

Escalations, Fringe Benefits, Tuition and F&A for use in Proposal Justifications

ANNUAL ESCALATION: For budgeting purposes, a 3% escalation is applied to faculty and professional salaries, fringe and health benefits, tuition, and fees in the first year and subsequent years.

FRINGE BENEFITS: For FY 2023, the UNC guideline for basic benefits is to apply the estimated combined rate of 26.753% plus the annual hospitalization medical premium of \$7,397 for full-time employees (FTE). For postdoctoral research associates and graduate students, the composite rate is graduate-level research assistants, the composite rate of 9.49% plus the hospital insurance rate of \$5,454.84 for the postdoc and \$4,740.60 for GRA is applied. <https://research.unc.edu/wp-content/uploads/sites/61/2022/07/osp-FY-2023-Annual-Fringe-Benefits.pdf>

IN-STATE TUITION: Tuition is a standard benefit for Graduate Research Assistants and is paid from the same source as the student's stipend. Academic Year 2019-2020 tuition was \$5,709 plus \$612.11 in student fees per semester or \$11,418 plus \$1224.22 in student fees per academic year for MS/PHD degree programs.

FACILITIES & ADMINISTRATION (INDIRECT COSTS): In accordance with the University's F&A Cost Rate Agreement dated September 16, 2021, the University's predetermined F&A rate is 55.5%. This rate remains in effect until June 30, 2024. The base for calculating Facilities and Administrative costs (indirect costs) is modified total direct costs (MTDC), excluding equipment, capital expenditures, charges for patient care and tuition remission, long term rental costs of off-site facilities, scholarships, and fellowships as well as the portion of each subgrant and subcontract in excess of \$25,000. https://research.unc.edu/wp-content/uploads/sites/61/2017/02/osr_UNC-CH_FA-Rate-Agreement.pdf

Staff salaries are administered in accordance with the North Carolina Office of State Personnel Career Band compensation system. Position specifications can be found at:

<https://hr.unc.edu/wp-content/uploads/sites/222/2019/01/Career-Banding-Rates-2018-19.pdf>

When setting postdoctoral research associate salaries, the department references the NIH experience/stipend scale for these appointments.

<https://www.niaid.nih.gov/grants-contracts/salary-cap-stipends>

Faculty salaries are compared annually to comparable positions as listed in the American Society for Engineering Education.