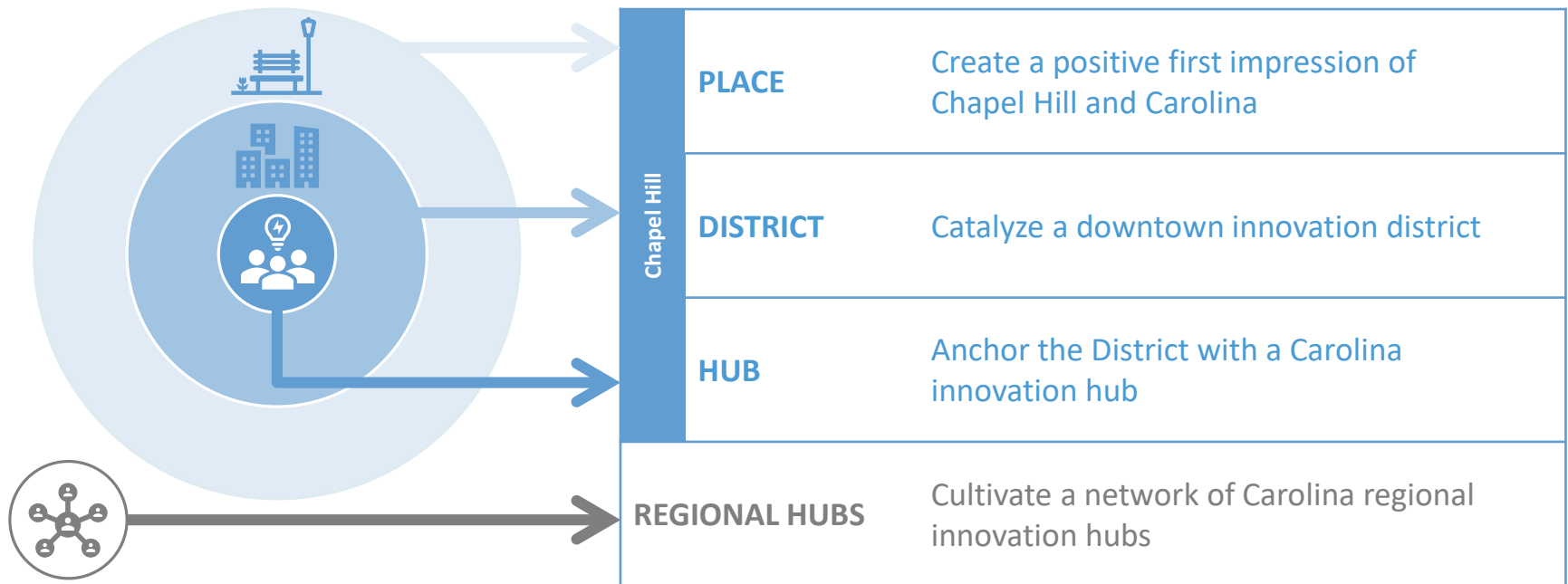
External Engagement

How do we engage external industry, research and community partners with a singular focus?

Return on Investment

How do we know what works and measure the impact made by UNC innovation?

CAROLINA ECONOMIC DEVELOPMENT STRATEGY

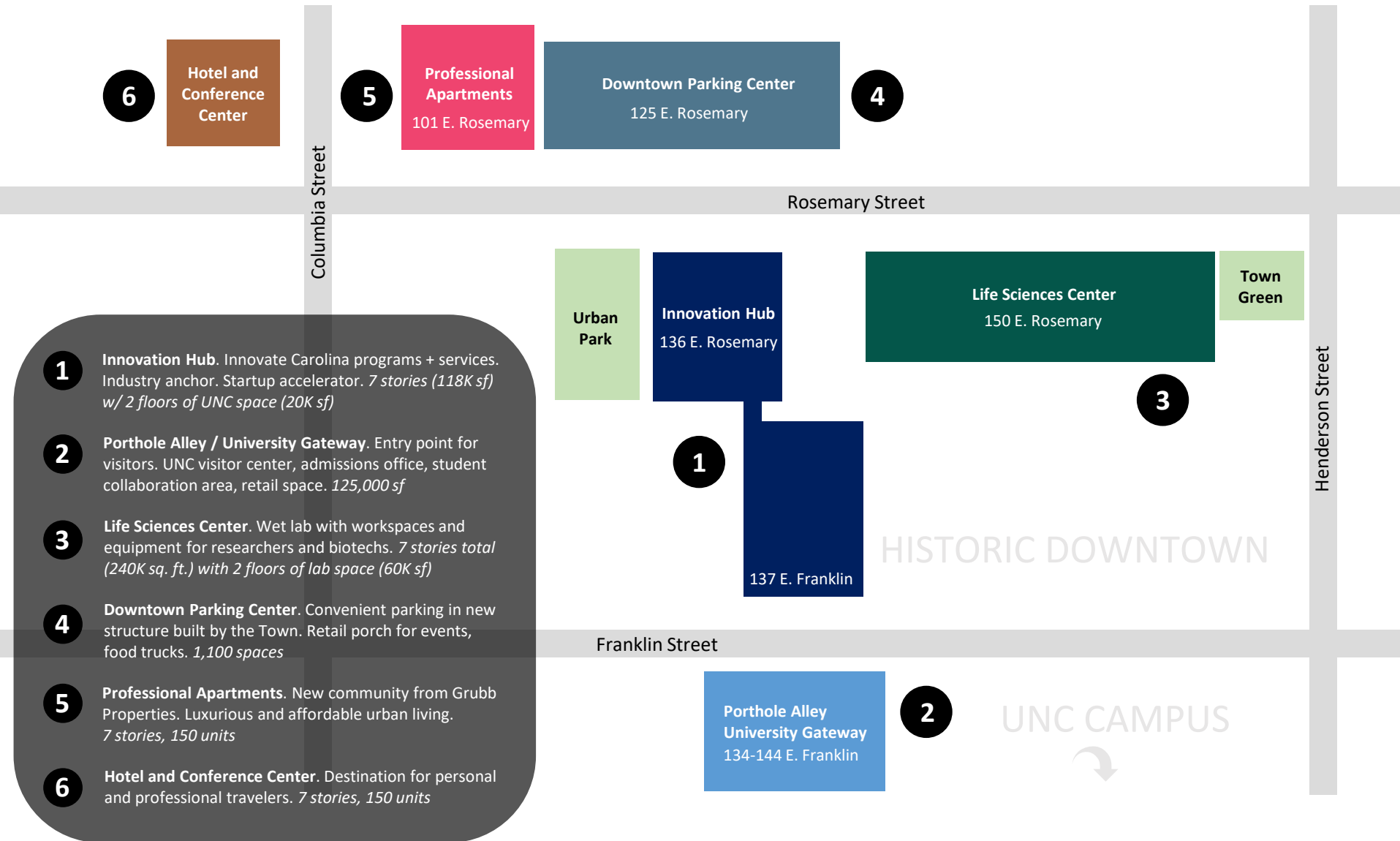


CHAPEL HILL INNOVATION DISTRICT

- America's only innovation district adjacent to a top-five public research university
- Collaboration between UNC-Chapel Hill, Town of Chapel Hill and Downtown Partnership
- Part of the Carolina Economic Development Strategy



INNOVATION DISTRICT: PHASE 1



LOOK AHEAD

Focus on Innovation Hub

THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

INNOVATION HUB & COWORKING SPACE

- 20,000 sf home to Innovate Carolina and UNC innovation programs
- Anchor for industry relationships
- Flexibility for startups



INDUSTRY @ THE HUB



INNOVATION PROGRAMMING @ THE HUB



GROUND FLOOR LAYOUT

NONB ALLEY



- Coffee Cafe w/ stadium seating
- Collaboration space
- 10 Private offices
- 10 Dedicated Desks
- 12 Flexible working areas
- 6 Meeting rooms
- Huddle spaces
- Wellness Room / Mother's Room
- Bike Room

ROSEMARY STREET ENTRANCE



GROUND FLOOR INTERIOR VIEW



GROUND FLOOR COMMONS



GROUND FLOOR PARK ENTRANCE



GROUND FLOOR MEETING ROOM

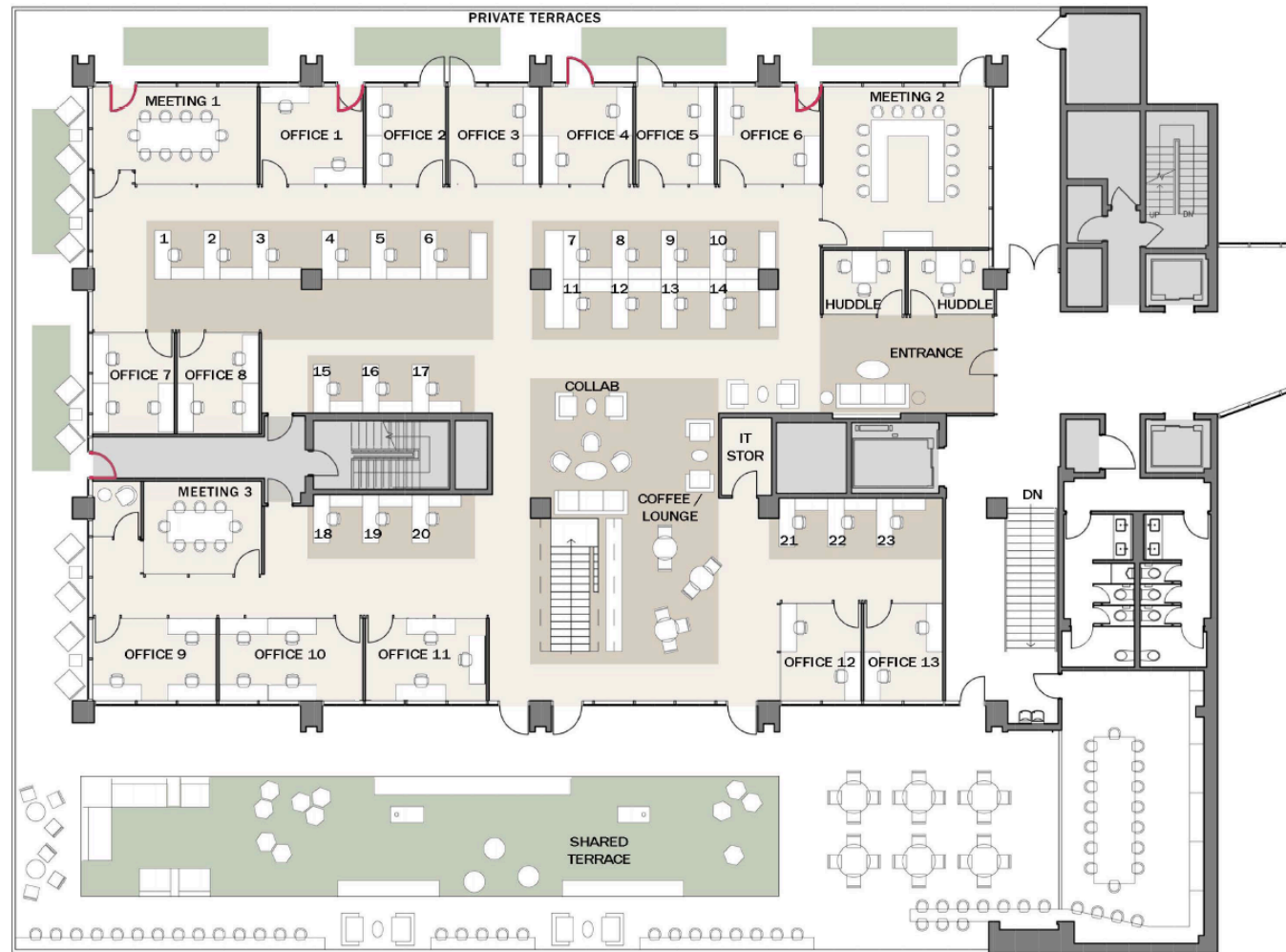


GROUND FLOOR MEETING ROOM



FIRST FLOOR LAYOUT

- 6 Private offices with private terraces
- 7 Private offices
- 23 Dedicated desks
- Coffee bar and collaboration space
- 3 Meeting rooms
- Shared terrace for large events



FIRST FLOOR ENTRANCE



FIRST FLOOR COMMONS



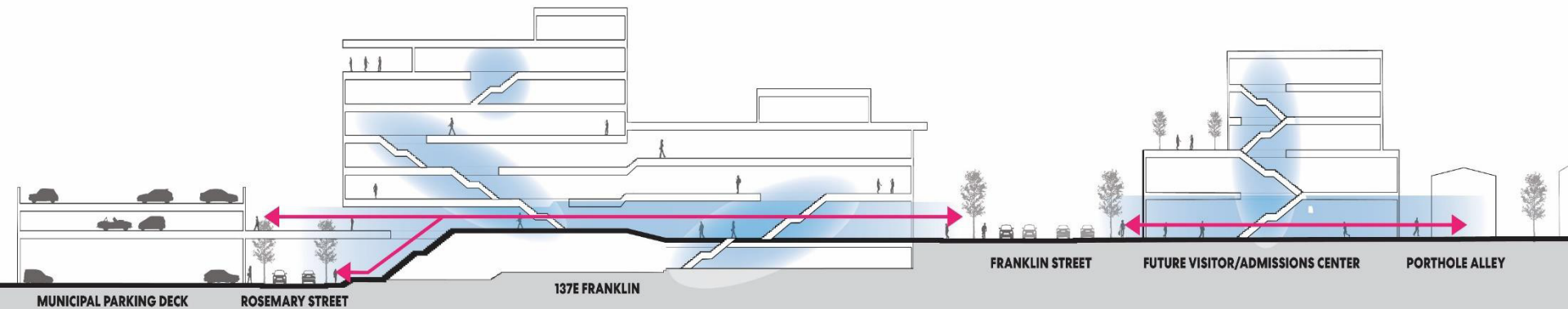
FIRST FLOOR OFFICES



GROUND FLOOR OFFICES



Connecting both sides of Franklin Street





THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL



**REPORT: UNC SYSTEM INTERCOLLEGIATE ATHLETICS & FINANCIAL
TRANSPARENCY REPORT
2020-21**

October 19, 2022

University of North Carolina System
Chapel Hill, North Carolina

Introduction

The Board of Governors of the University of North Carolina System has delegated the responsibility for intercollegiate athletics to the chancellors, which includes the required reporting of academic characteristics and performance of the University of North Carolina System's student-athletes. This report follows all reporting standards required by the Board and incorporates the following required elements:

- Academic profiles of freshmen student-athletes;
- Majors of student-athletes;
- NCAA academic success indicators;
- Comparisons of student-athlete and non-student-athlete GPAs;
- Athletics department financial information as reported to the NCAA; and
- Athletics fundraising and private foundation activities that support student-athletes and athletic departments.

Section 1100.1 of the UNC Policy Manual, *Intercollegiate Athletics*, requires the chancellors to submit the information contained in this report to their Board of Trustees and the president of the University of North Carolina System, who subsequently provides a consolidated report to the Board. The UNC System Office traditionally collects the information and data for this report in the second half of each calendar year and subsequently presents a report to the Board in the spring; the current report was delayed due to a variety of factors, including data availability at the NCAA.

Academic Profile of Recruited Freshmen Student-Athletes

Exceptions to UNC System Minimum Course Requirements and Minimum Eligibility Requirements

All admissions to the University, whether for student-athletes or non-student-athletes, are subject to Section 700.1.1 of the UNC Policy Manual, *Policy on Minimum Eligibility Requirements for Undergraduate Admission for the University of North Carolina System*, and Section 700.1.1.1[R], *Regulation on Minimum Eligibility Requirements for Undergraduate Admission for the University of North Carolina System*. Policies on minimum course requirements (MCRs) and minimum eligibility requirements (MERs) set standards for completed high school courses, as well as minimum GPA and standardized scores for admissions consideration at a UNC System institution. If students do not meet these minimum requirements, they may be admitted only by receiving a chancellor's exception.

In 2020-21, a total of 1,318 recruited freshmen student-athletes enrolled at UNC System institutions and of those students:

- 27 (2 percent) received an MCR exception; and
- 61 (4.6 percent) received an MER exception.

Table 1 provides the number of exceptions to the MCRs and MERs for all recruited freshmen student-athletes in 2020-21 by institution, with some information redacted to maintain student-athlete privacy.¹

Table 1: Exceptions to UNC System Minimum Course Requirements and Minimum Eligibility Requirements, 2020-21

NCAA Division		Recruited Freshmen Student-Athletes: 2020-21					
		Total	MCR Exceptions		MER Exceptions		
			n	%	n	%	
ASU	I	98	***	***	***	***	
ECU	I	76	-	-	15	19.7	
ECSU	II	38	-	-	8	21.1	
FSU	II	45	-	-	6	13.3	
NC A&T	I	73	5	6.8	9	12.3	
NCCU	I	52	-	-	***	***	
NC State	I	148	8	5.4	6	4.1	
UNCA	I	80	***	***	***	***	
UNC-CH	I	187	***	***	***	***	
UNCC	I	126	7	5.6	5	4.0	
UNCG	I	45	***	***	***	***	
UNCP	II	101	***	***	***	***	
UNCW	I	107	-	-	-	-	
WCU	I	108	-	-	-	-	
WSSU	II	34	-	-	-	-	
UNC System Total		1,318	27	2.0	61	4.6	

"-" indicates zero student-athletes or scores were reported in this category

*** indicates that the data is not disclosed due to a small sample size

High School NCAA Core Course GPA and SAT/ACT of Recruited Freshmen Student-Athletes

A student-athlete who enrolls as a first-time freshman without any previous full-time college attendance must meet the NCAA's academic requirements (as certified by the NCAA Eligibility Center and approved by the NCAA Executive Committee) and any applicable institutional and conference regulations. Among these academic measures are SAT and ACT scores and the high school grade point average in NCAA-defined high school core courses.²

¹ The UNC System Office follows the NCAA standard for FERPA data protections: when institutional data include four or fewer student-athletes and/or when the data combined with publicly available information could result in the information being identifiable because of a small sample size (four or fewer), this information is not disclosed.

² Average high school NCAA core course GPA is based on 16 core courses for Division I schools and 14 core courses Division II schools. For additional information, see: <http://www.ncaa.org/student-athletes/future/core-courses>.

Due to several changes and issues, Table 2 will not display standardized test scores. COVID-19 wreaked havoc with standardized testing during academic year 2020-21, including testing centers being closed and testing dates cancelled. The lack of testing availability, among other issues, caused the NCAA Eligibility Center to not use test scores for eligibility determination for the fall or spring semesters of academic year 2020-21 (which has been extended to future years as well). Additionally, the Board revised the minimum eligibility requirements in March 2020. Applicants could achieve either a minimum 2.5-weighted high school grade point average (GPA) or a minimum SAT of 1010 or ACT of 19. Based on the mid-cycle change in verbiage from an “and” statement to an “or” statement regarding the minimum eligibility requirements, and with not all recruited freshmen student athletes (RFSA) having standardized test scores, reporting on the data would not be consistent nor comparable for this cycle.

Table 2: Average High School NCAA Core Course GPA of Recruited Freshmen Student-Athletes, 2020-21

	NCAA Division	# of RFSA	Core Course GPA
ASU	I	98	3.57
ECU	I	76	3.38
ECSU	II	38	2.63
FSU	II	45	2.99
NC A&T	I	73	3.37
NCCU	I	52	3.30
NC State	I	148	3.66
UNCA	I	80	3.56
UNC-CH	I	187	3.73
UNCC	I	126	3.42
UNCG	I	45	3.55
UNCP	II	101	3.21
UNCW	I	107	3.65
WCU	I	108	3.41
WSSU	II	34	2.50

Student-Athlete Declared Majors

As usual, the top major for our student-athletes is business, management, marketing, and related support services (544). The next most popular majors are also consistent with most years: parks, recreation, and leisure and fitness studies (287) and communication, journalism and related programs (244), followed closely by health professions and related programs (243). The business area accounts for almost 23 percent of all majors selected, and 56 percent of student-athletes are majoring in these top four educational programs. See Appendix A for a full accounting.

Student-Athlete Academic Success Indicators

NCAA Academic Progress Rates for Student-Athletes

The NCAA developed the Academic Progress Rate (APR) to track Division I academic achievement and progress by athletic teams. The metric measures eligibility and retention of scholarship student-athletes for each academic term; the NCAA recognizes superior academic performances and has graduated levels of penalties—including being ineligible for championships—for teams that fall below a four-year average APR score of 930 (out of 1,000).³

Due to the continuing impacts of COVID-19, the NCAA has suspended penalties for teams who fall below the four-year 930 average. The pause in penalties has been extended through the spring of 2023. However, APR scores were checked for this report, and **all Division I UNC System institutions had team multi-year APRs above the 930 threshold.**

Non-Academic NCAA Violations

In addition to monitoring the academic work of student-athletes via the APR, the NCAA strictly monitors breaches of conduct that impact “the integrity of the NCAA Collegiate Model.”⁴ The four levels of violations range from severe (Level I, e.g., substantial impermissible benefits) to incidental (Level IV, e.g., inadvertent, isolated infractions). Incidents of Levels I and II violations are shared with the public by the NCAA, while Level III violations are heavily redacted and only shared upon request.

During the academic year 2020-21, no UNC System institutions incurred Level I or II violations.

Academic Integrity at UNC System Institutions

Academic Integrity Regulations

As part of the UNC System’s ongoing efforts to monitor and protect the integrity of its curriculum and academic records, the Board required that each institution develop practices and procedures to implement the academic integrity regulations adopted in April 2013. Many institutions were proactive in their monitoring of academics, developing policies well in advance of the adoption of Section 700.6.1[R]. The regulation follows the recommendations from multiple task forces, studies, and extensive discussions with various stakeholders.

³ According to the NCAA, an APR of 930 is equivalent to a 50% graduation rate for the cohort. For additional information and details on the APR, see: <https://www.ncaa.org/sports/2015/5/19/academic-progress-rate-explained.aspx?id=3191>. NCAA APR reports for are posted and one can tailor a search for institutions (and conferences) at: <https://web3.ncaa.org/aprsearch/aprsearch>.

⁴ Level I violation is one that “...seriously undermine or threaten the integrity...” while a Level II violation is described as “...may compromise the integrity of the NCAA Collegiate Model.” For complete NCAA explanations of the violation levels, see <https://web3.ncaa.org/sdbi/search/bylawView?id=31596>.

Student-Athletes, Academics, and Institutional Procedures

Section 700.6.1.1[G] of the UNC Policy Manual, *Guideline on Academic Integrity and Required Course-Clustering Analysis of Student-Athletes*, requires that institutions conduct course clustering and transcript review analyses to identify any anomalies that may be present among student-athletes. Specifically, institutions reviewed all courses and flagged any course where student-athletes make up 25 percent or more of course section enrollment (identified as “course clustering” of student-athletes). If course enrollment did consist of 25 percent or more student-athletes, the course institution flagged the course for additional review, including examining the grade distribution of student-athletes and non-student-athletes in the course section for significant differences between these two groups. Additionally, any student-athletes who were found to be in three or more flagged courses had their transcripts reviewed to ensure that no academic irregularities occurred.

UNC System institutions reviewed enrollment data and transcripts for hundreds of student-athletes to examine them for possible course clustering and/or significant differences in grade distributions between student-athletes and non-athletes. **No UNC System institution identified issues, after this multi-layered procedure, and all report being fully compliant with this policy.**

Additionally, each institution is required to compare the overall student-athlete GPA with the overall non-student-athlete GPA (undergraduates only) during the spring semester each year.

Table 3: Student-Athlete GPA and Non-Student-Athlete GPA, Spring 2021

	NCAA Division	Spring 2021	
		Student-Athlete GPA	Non-Student-Athlete GPA
ASU	I	3.29	3.25
ECU	I	3.36	3.17
ECSU	II	2.73	2.87
FSU	II	2.95	3.15
NC A&T	I	3.05	2.94
NCCU	I	3.08	2.88
NC State	I	3.20	3.38
UNCA	I	3.28	3.20
UNC-CH	I	3.23	3.47
UNCC	I	3.32	3.23
UNCG	I	3.42	3.09
UNCP	II	2.93	2.87
UNCW	I	3.44	3.33
WCU	I	3.16	2.96
WSSU	II	3.12	2.92

Athletics Financial Transparency Regulations

Section 1100.1.1[R] of the UNC Policy Manual, *Financial and Other Reporting for Intercollegiate Athletics*, requires specific financial reporting to monitor athletics budgets and institutional expenditures and ensures that all UNC System chancellors, boards of trustees, the president, and the Board will receive the necessary data when considering the balance between athletics and academics at each constituent university. The regulation identifies key data elements that are found on NCAA Institutional Performance Program dashboards. These data are presented in Appendix B.

Athletics Fundraising and Private Foundations

Thirteen UNC System institutions have established private foundations (or “booster clubs”) for the purpose of providing resources to enrich various programs of the constituent institutions. Fayetteville State University and Winston-Salem State University do not have formal booster clubs.

These private organizations are subject to Section 600.2.5[R] of the UNC Policy Manual, *Regulation on Required Elements of University-Associated Entity Relationship*, which requires the institutions to conduct an annual independent audit report the findings to the institution’s board of trustees and that a copy be provided to the president to be reviewed by UNC System leadership. In addition to Section 600.2.5[R], booster club organizations have increased reporting requirements under Section 1100.1.1[R], including providing copies of their most recent financial information and external audit (as submitted to their boards of trustees). Additionally, institutions provide their booster clubs’ official operating procedures to the UNC System Office as part of their reporting requirements.

All UNC System institutions with booster clubs are in full compliance with UNC System policies.

COVID-19 Interruptions to Intercollegiate Athletics

The COVID-19 pandemic continued to impact our society during the reporting period, and there were myriad impacts to our intercollegiate athletics. As done in the previous year, the UNC System Office asked universities to share additional details about ongoing interruptions and issues caused by the pandemic, with the following highlights and/or similar issues reported:

- During this timeframe, many student-athletes found online classes and academic support services (tutoring, academic meetings, study halls) more difficult to navigate, given the less-structured environment.
- Some student athletes deferred enrollment, due to the announced cancellation or severe reduction in intercollegiate games/schedules.
- Student-athlete mental health remained a concern. Issues that faced all students may have more strongly impacted student-athletes, who have traditionally used the fellowship and engagement of teammates, coaches, and competition to cope with anxiety, uncertainty, and stress.
- Lack of funds flowing into some athletic departments caused continued impacts, to include staff furloughs. Athletic departments lost revenue from ticket sales, summer camps, game guarantees, sponsorship deals, and facility rentals. Our smaller institutions’ athletic departments rely on game guarantees (against larger institutions) to supplement their athletic revenue, and losses of these games significantly impacted their budgets and operating abilities.
- COVID-related costs, to include additional infrastructure and increased testing requirements, continued to strain athletic budgets.

Appendix A: Student-Athlete Declared Majors

2020-2021

	ASU	ECU	ECSU	FSU	MCAT	MCCL	MCSU	UNCA	UNC-CH	UNCC	UNCG	UNCP	UNCW	WCU	WSSU
01 - agriculture, agriculture operations, and related sciences	0	0	0	0	8	0	9	0	0	0	0	0	0	0	0
03 - natural resources and conservation	3	1	0	0	0	0	6	0	6	2	0	2	0	1	0
04 - architecture and related services	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0
05 - area, ethnic, cultural, gender, and group studies	0	0	0	0	0	0	0	0	6	7	1	0	0	0	0
09 - communication, journalism and related programs	22	39	1	11	8	5	30	2	62	9	10	9	11	17	8
11 - computer and information sciences and support services	3	0	1	2	2	1	2	2	10	1	1	9	0	5	2
13 - education	5	4	0	11	0	0	8	0	5	1	1	12	1	9	3
14 - engineering	0	2	0	0	22	0	31	3	1	15	0	0	0	9	0
15 - engineering technologies and engineering-related fields	0	4	4	0	2	0	0	0	0	0	0	0	0	4	0
16 - foreign languages, literatures, and linguistics	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
19 - family and consumer sciences / human sciences	0	3	0	0	0	0	0	0	0	0	3	0	0	2	0
23 - English language and literature / letters	1	1	2	1	2	1	1	0	1	2	0	0	0	0	0
24 - liberal arts and sciences, general studies, and humanities	0	1	0	1	47	6	2	0	0	0	2	0	0	1	0
26 - biological and biomedical sciences	6	4	3	5	4	7	27	5	19	5	8	26	12	8	11
27 - mathematics and statistics	2	0	0	1	0	0	3	2	7	4	0	0	0	2	0
30 - multi/interdisciplinary studies	0	8	0	1	0	0	11	0	3	0	1	0	0	1	3
31 - parks, recreation, and leisure and fitness studies	30	20	5	0	31	16	66	0	79	0	19	0	21	0	0
38 - philosophy and religious studies	0	1	0	0	0	0	1	0	2	1	0	0	0	0	0
40 - physical sciences	3	3	1	0	0	1	2	4	4	1	1	0	4	4	0
41 - science technologies / technicians	4	8	3	6	13	6	13	2	13	17	6	9	3	16	13
42 - psychology	9	10	6	8	9	5	0	0	0	8	0	17	6	12	6
43 - homeland security, law enforcement, firefighting, and related protective services	0	14	0	0	1	0	3	0	1	0	0	6	2	2	0
44 - public administration and social service professions	8	3	0	2	12	15	16	5	34	34	20	2	2	4	2
45 - social sciences	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
49 - transportation and materials moving	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
50 - visual and performing arts	5	1	0	2	2	1	1	0	3	2	1	0	1	2	4
51 - health professions and related programs	20	17	8	6	2	5	0	12	0	33	6	63	2	29	40
52 - business, management, marketing, and related support services	59	38	11	23	25	23	77	18	36	36	30	34	35	60	39
54 - history	1	6	0	0	3	1	4	0	5	5	1	0	1	1	1
XX - undecided	1	0	0	1	0	1	0	2	3	0	0	0	0	1	0

Appendix B: Intercollegiate Athletics 2020-2021 Financial Data per Section 1100.1.1[R]

2020-21, Part 1							
	Total Number of Student-Athletes	Total Athletics Revenue	Total Athletics Generated Revenue	Total Athletics Net Revenue	Student Fees as a % of Revenue	Total Athletics Expenses	Total Institutional Expenses
ASU	544	\$34,946,424	\$15,110,137	-\$52,844	38%	\$34,999,268	\$437,121,168
ECU	406	\$43,693,291	\$20,919,935	\$363,300	31%	\$43,329,991	\$864,622,705
ECSU	196	\$1,613,614	\$200	\$1,613,814	71%	\$1,553,800	\$69,506,517
FSU	174	\$2,860,274	\$34,700	\$542,616	71%	\$2,317,659	\$125,792,799
NC A&T	469	\$14,151,159	\$2,532,926	\$522,054	41.7%	\$13,629,105	\$306,354,622
NCCU	309	\$9,121,049	\$2,675,751	-\$6,264,082	47.3%	\$15,385,131	\$218,971,371
NC State	533	\$78,224,410	\$69,075,653	\$9,146	8.4%	\$78,215,264	\$1,536,955,408
UNCA	384	\$9,133,236	\$2,361,452	\$1,119,066	27.4%	\$8,014,170	\$90,441,029
UNC-CH	883	\$101,865,616	\$92,714,662	-\$50,432	7.5%	\$101,916,048	\$3,136,147,580
UNCC	613	\$37,406,792	\$8,294,124	-\$320,280	56.7%	\$37,727,072	\$645,656,319
UNCG	186	\$16,790,420	\$2,313,791	\$326,323	64.0%	\$16,464,097	\$434,752,757
UNCP	413	\$5,578,874	\$615,512	\$1,067,848	67.3%	\$4,511,026	\$139,923,743
UNCW	394	\$15,567,723	\$3,820,334	\$374,849	71.2%	\$15,192,874	\$350,511,186
WCU	437	\$15,000,042	\$4,918,296	\$411,191	46.9%	\$14,588,851	\$241,820,397
WSSU	230	\$3,727,953	\$693,951	\$441,960	81.4%	\$3,285,993	\$142,411,364

Appendix B: Intercollegiate Athletics 2020-2021 Financial Data per Section 1100.1.1[R], cont.

2020-2021, Part 2							
	Athletics as a % of Institutional Expenditures	Athletics Expenses per Student-Athlete	Total Athletics Grant-in-Aid	Total Compensation - Head Coaches	Total Compensation - Assistant Coaches	Total Compensation - Administrative Staff	Team Travel as a % of Expenditures
ASU	8%	\$70,280	\$7,059,593	\$2,502,864	\$3,317,665	\$5,326,586	5.7%
ECU	5%	\$106,724	\$8,154,692	\$4,553,357	\$4,324,404	\$8,267,626	4.9%
ECSU	2%	\$7,928	\$302,359	\$399,083	\$159,975	\$473,669	0.3%
FSU	2%	\$5,051	\$1,023,452	\$391,171	\$376,194	\$287,614	3%
NC A&T	4%	\$36,835	\$4,622,093	\$1,689,727	\$1,654,032	\$2,766,952	4.6%
NCCU	7%	\$39,148	\$4,510,693	\$1,288,950	\$1,797,176	\$2,444,045	9.1%
NC State	5%	\$146,745	\$13,446,149	\$9,931,304	\$8,749,243	\$16,151,808	6.2%
UNCA	9%	\$29,356	\$2,718,411	\$969,675	\$641,061	\$982,518	3.7%
UNC-CH	3.25%	\$115,420	\$18,036,120	\$10,926,135	\$10,552,730	\$17,710,687	5.1%
UNCC	6%	\$84,212	\$8,136,443	\$3,040,767	\$3,700,072	\$4,939,014	5%
UNCG	4%	\$68,887	\$3,493,439	\$1,456,970	\$1,061,910	\$3,036,535	5%
UNCP	3%	\$8,385	\$1,605,370	\$394,875	\$446,843	\$540,099	9.9%
UNCW	4%	\$42,677	\$2,989,301	\$1,675,778	\$2,283,495	\$3,553,188	7.4%
WCU	6%	\$39,752	\$2,849,546	\$1,435,375	\$1,603,554	\$3,254,073	4.5%
WSSU	2%	\$14,540	\$967,207	\$631,442	\$554,978	\$675,073	.06%

UNC-Chapel Hill

Student-Athlete Academic Scorecard

Fall 2022



For a complete list of academic honors and recognitions, please visit <https://aspsa.unc.edu/student-athlete-recognition/>.



APR/GSR/FGR FOR STUDENT-ATHLETES BY SPORT

See definitions

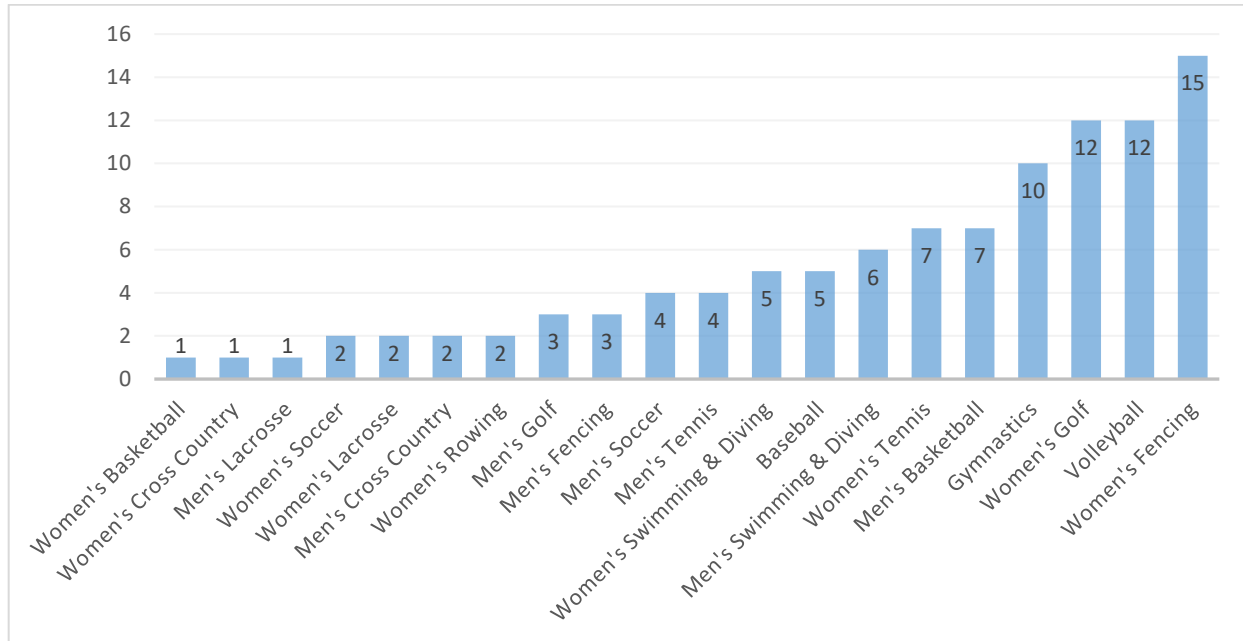
<i>Sport</i>	<u>Single-Year APR (2020-2021)*</u>	<u>Multi-Year APR*</u>	<u>Multi-Year GSR (2011-2014)</u>	<u>Multi-Year FGR (2011-14)</u>
<i>Men's Baseball</i>	1000	989	63	26
<i>Men's Basketball</i>	1000	965	100	80
<i>Men's Cross Country</i>	1000	982	<i>combined with men's track</i>	<i>combined with men's track</i>
<i>Men's Fencing</i>	1000	1000	60	60
<i>Men's Football</i>	1000	977	66	55
<i>Men's Golf</i>	1000	1000	100	91
<i>Men's Lacrosse</i>	994	998	97	89
<i>Men's Soccer</i>	1000	1000	88	54
<i>Men's Swimming & Diving</i>	1000	991	100	100
<i>Men's Tennis</i>	974	970	100	88
<i>Men's Track & Field</i>	990	985	78	74
<i>Men's Wrestling</i>	952	986	78	67
<i>Sport</i>	<u>Single-Year APR (2020-2021)*</u>	<u>Multi-Year APR*</u>	<u>Multi-Year GSR (2011-2014)</u>	<u>Multi-Year FGR (2011-14)</u>
<i>Women's Basketball</i>	977	981	100	64
<i>Women's Cross Country</i>	1000	994	<i>combined with women's track</i>	<i>combined with women's track</i>
<i>Women's Fencing</i>	1000	1000	100	100
<i>Women's Field Hockey</i>	1000	995	92	77
<i>Women's Golf</i>	1000	1000	100	67
<i>Women's Gymnastics</i>	979	991	100	90
<i>Women's Lacrosse</i>	1000	993	100	94
<i>Women's Rowing</i>	1000	997	94	94
<i>Women's Soccer</i>	1000	1000	94	87
<i>Women's Softball</i>	989	991	92	71
<i>Women's Swimming & Diving</i>	1000	1000	100	96
<i>Women's Tennis</i>	1000	1000	100	86
<i>Women's Track & Field</i>	980	982	90	71
<i>Women's Volleyball</i>	1000	995	100	100

* 2019-20 APR data was not released to the public & Top 10% Public Recognition was suspended by the NCAA for 2021 and 2022 releases



TOP 10% NCAA PUBLIC RECOGNITION FOR APR

UNC-CH teams recognized over 15 years of APR's existence since 2004-05. For 2021 and 2022, the NCAA has suspended public recognition.



UNC FGR/GSR – STUDENT BODY & STUDENT-ATHLETES

UNC Students	Single Year FGR (2014-15)	Multi Year FGR (2011-14)	Multi Year GSR (2011-14)
Student Body	91	90	-
Student-Athletes	71	74	88

TOP 5 MAJORS AMONG ENROLLED UNDERGRADUATE STUDENTS:

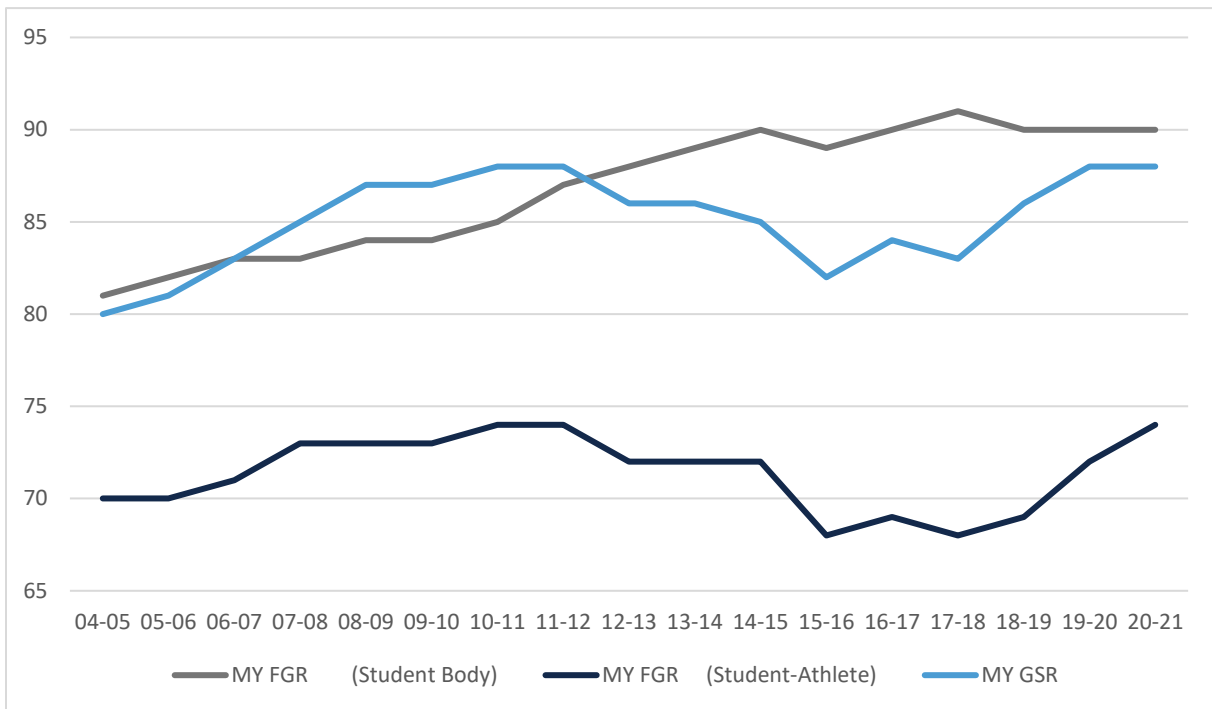
WHO HAVE ACHIEVED AT LEAST JUNIOR STATUS

As of Fall 2021: Includes undergraduate student-athletes (all participants) who have achieved at least junior status by the fall semester. Students with double majors are counted once in each of their majors. N=distinct students

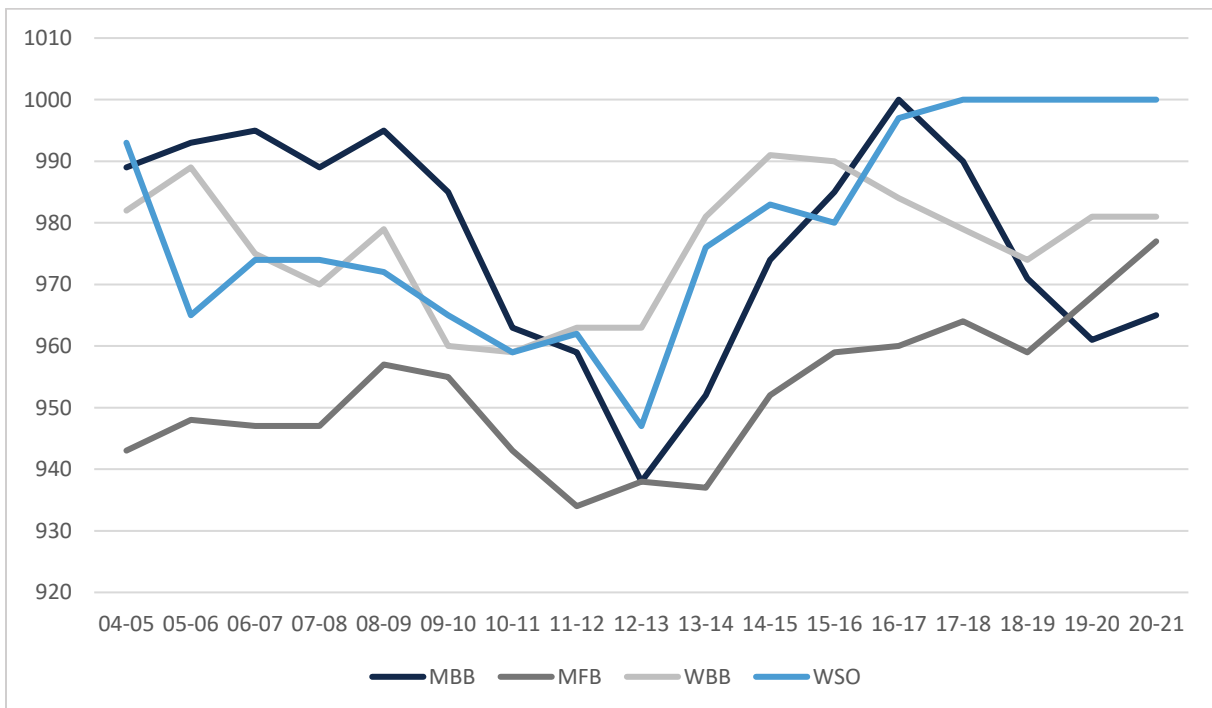
UNC Student Body (N=10,832)	%	UNC Student-Athletes (N=303)	%
1. Biology	10.2	1. Exercise & Sports Science	26.2
2. Computer Science	8.2	2. Communication Studies	10.8
3. Psychology (B.A. & B.S.)	7.8	3. Business Administration	8.5
4. Economics (B.A. & B.S.)	6.3	4. Psychology (B.A. & B.S.)	7.2
5. Exercise & Sports Science	5.0	5. Economics (B.A. & B.S.)	7.1



MULTI-YEAR GSR & FGR: OVER TIME



MULTI-YEAR APR (Men's BBall, Men's Football, Women's BBall, Women's Soccer): OVER TIME

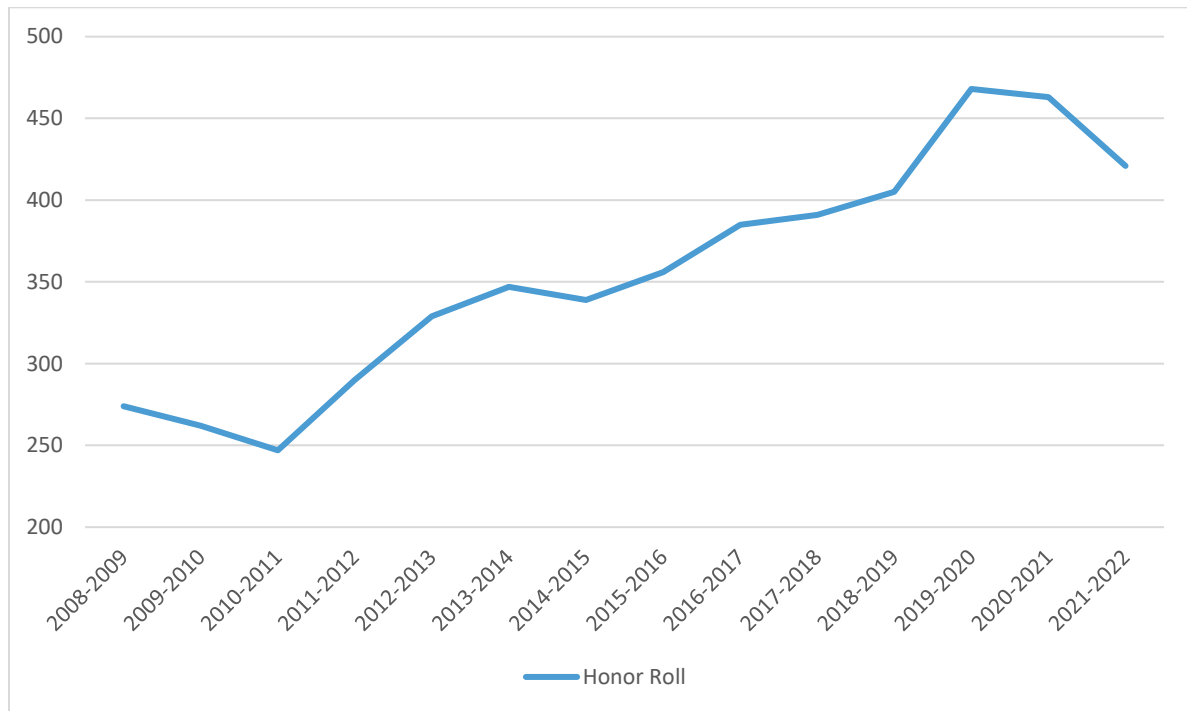


*1000 – Maximum Score



ACC HONOR ROLL FOR UNC-CHAPEL HILL (2008-2022)

The Atlantic Coast Conference (ACC) Honor Roll is comprised of student-athletes who participated in a varsity sport and achieved a 3.0 GPA or higher in that academic year.



Year	Number of UNC-CH Students
2021-2022	421
2020-2021	463
2019-2020	468
2018-2019	405
2017-2018	391
2016-2017	385
2015-2016	356
2014-2015	339
2013-2014	347
2012-2013	329
2011-2012	290
2010-2011	247
2009-2010	262
2008-2009	274



Definitions of APR, FGR, and GSR

APR – Academic Progress Rate. The APR standard for a team to be eligible for postseason play is a four-year APR of at least 930 (maximum rate is 1000). This is an NCAA metric based on the academic eligibility, retention, and graduation of **student-athletes receiving athletically related financial aid**. Points are awarded each semester per student-athletes on the basis of eligibility/graduation and retention. Each team member may earn two points per semester: one point for maintaining eligibility or for graduation, and a second point for being retained. Points may also be earned in specific cases when a student transfers or returns to the institution after time away and subsequently graduates. On a team with ten members, there would be a maximum of 40 possible points in an academic year. If two student-athletes on the team were not eligible in the spring semester and were not retained, then the hypothetical team would only earn 36 points (losing 2 points for each student during that spring semester). The APR in this hypothetical example is calculated by first dividing 36 by 40 (equals .9), and then multiplying by 1000 to get an APR of 900.

FGR – Federal Graduation Rate. This graduation rate is reported by the Department of Education’s National Center for Education Statistics as part of the Integrated Postsecondary Education Data System (IPEDS). This metric is a six-year rate that includes **students who matriculate in the fall semester and received athletic scholarship aid in their first semester of enrollment**. The federal graduation rate counts student-athletes who left the University in good standing prior to graduation as nongraduates. This data is available for student-athletes at an institution and for the student body, so it is a way of comparing the performance of student-athletes with the student body.

GSR – Graduation Success Rate. The GSR is an NCAA metric and is calculated **for student athletes who received athletics aid during their initial semester of enrollment**. The GSR adds students who transferred into the institution and they are included in their original matriculation year cohort. The GSR also differs from the FGR in that schools are not penalized when a student-athlete with athletics eligibility remaining leaves in good academic standing to transfer to another institution, pursue a professional career, or for any other reason. Under the FGR, such departures are counted as failures to graduate from the institution of original enrollment, even if the student later graduates from another institution.

To search full reports for UNC-CH and our peer institutions:

APR - <https://web3.ncaa.org/aprsearch/aprsearch>

FGR - <https://web3.ncaa.org/aprsearch/gsrsearch>

GSR - <https://web3.ncaa.org/aprsearch/gsrsearch>

Report prepared by:

Lissa Broome, J.D., *Faculty Athletics Representative, Burton Craige Distinguished Professor, School of Law*

Michelle Brown, Ed. D., *Assistant Provost, Director of the Academic Support Program for Student-Athletes*

Amy Grau, *Project Manager, Office of the Chancellor*



ADDENDUM

UNC System Intercollegiate Athletics & Financial Transparency Report 2020-21

released October 19, 2022 at the Board of Governors meeting

<https://www.northcarolina.edu/apps/bog/doc.php?id=67037&code=bog>

GPA COMPARISON (pages 6)

UNC Student-athlete GPA Spring 2021: 3.23 (*COVID grading policy)

UNC Non-student-athlete GPA Spring 2021: 3.47 (*COVID grading policy)

COURSE CLUSTERING and TRANSCRIPT REVIEW

Excerpt (page 6)

Section 700.6.1.1[G] of the UNC Policy Manual, *Guidelines on Academic Integrity and Required Course Clustering Analysis of Student-Athletes*, requires that institutions conduct course clustering and transcript review analyses to identify any anomalies that may be present among student-athletes. Specifically, institutions reviewed all courses and flagged any course where student-athletes make up 25 percent or more of course section enrollment (identified as “course clustering” of student-athletes). If course enrollment did consist of 25 percent or more student-athletes, the course institution flagged the course for additional review, including examining the grade distribution of student-athletes and non-student-athletes in the course section for significant differences between these two groups. Additionally, any student-athletes who were found to be in three or more flagged courses had their transcripts reviewed to ensure that no academic irregularities occurred.

UNC System institutions reviewed enrollment data and transcripts for hundreds of student-athletes to examine them for possible course clustering and/or significant differences in grade distributions between student-athletes and non-athletes. **No UNC institution identified issues, after this multi-layered procedure, and all report being fully compliant with this policy.**



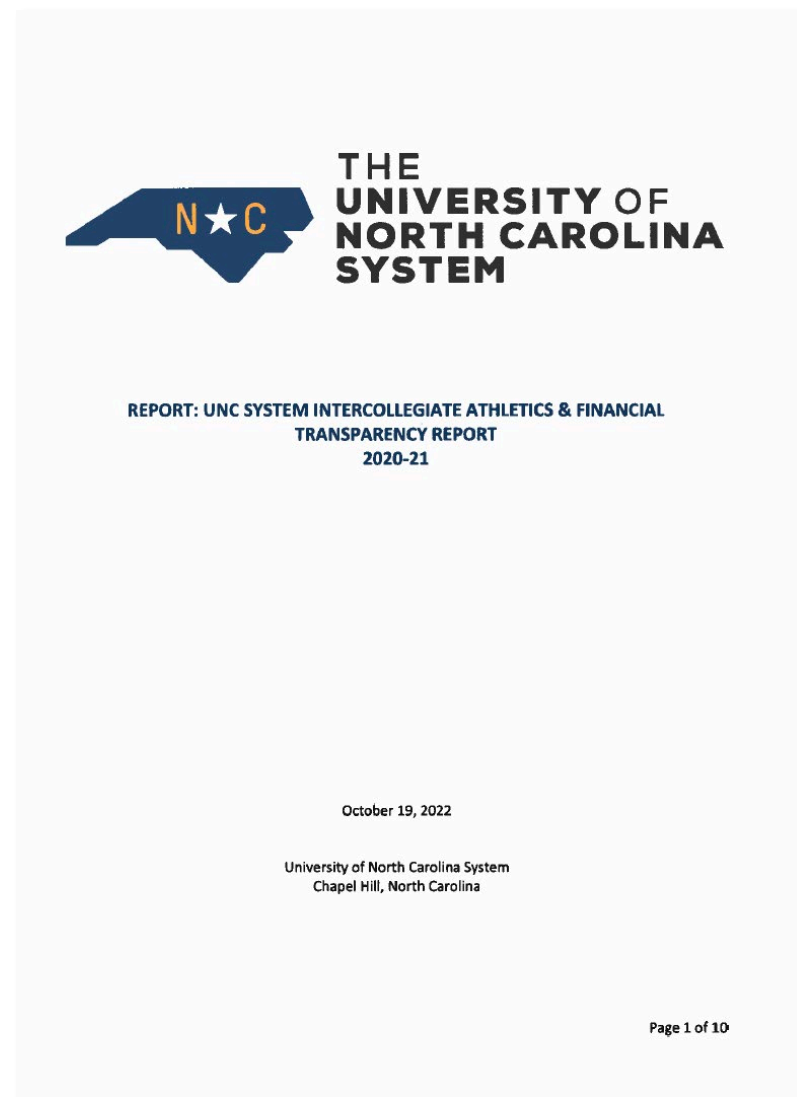
CAROLINATM
ATHLETICS



UNC System Intercollegiate Athletics Report

Started in 2012, this yearly document fulfills the requirement set by Board of Governors policy. Initially it focused on student-athlete admissions and graduation data.

In 2014, the requirements for the Report were expanded to include additional information about academic activities of student-athletes, financial indicators of campus athletics departments and academic integrity policy implementation and 'Booster Club' relationships.



UNC System Comparison

Exceptions to UNC System Minimum Course Requirements and Minimum Admission Requirements: 2020-2021

NCAA Division		Recruited Freshmen Student-Athletes: 2020-21				
		Total	MCR Exceptions		MER Exceptions	
			n	%	n	%
ASU	I	98	***	***	***	***
ECU	I	76	-	-	15	19.7
ECSU	II	38	-	-	8	21.1
FSU	II	45	-	-	6	13.3
NC A&T	I	73	5	6.8	9	12.3
NCCU	I	52	-	-	***	***
NC State	I	148	8	5.4	6	4.1
UNCA	I	80	***	***	***	***
UNC-CH	I	187	***	***	***	***
UNCC	I	126	7	5.6	5	4.0
UNCG	I	45	***	***	***	***
UNCP	II	101	***	***	***	***
UNCW	I	107	-	-	-	-
WCU	I	108	-	-	-	-
WSSU	II	34	-	-	-	-
UNC System Total		1,318	27	2.0	61	4.6

“-” indicates zero student-athletes or scores reported in this category

“***” indicates that less than 5 were reported in this category



UNC System Comparison

Average High School Core Course GPA
of Recruited Freshmen Student-Athletes: 2020-2021

	NCAA Division	# of RFSA	Core Course GPA
ASU	I	98	3.57
ECU	I	76	3.38
ECSU	II	38	2.63
FSU	II	45	2.99
NC A&T	I	73	3.37
NCCU	I	52	3.30
NC State	I	148	3.66
UNCA	I	80	3.56
UNC-CH	I	187	3.73
UNCC	I	126	3.42
UNCG	I	45	3.55
UNCP	II	101	3.21
UNCW	I	107	3.65
WCU	I	108	3.41
WSSU	II	34	2.50



UNC System Comparison

Student-Athlete GPA vs. Non Student-Athlete GPA Spring 2021

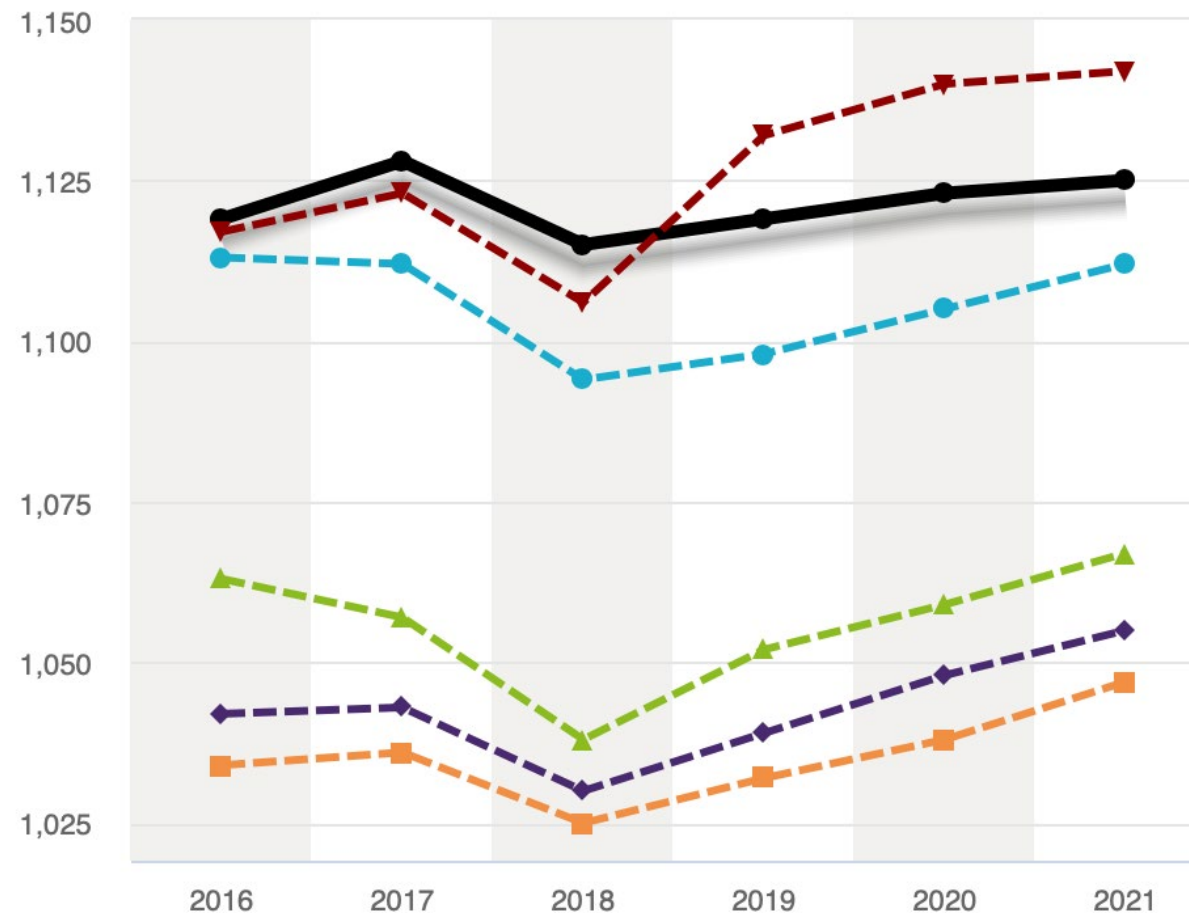
	NCAA Division	Spring 2021	
		Student-Athlete GPA	Non-Student-Athlete GPA
ASU	I	3.29	3.25
ECU	I	3.36	3.17
ECSU	II	2.73	2.87
FSU	II	2.95	3.15
NC A&T	I	3.05	2.94
NCCU	I	3.08	2.88
NC State	I	3.20	3.38
UNCA	I	3.28	3.20
UNC-CH	I	3.23	3.47
UNCC	I	3.32	3.23
UNCG	I	3.42	3.09
UNCP	II	2.93	2.87
UNCW	I	3.44	3.33
WCU	I	3.16	2.96
WSSU	II	3.12	2.92



Who We Recruit

Comparison: NCAA Institutional Performance Program

College Entrance Exam Scores



College Entrance Exam Scores

	2016	2017	2018	2019	2020	2021
North Carolina	1,119	1,128	1,115	1,119	1,123	1,125
All Division I	1,042	1,043	1,030	1,039	1,048	1,055
FBS	1,034	1,036	1,025	1,032	1,038	1,047
ACC	1,063	1,057	1,038	1,052	1,059	1,067
Top 10 Publics	1,117	1,123	1,106	1,132	1,140	1,142
UNC System Peers	1,113	1,112	1,094	1,098	1,105	1,112

University of North Carolina at Chapel Hill

US News and World Report Top 10 Publics

The Top Ten Public Universities (excluding UNC) as ranked by US News and World Report in the Football Bowl Subdivision (FBS) includes California-Berkeley, Michigan, Virginia, Florida, Georgia Tech, Texas, Wisconsin, Georgia, and Illinois.

UNC System Peers

Includes Duke, Northwestern, California-Berkeley, UCLA, Maryland, Michigan, Minnesota, Pittsburgh, Southern California, Texas, Virginia, Washington, and Wisconsin.

Atlantic Coast Conference

All NCAA Division I

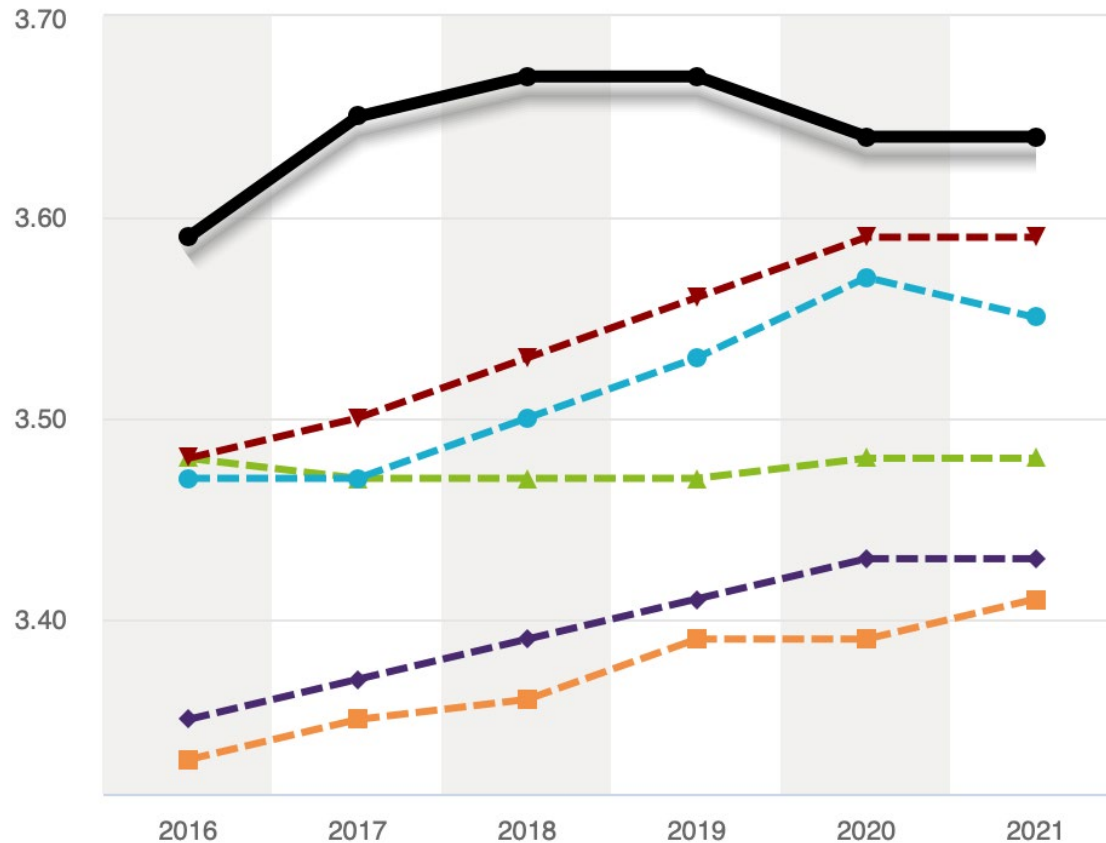
Football Bowl Subdivision (FBS)



Who We Recruit

Comparison: NCAA Institutional Performance Program

High School Core GPA



High School Core GPA

	2016	2017	2018	2019	2020	2021
North Carolina	3.59	3.65	3.67	3.67	3.64	3.64
All Division I	3.35	3.37	3.39	3.41	3.43	3.43
FBS	3.33	3.35	3.36	3.39	3.39	3.41
ACC	3.48	3.47	3.47	3.47	3.48	3.48
Top 10 Publics	3.48	3.50	3.53	3.56	3.59	3.59
UNC System Peers	3.47	3.47	3.50	3.53	3.57	3.55

University of North Carolina at Chapel Hill

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Includes Duke, Northwestern, California-Berkeley, UCLA, Maryland, Michigan, Minnesota, Pittsburgh, Southern California, Texas, Virginia, Washington, and Wisconsin.

Atlantic Coast Conference

All NCAA Division I

Football Bowl Subdivision (FBS)



Executive Committee on Student-Athlete Academics at UNC-CH



In 2013, former Provost James W. Dean Jr. and Director of Athletics Bubba Cunningham formed the 10-person Student-Athlete Academic Initiative Working Group. This team of campus leaders was tasked with comprehensively documenting and assessing all academic processes that affect student-athletes from the time they were recruited through graduation.

The 21 processes are now reviewed annually by the Faculty Athletics Committee in coordination with the ECSAA.

Website: <https://apsa.unc.edu/>



UNC Student-Athletes

Top 5 Majors

TOP 5 MAJORS AMONG ENROLLED UNDERGRADUATE STUDENTS WHO HAVE ACHIEVED AT LEAST JUNIOR STATUS

UNC Student Body (N=10,832)		%	UNC Student-Athletes (N=303)		%
1. Biology		10.2	1. Exercise & Sports Science		26.2
2. Computer Science		8.2	2. Communication Studies		10.8
3. Psychology (B.A. & B.S.)		7.8	3. Business Administration		8.5
4. Economics (B.A. & B.S.)		6.3	4. Psychology (B.A. & B.S.)		7.2
5. Exercise & Sports Science		5.0	5. Economics (B.A. & B.S.)		7.1

As of Fall 2021: Includes undergraduate student-athletes (all participants) who have achieved at least junior status by the fall semester. Students with double majors are counted once in each of their majors.



APR/GSR/FGR For Student-Athletes by Sport

<i>Sport</i>	Single-Year APR (2020-2021)*	Multi-Year APR*	Multi-Year GSR (2011-2014)	Multi-Year FGR (2011-14)
Men's Baseball	1000	989	63	26
Men's Basketball	1000	965	100	80
Men's Cross Country	1000	982	combined with men's track	combined with men's track
Men's Fencing	1000	1000	60	60
Men's Football	1000	977	66	55
Men's Golf	1000	1000	100	91
Men's Lacrosse	994	998	97	89
Men's Soccer	1000	1000	88	54
Men's Swimming & Diving	1000	991	100	100
Men's Tennis	974	970	100	88
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Women's Cross Country	1000	994	combined with women's track	combined with women's track
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Women's Golf	1000	1000	100	67
Women's Gymnastics	979	991	100	90
Women's Lacrosse	1000	993	100	94
Women's Rowing	1000	997	94	94
Women's Soccer	1000	1000	94	87
Women's Softball	989	991	92	71
Women's Swimming & Diving	1000	1000	100	96
Women's Tennis	1000	1000	100	86
Women's Track & Field	980	982	90	71
Women's Volleyball	1000	995	100	100

APR – Academic Progress Rate. The APR standard for a team to be eligible for postseason play is a four-year APR of at least 930 (maximum rate is 1000). This is an NCAA metric based on the academic eligibility, retention, and graduation of **student-athletes receiving athletically related financial aid**.

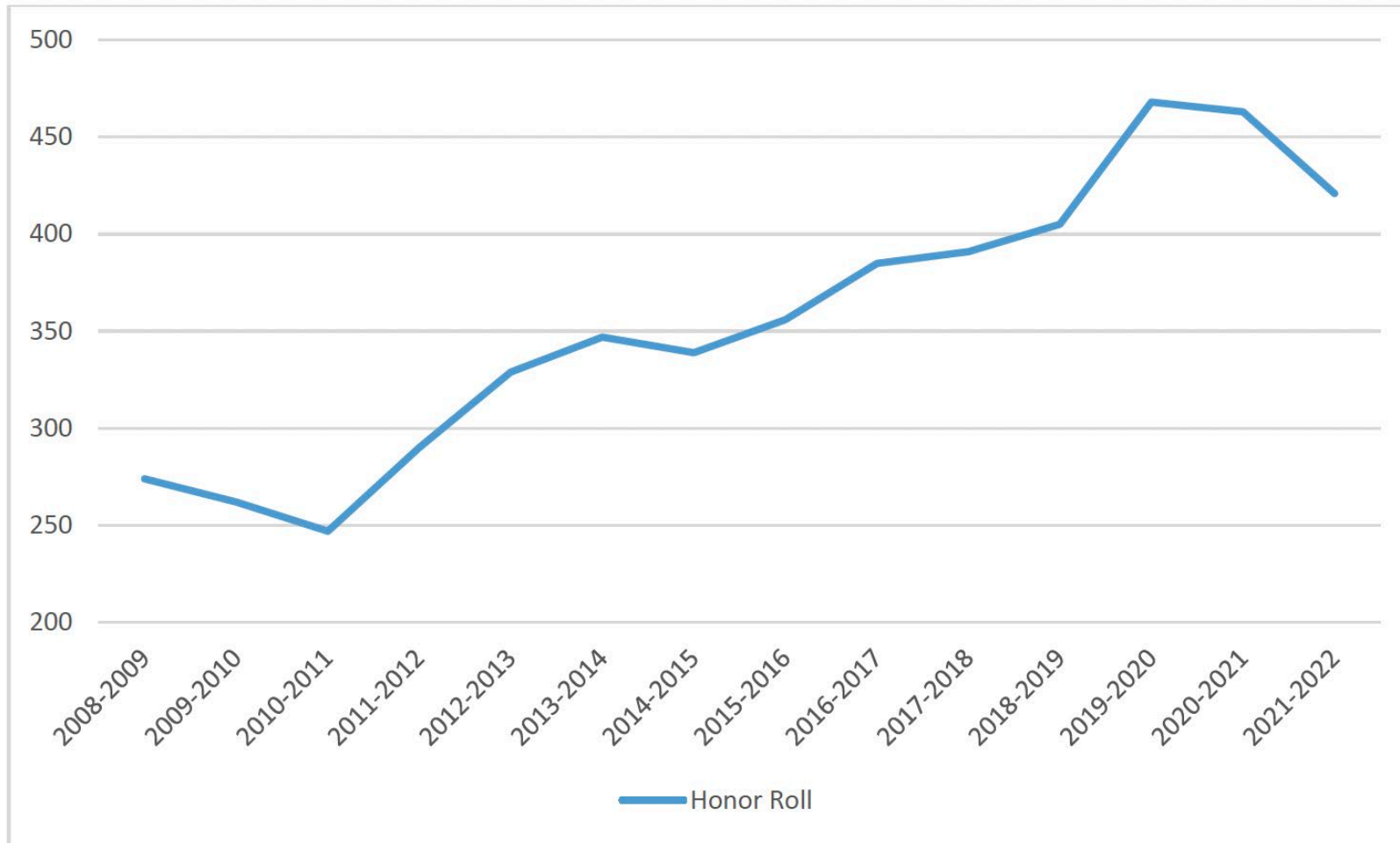
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UNC Student-Athletes – Success

ACC Academic Honor Roll



Year	Number of UNC-CH Students
2021-2022	421
2020-2021	463
2019-2020	468
2018-2019	405
2017-2018	391
2016-2017	385
2015-2016	356
2014-2015	339
2013-2014	347
2012-2013	329
2011-2012	290
2010-2011	247
2009-2010	262
2008-2009	274



UNC System Comparison

Financial Data, 2020-2021

	2020-21, Part 1						
	Total Number of Student-Athletes	Total Athletics Revenue	Total Athletics Generated Revenue	Total Athletics Net Revenue	Student Fees as a % of Revenue	Total Athletics Expenses	Total Institutional Expenses
ASU	544	\$34,946,424	\$15,110,137	-\$52,844	38%	\$34,999,268	\$437,121,168
ECU	406	\$43,693,291	\$20,919,935	\$363,300	31%	\$43,329,991	\$864,622,705
ECSU	196	\$1,613,614	\$200	\$1,613,814	71%	\$1,553,800	\$69,506,517
FSU	174	\$2,860,274	\$34,700	\$542,616	71%	\$2,317,659	\$125,792,799
NC A&T	469	\$14,151,159	\$2,532,926	\$522,054	41.7%	\$13,629,105	\$306,354,622
NCCU	309	\$9,121,049	\$2,675,751	-\$6,264,082	47.3%	\$15,385,131	\$218,971,371
NC State	533	\$78,224,410	\$69,075,653	\$9,146	8.4%	\$78,215,264	\$1,536,955,408
UNCA	384	\$9,133,236	\$2,361,452	\$1,119,066	27.4%	\$8,014,170	\$90,441,029
UNC-CH	883	\$101,865,616	\$92,714,662	-\$50,432	7.5%	\$101,916,048	\$3,136,147,580
UNCC	613	\$37,406,792	\$8,294,124	-\$320,280	56.7%	\$37,727,072	\$645,656,319
UNCG	186	\$16,790,420	\$2,313,791	\$326,323	64.0%	\$16,464,097	\$434,752,757
UNCP	413	\$5,578,874	\$615,512	\$1,067,848	67.3%	\$4,511,026	\$139,923,743
UNCW	394	\$15,567,723	\$3,820,334	\$374,849	71.2%	\$15,192,874	\$350,511,186
WCU	437	\$15,000,042	\$4,918,296	\$411,191	46.9%	\$14,588,851	\$241,820,397
WSSU	230	\$3,727,953	\$693,951	\$441,960	81.4%	\$3,285,993	\$142,411,364



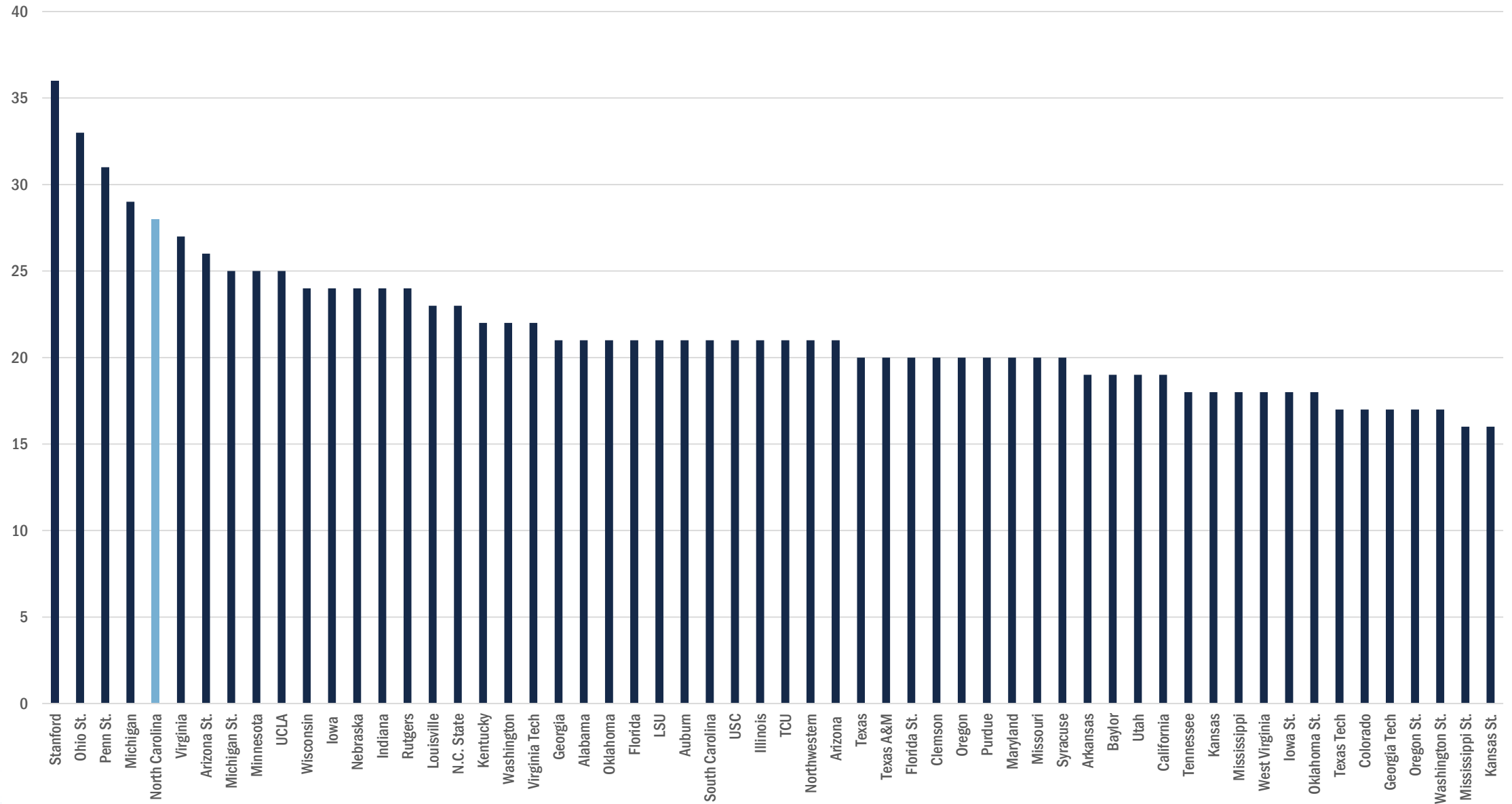
UNC System Comparison

Financial Data, 2020-2021

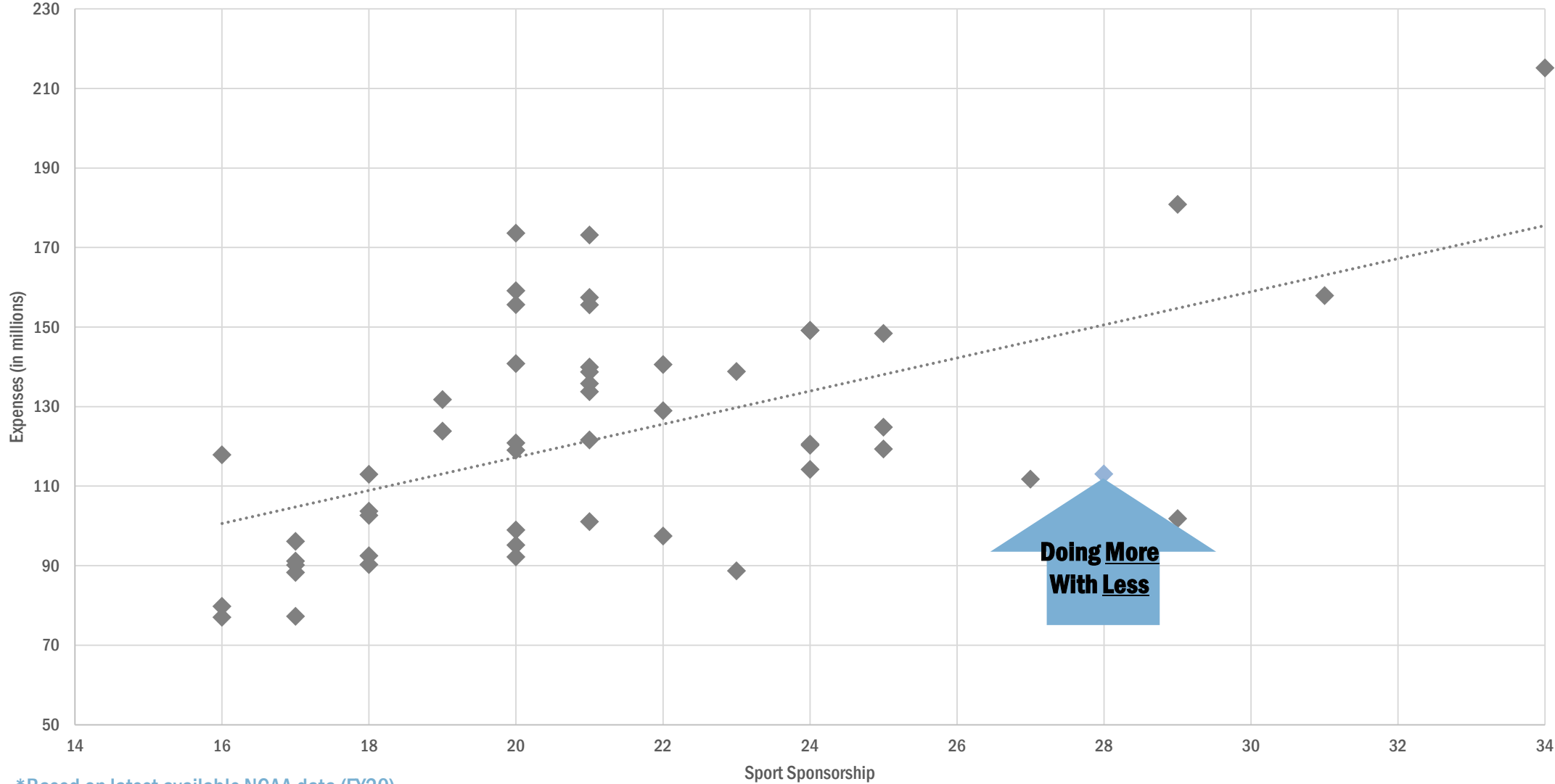
	2020-2021, Part 2						
	Athletics as a % of Institutional Expenditures	Athletics Expenses per Student-Athlete	Total Athletics Grant-in-Aid	Total Compensation - Head Coaches	Total Compensation - Assistant Coaches	Total Compensation - Administrative Staff	Team Travel as a % of Expenditures
ASU	8%	\$70,280	\$7,059,593	\$2,502,864	\$3,317,665	\$5,326,586	5.7%
ECU	5%	\$106,724	\$8,154,692	\$4,553,357	\$4,324,404	\$8,267,626	4.9%
ECSU	2%	\$7,928	\$302,359	\$399,083	\$159,975	\$473,669	0.3%
FSU	2%	\$5,051	\$1,023,452	\$391,171	\$376,194	\$287,614	3%
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UNCA	9%	\$29,356	\$2,718,411	\$969,675	\$641,061	\$982,518	3.7%
UNC-CH	3.25%	\$115,420	\$18,036,120	\$10,926,135	\$10,552,730	\$17,710,687	5.1%
UNCC	6%	\$84,212	\$8,136,443	\$3,040,767	\$3,700,072	\$4,939,014	5%
UNCG	4%	\$68,887	\$3,493,439	\$1,456,970	\$1,061,910	\$3,036,535	5%
UNCP	3%	\$8,385	\$1,605,370	\$394,875	\$446,843	\$540,099	9.9%
UNCW	4%	\$42,677	\$2,989,301	\$1,675,778	\$2,283,495	\$3,553,188	7.4%
WCU	6%	\$39,752	\$2,849,546	\$1,435,375	\$1,603,554	\$3,254,073	4.5%
WSSU	2%	\$14,540	\$967,207	\$631,442	\$554,978	\$675,073	.06%



Power 5 Sports Sponsorship in 2019-2020



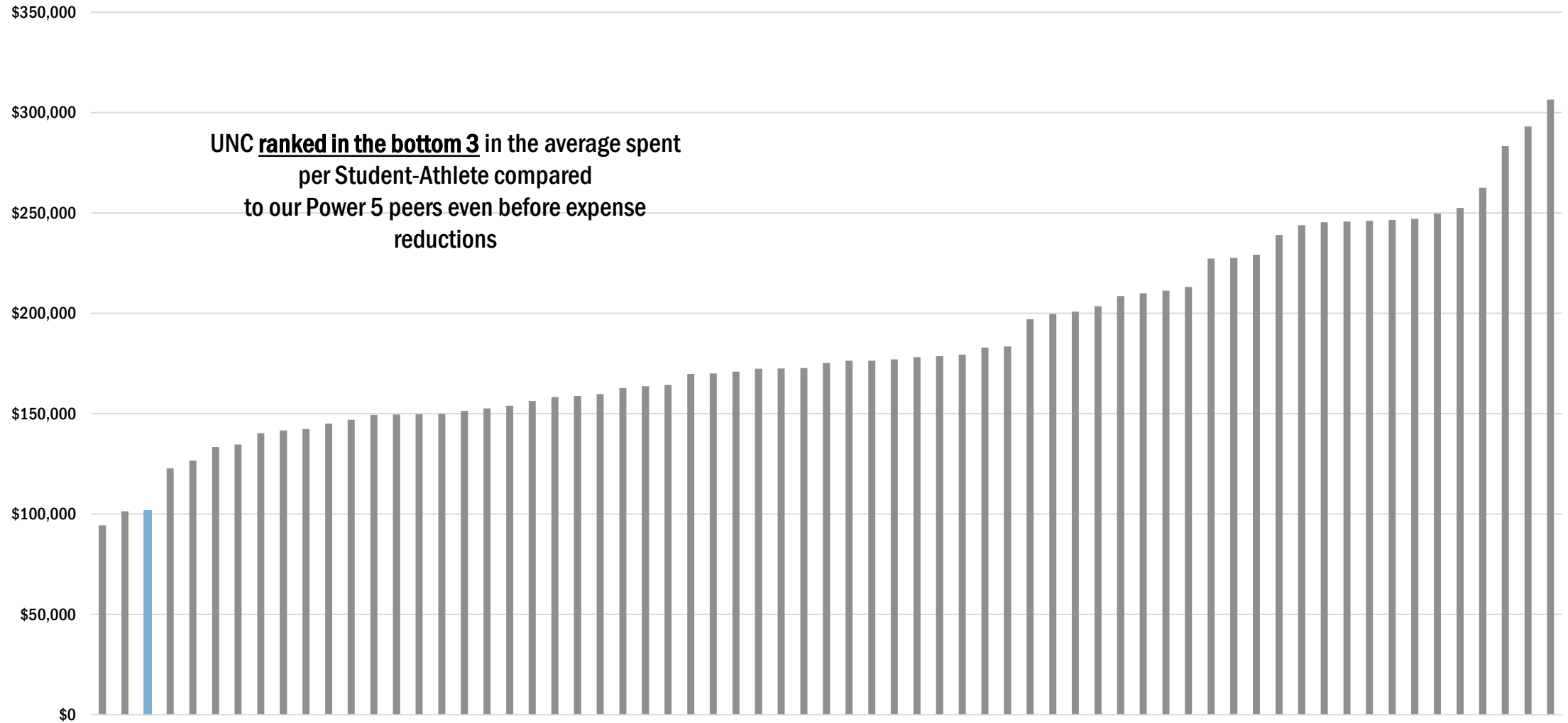
Power 5: Expense/Sport Sponsorship Comparison



*Based on latest available NCAA data (FY20)



Expenses per Student-Athlete at Power 5 Institutions



*Based on latest available EADA data





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