

University of North Carolina School of the Arts

Compensation Philosophy

The University of North Carolina School of the Arts (UNCSA) is committed to providing market competitive total compensation that will attract, motivate, and retain talented employees. The institution will actively manage our compensation structures and levels to adapt to changes in the marketplace, changes within the UNC system and the continuing evolution of UNCSA.

Our goal is to create an exceptional educational environment, develop superior talent and a sustainable competitive advantage in our market. We will achieve this by 1) strategically recruiting a qualified, diverse workforce; 2) retain and motivate a qualified, diverse workforce by recognizing and rewarding individual and group achievement, contributions, and excellence; and 3) ensuring compensation levels and components are actively managed according to a non-discriminatory merit, market, equity, and competency based compensation program.

To accomplish these goals, UNCSA will use the following operating principles: 1) adherence to the highest legal, ethical, state and university standards; 2) simplicity in structure and process; 3) transparency and clarity in communicating our compensation programs; and 4) flexibility in process and approach.