



Janel Lancaster
System Vice President
Human Resource Services
UNC Health

CASE STUDY

UNC Health Transforms Compensation Management with CompLogix

UNC Health is one of North Carolina’s leading not-for-profit healthcare systems, dedicated to improving the health and well-being of the communities it serves. With a mission deeply rooted in patient care, education, and research, UNC Health brings together hospitals, clinics, and academic institutions to deliver world-class care while shaping the future of medicine.

UNC Health is known for its commitment to compassionate care, medical innovation, and community impact, but also inspires progress across the state and beyond.

ORGANIZATION

INDUSTRY

EMPLOYEES

LOCATION

SOLUTION



UNC
Health



Healthcare



32,000+



North
Carolina,
USA



CompLogix
Compensation
Management Platform



As the organization grew, so did the complexity of managing compensation at scale, prompting UNC Health to seek a more strategic solution. Partnering with CompLogix helped the system transform compensation management from a manual, time-consuming task into a streamlined, data-driven process that empowers leaders and enhances the teammate experience.

For years, UNC Health managed compensation for teammates using spreadsheets and manual processes.

Each annual cycle demanded hundreds of hours, endless data validations, and constant troubleshooting, leaving little time for strategy. As the health system expanded, these challenges only grew.

Partnering with CompLogix marked a turning point.

What once was a time-consuming process with opportunities for improvement, has been transformed into a streamlined, transparent, and strategic program that now empowers and supports leaders in engaging with teammates across the organization.

Relying on spreadsheets and a limited homegrown tool created significant roadblocks:

- **450+ hours annually** allocated to manual data entry and reconciliation
- **High risk of errors** due to formulas and manual corrections
- **Limited visibility** for leaders and teammates
- **Processes that could not scale** with organizational growth

“We needed to transform compensation from a clerical task into a strategic enabler for UNC Health.”

— **Janel Lancaster**
System Vice President
of HR Services

UNC Health selected CompLogix for its flexibility, configurability, and true partnership approach. UNC Health's journey with CompLogix began with a focus on integration and accuracy. The new platform is integrated with the organization's ERP system so that all relevant data, like budgets and salary adjustments, flows accurately and consistently from the ERP into Complogix.

Building on this strong foundation, the HR team gained enhanced visibility into compensation data through powerful reporting tools, enabling leaders to make informed decisions with additional resources and insights at their fingertips.

Behind the scenes, configurable workflows and self-service tools empowered HR and managers alike, while advanced reporting and analytics offered a clear view of outcomes and opportunities for improvement.

The Results

The transformation was both smooth and measurable:

- **65% Time Savings** – Annual comp cycle reduced from 450 hours to 150 hours.
- **Accuracy & Integrity** – Virtually zero errors in calculations since implementation.
- **Transparency & Engagement** – Comprehensive Total Rewards Statements, equity pay adjustments, living wage updates, annual pay increase notifications, and clear incentive communications have enhanced understanding and significantly reduced teammate inquiries.
- **Scalability & Flexibility** – Supported diverse compensation plans across roles in a single platform.
- **Strategic Impact** – Freed HR teams from clerical tasks to focus on strategic initiatives.



Key Highlights

- 65% reduction in time spent on annual compensation cycle (450 → 150 hours)
- Errors virtually eliminated in compensation calculations
- Increased transparency & engagement
- Compensation as a strategic driver instead of a clerical burden

Looking Ahead

UNC Health continues to leverage CompLogix for large scale compensation initiatives. Future priorities include:



Offer Letter Modeling:

Providing candidates with total compensation visibility during recruitment.



Historical Rewards Statement Access:

Allowing teammates to view past compensation packages with ease.

Conclusion

With CompLogix, UNC Health successfully shifted compensation management from a time-consuming burden into a strategic, transparent, and efficient process that supports its mission as one of North Carolina's leading healthcare providers.

What once required hundreds of hours of manual effort is now a streamlined, data-driven program that delivers accuracy, insight, and consistency across the organization. By transforming compensation into a tool for engagement and strategy, rather than administration, UNC Health has empowered leaders to make informed decisions and given teammates greater confidence in how their pay is managed and communicated.

The result is a stronger, more connected organization where compensation truly reflects the value of its people.



If your organization would like to know more about CompLogix or its compensation management solutions, we invite you to visit our website at www.complogix.io or contact us for a no obligation demo.