

**SALARY PROCOTOLS
FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2007-2008**

I. General Policy

Actions by the 2007 Session of the North Carolina General Assembly included appropriations available to the Board of Governors for 2007-2008 for salary increases for faculty and other employees who are exempt from the State Personnel Act.

In addition to those funds provided by the General Assembly, the Board of Governors has determined that any institutional funds for salary increases shall be used as determined by each chancellor, subject to the limitations and conditions set out below, to award increases to faculty and non-faculty EPA employees based on consideration of performance, to recognize merit, to respond to market conditions, and to address salary inequities including those that may have arisen during a period of scarce resources for academic salaries.

Campus-initiated tuition increases provide funds to enhance academic quality and may be used for salary increases that are consistent with the Board of Governors' mandate regarding the use of these funds.

A. The Basic Appropriation:

The Board of Governors has determined that the basic appropriation of 4.00% shall be distributed to the institutions in exact proportion to the share of each institution in the salary base. Further, all funds for salary increases shall be used as determined by each chancellor subject to the limitations and conditions set out below in the best interest of the institution to award increases to faculty and non-faculty EPA employees based on consideration of performance, to recognize merit, to respond to market conditions, and to address salary inequities including those that may have arisen during a period of scarce resources for academic salaries.

House Bill 1473 provides salary increases for both SPA and EPA employees. The section of the Bill addressing EPA salaries is as follows:

§12.(a) Effective July 1, 2007, the Director of the Budget shall transfer to the Board of Governors of The University of North Carolina sufficient funds from the Reserve for Compensation Increases, created in this act for fiscal years 2007-2008 and 2008-2009, including funds for the employer's retirement and social security contributions, to provide to employees of The University of North Carolina, other than teachers of the North Carolina School of Science and Mathematics, whose salaries are supported by State funds and who are exempt from the State Personnel Act (EPA) an annual salary increase of five percent (5%) for faculty. The percentage annual salary increase of five percent (5%), authorized by this section shall be made on an aggregated average basis, according to the rules adopted by the Board of Governors of The University of North Carolina and may not be used for any purpose other than for salary increases and necessary employer contributions provided by this section. The Board of Governors may use a portion of the annual salary increase provided by this section to improve competitive national peer rankings for faculty.

§12.(b) Effective July 1, 2007, the Director of the Budget shall transfer to the Board of Governors of The University of North Carolina sufficient funds from the Reserve for Compensation Increases, created in this act for fiscal years 2007-2008 and 2008-2009, including funds for the employer's retirement and social security contributions, to provide to employees of The University of North Carolina, other than teachers of the North Carolina School of Science and Mathematics, whose salaries are supported by State funds and who are exempt from the State Personnel Act (EPA) an annual salary increase of two and one half percent (2.5%) for non faculty. The percentage annual salary increase of two and one-half (2.5%), authorized by this section shall be made on an aggregated average basis, according to the rules adopted by the Board of Governors of The University of North Carolina and may not be used for any purpose other than for salary increases and necessary employer contributions provided by this section.

§12.(c) The Director of the Budget shall transfer to the Board of Governors of The University of North Carolina sufficient funds from the Reserve for Compensation Increases, created in this act for fiscal years 2007-2008 and 2008-2009, to provide an average annual salary increase of five percent (5%) or at least an annual increase of one thousand two hundred forty dollars (\$1,240), including funds for the employer's retirement and social security contributions, commencing July 1, 2007, for all teaching employees of the North Carolina School of Science and Mathematics, supported by State funds and whose salaries are exempt from the State Personnel Act (EPA). These funds shall be allocated to individuals according to the rules adopted by the Board of Trustees of the North Carolina School of Science and Mathematics and may not be used for any purpose other than for salary increases and necessary employer contributions provided by this section.

<u>Code</u>	<u>Salary Base</u>	<u>2007 – 2008</u> <u>EPA Salary Inc. Funds</u>	<u>Matching</u> <u>Soc. Sec. Funds</u>	<u>Matching</u> <u>Retire. Funds</u>	<u>Total</u> <u>Allocation</u>
	\$	\$	\$	\$	\$

II. Protocols for Salary Increases, 2007-2008

A. Limitations and Conditions for Salary Adjustments

All funds available to the institution for salary increases (which may include funds available from vacant lines, endowment funds, campus-initiated tuition increases, or grant funds) are subject to the limitations and conditions set out below.

1. Campus salary policies for EPA employees may include the following non-exclusive exceptions to salary increases:
 - (a) New EPA employees hired with a salary determined for 2007-2008;
 - (b) EPA continuing employees who have had salary increases because of retention, equity, or new assignments for 2007-2008; and
 - (c) EPA employees who have fixed term contracts that have established 2007-2008 salaries.
2. All salary increase funds shall be used to address merit, market and equity issues.
3. Senior administrative officers' salaries must be set within ranges established by the President of The University of North Carolina (Section II.B. below). Requests for exceptions must be forwarded with recommendations from the Chancellor, the President, and the Committee on

Personnel and Tenure to the Board of Governors.

4. Faculty salaries in Health Affairs are subject to the ceilings established by the President (Section II.C. below). UNC-CH and ECU are each allowed five exceptions to the ceilings. A separate memo must document the exceptions.
5. Salaries for tenured and tenure-track faculty members should be consistent with peer salaries and disciplinary comparisons. The peers for each campus are those identified in the 2005-06 peer study, approved by the Board of Governors in February 2006.
6. Funds from foundations, trust funds, grants, or other non-state sources may be used to provide salary increases within limits set by the President.
7. For those qualifying persons paid partially or entirely from medical faculty practice plans, the compensation bonuses will be paid from the plans in proportion to the distribution of their salaries between the plan and the state sources. The remaining salary increase for these persons may be paid from the medical faculty practice plans according to the availability of such funds without regard to the proportionate conditions from state sources.

B. Salary Ranges for Selected Senior Academic and Administrative Officers

The following salary ranges for selected senior academic and administrative officers have been established for the year 2007–2008. Salary ranges for deans are not included. Salaries for deans and configurations of colleges and schools vary too much to set system-wide salary ranges. Each institution should have defensible salaries for deans based on discipline and national peer data. Pursuant to Policy 200.6 *"Delegation of Authority to the President"*, the administrative salary ranges were approved by the President and are based on current CUPA data for the peer institutions, as approved by the Board of Governors in February 2006.

Chancellors/President <i>(*current salaries)</i>	<u>2006-2007</u>	<u>2007-2008</u>
North Carolina State University (*\$337,800)	\$315,668-505,086	\$319,914-511,881
UNC-Chapel Hill (*\$337,800)	315,668-505,086	\$319,914-511,881
East Carolina University (*\$275,000)	224,834-359,748	251,979-403,180
UNC-Charlotte (*\$275,000)	224,834-359,748	251,979-403,180
UNC-Greensboro (*\$277,020)	224,834-359,748	251,979-403,180
North Carolina A&T State University (*\$255,000)	224,834-359,748	251,979-403,180
Appalachian State University (*\$249,610)	175,819-281,320	202,203-323,537
North Carolina Central University (*\$230,000)	175,819-281,320	202,203-323,537
UNC-Wilmington (*\$249,610)	175,819-281,320	202,203-323,537
Western Carolina University (*\$230,000)	175,819-281,320	202,203-323,537

Fayetteville State University (*\$215,000)	150,137-240,228	161,734-258,783
UNC-Pembroke (*\$200,000)	150,137-240,228	161,734-258,783
Winston-Salem State University (*\$215,000)	156,666-250,674	161,734-258,783
UNC-Asheville (*\$220,000)	216,646-346,646	220,367-352,600
North Carolina School of the Arts (*\$215,000)	216,646-346,646	220,367-352,600
Elizabeth City State University (*\$200,000)	156,666-250,674	161,637-258,629
North Carolina School of Science and Mathematics (*\$230,050)	n/a	
President (*\$425,000)	372,488-596,001	377,499-604,019
UNC-General Administration		
Chief Academic Officers/Provosts	<u>2006-2007</u>	<u>2007-2008</u>
North Carolina State University	\$243,418-389,483	\$247,661-396,272
UNC-Chapel Hill	243,418-389,483	247,661-396,272
East Carolina University	165,062-264,109	178,490-285,595
North Carolina A & T State University	165,062-264,109	178,490-285,595
UNC-Charlotte	165,062-264,109	178,490-285,595
UNC-Greensboro	165,062-264,109	178,490-285,595
Appalachian State University	128,777-206,050	144,160-230,665
North Carolina Central University	128,777-206,050	144,160-230,665
UNC-Wilmington	128,777-206,050	144,160-230,665
Western Carolina University	128,777-206,050	144,160-230,665
Fayetteville State University	107,430-171,895	114,359-182,981
UNC-Pembroke	107,430-171,895	114,359-182,981
Winston-Salem State University	99,263-158,826	114,359-182,981
North Carolina School of the Arts	127,399-203,846	131,285-210,064
UNC-Asheville	127,399-203,846	131,285-210,064
Elizabeth City State University	99,263-158,826	109,601-175,368
North Carolina School of Science and Mathematics	n/a	
Senior Vice President for Academic Affairs	287,234-459,590	292,241-467,601
UNC- General Administration		
Chief of Staff	241,989-387,196	259,704-415,541
UNC- General Administration		

Chief Finance Officers	<u>2006-2007</u>	<u>2007-2008</u>
North Carolina State University	\$188,798-302,087	\$190,210-305,946
UNC-Chapel Hill	188,798-302,087	190,210-305,946
East Carolina University	139,436-223,106	150,357-240,580
UNC-Charlotte	139,436-223,106	150,357-240,580
UNC-Greensboro	139,436-223,106	150,357-240,580
North Carolina A & T State University	139,436-223,106	150,357-240,580
Appalachian State University	112,648-180,243	120,137-192,226
North Carolina Central University	112,648-180,243	120,137-192,226
UNC-Wilmington	112,648-180,243	120,137-192,226
Western Carolina University	112,648-180,243	120,137-192,226
Fayetteville State University	97,112-155,385	104,327-166,929
UNC-Pembroke	97,112-155,385	104,327-166,929
Winston-Salem State University	97,824-156,523	104,327-166,929
UNC-Asheville	118,397-189,442	116,172-185,882
North Carolina School of the Arts	118,397-189,442	116,172-185,882
Elizabeth City State University	97,824-156,523	89,539-143,267
North Carolina School of Science and Mathematics	n/a	
Vice President-Finance	222,782-356,463	225,627-361,017
UNC-General Administration		
Chief Student Affairs Officers	<u>2006-2007</u>	<u>2007-2008</u>
North Carolina State University	\$145,196-232,322	\$154,471-247,162
UNC-Chapel Hill	145,196-232,322	154,471-247,162
East Carolina University	120,651-193,048	126,663-202,669
UNC-Charlotte	120,651-193,048	126,663-202,669
UNC-Greensboro	120,651-193,048	126,663-202,669
North Carolina A & T State University	120,651-193,048	126,663-202,669
Appalachian State University	102,382-163,817	112,360-179,783
North Carolina Central University	102,382-163,817	112,360-179,783
UNC-Wilmington	102,382-163,817	112,360-179,783
Western Carolina University	102,382-163,817	112,360-179,783

Fayetteville State University	90,546-144,878	97,899-156,644
UNC-Pembroke	90,546-144,878	97,899-156,644
Winston-Salem State University	84,325-134,925	97,899-156,644
UNC-Asheville	111,927-179,090	102,387-163,825
North Carolina School of the Arts	111,927-179,090	102,387-163,825
Elizabeth City State University	84,325-134,925	86,691-138,710
North Carolina School of Science and Mathematics	n/a	

Chief Development Officers

	<u>2006-2007</u>	<u>2007-2008</u>
North Carolina State University	\$181,821-290,924	\$194,878-311,816
UNC-Chapel Hill	181,821-290,924	194,878-311,816
East Carolina University	136,026-217,649	142,477-227,972
UNC-Charlotte	136,026-217,649	142,477-227,972
UNC-Greensboro	136,026-217,649	142,477-227,972
North Carolina A & T State University	136,026-217,649	142,477-227,972
Appalachian State University	108,956-174,335	117,062-187,306
North Carolina Central University	108,956-174,335	117,062-187,306
UNC-Wilmington	108,956-174,335	117,062-187,306
Western Carolina University	108,956-174,335	117,062-187,306
Fayetteville State University	87,847-140,560	93,456-149,535
UNC-Pembroke	87,847-140,560	93,456-149,535
Winston-Salem State University	90,454-144,732	93,456-149,535
UNC-Asheville	118,925-190,287	120,785-193,263
North Carolina School of the Arts	118,925-190,287	120,785-193,263
Elizabeth City State University	90,454-144,732	102,033-163,258
North Carolina School of Science and Mathematics	n/a	

Chief Information Officers

	<u>2006-2007</u>	<u>2007-2008</u>
Elizabeth City State University	(new)	
North Carolina A & T State University Vice Chancellor - Information Technology & Chief Information Officer	\$133,022-212,843	\$140,603-224,973

UNC-Chapel Hill Vice Chancellor-Information Tech.	\$188,080-300,939	\$178,761-286,028
UNC-Greensboro Vice Chancellor-Information Technology and Planning	\$133,022-212,843	\$140,603-224,973
UNC-Wilmington Vice Chancellor-Information Technology Systems & Associate Provost	\$ 92,747-148,401	\$ 99,087-158,545
Vice President for Information Resources UNC-General Administration	\$221,934-355,107	\$210,938-337,513
Chief Research/Graduate Officers	<u>2006-2007</u>	<u>2007-2008</u>
North Carolina State University Vice Chancellor-Research & Graduate Studies	\$191,366-306,196	\$202,201-323,532
UNC-Chapel Hill Vice Chancellor-Grad. Studies & Res.	\$191,366-306,196	\$202,201-323,532
East Carolina University Vice Chancellor for Research and Graduate Studies	\$150,198-240,325	\$163,619-261,799
North Carolina A & T State University Vice Chancellor-Research	\$150,198-240,325	\$163,619-261,799
UNC-Charlotte Vice Chancellor-Research & Fed. Relations	\$150,198-240,325	\$163,619-261,799
Vice President for Research and Sponsored Programs UNC-General Administration	\$225,811-361,311	\$238,597-381,768
Varied Vice Chancellor and Vice President Titles	<u>2006-2007</u>	<u>2007-2008</u>
North Carolina A&T State University Vice Chancellor for Human Resources	(new)	
North Carolina School of the Arts Chief Operating Officer	(new)	

North Carolina State University Vice Chancellor for University Extension & Engagement	\$138,278-221,253	\$144,764-231,630
North Carolina State University Vice Chancellor and General Counsel	\$161,296-258,083	\$168,578-269,735
UNC-Chapel Hill Vice Chancellor & Dean-Medical Affairs	\$462,350-739,786	\$514,546-823,303
UNC-Chapel Hill Vice Chancellor for Engagement	(new)	
UNC-Charlotte Vice Chancellor for University Relations and Community Affairs	\$92,269-147,636	\$100,365-160,590
UNC-Wilmington Vice Chancellor-Public Service & Ext. Ed. & Associate Provost	\$87,491-139,990	\$93,454-149,532
UNC-Pembroke Vice Chancellor for Enrollment Management	\$71,485-114,380	\$73,297-117,280
UNC-Pembroke Vice Chancellor for University and Community Relations	\$63,933-102,296	\$64,438-103,105
North Carolina School of Science and Mathematics Vice Chancellor for Administration/ Chief of Staff	n/a	
North Carolina School of Science and Mathematics Vice Chancellor for External Programs	n/a	
UNC-General Administration Vice President for Academic Planning/ University School Programs	\$162,122-259,404	\$169,262-270,829
UNC-General Administration Vice President and General Counsel	\$190,329-304,538	\$198,922-318,287
UNC-General Administration Vice President/Government Relations	\$137,692-220,315	\$142,721-228,362

UNC-General Administration
Secretary of the University

\$97,061-153,705

C. Salary Ceilings for Certain Faculty Groups in Health Affairs

The ceilings listed below are established for faculty in the Schools of Medicine at East Carolina University and at UNC-Chapel Hill according to the indicated clusters and are based on the *Report on Medical School Faculty Salaries* published by the Association of American Medical Colleges (AAMC). Salary ceilings include funds paid from all sources. Salary ceiling information was submitted jointly by The Brody School of Medicine at East Carolina University and the University of North Carolina at Chapel Hill School of Medicine.

******THE SALARY CEILINGS HAVE NOT YET BEEN ESTABLISHED******

Departments of Anesthesiology, Emergency Medicine, Obstetrics-Gynecology, Ophthalmology, Otolaryngology, Orthopedics, Clinical Pathology, Radiology, Radiation Oncology, Pediatric Cardiology, Neonatology, Internal Medicine Cardiology, Gastroenterology, and Oncology and Surgical Subspecialties (except Cardiothoracic Surgery)

	<u>2006-2007</u>	<u>2007-2008</u>
Professor and Chair, Division Chief or Center Dir.	\$1,284,000	
Chief	616,000	
Professor	469,000	
Associate Professor	461,000	
Assistant Professor	374,000	
Instructor	302,000	

Cardiothoracic Surgery

Professor and Chair, Division Chief or Center Director	\$1,001,000
Chief	817,000
Professor	612,000
Associate Professor	490,000
Assistant Professor	323,000
Instructor	248,000

All Other Departments

Professor and Chair, Division Chief or Center Director	\$ 551,000
Chief	303,000
Professor	288,000
Associate Professor	287,000
Assistant Professor	252,000
Instructor	206,000

Department of Allied Health Sciences

Professor & Chair (Dean equivalent)	\$216,095
Chief (Chair equivalent)	147,041
Professor	123,314
Associate Professor	114,787
Assistant Professor	100,873
Instructor	77,257

The ceilings listed below are established for faculty in the Schools of Dentistry and Public Health at UNC-Chapel Hill. These ceilings include salaries paid from all sources.

	<u>2006-2007</u>	<u>2007-2008</u>
School of Dentistry		
Professor and Chair	\$455,000	
Professor	440,000	
Associate Professor	415,000	
Assistant Professor	375,000	
Instructor	225,000	
School of Public Health		
Professor and Chair	\$388,500	
Professor	367,500	
Associate Professor	264,000	
Assistant Professor	199,500	
Instructor	136,500	

D. Salary Reductions for Certain Faculty Members in Clinical Departments of the Schools of Medicine

Since it is commonplace that substantial components of salaries of full-time faculty members in clinical departments of schools of medicine derive from receipts for patient care by approved institutional clinical practice plans, it is acknowledged that total salaries of faculty members for full-time service in these disciplines should reflect their levels of clinical activity. Thus, it is consistent that the salary of a faculty member in a clinical department be subject to a negative adjustment if there is a substantial reduction in the individual's level of participation in the practice plan.

- E. The cover memo to this document provides advice to each campus to determine appropriate salary ranges for faculty based on peer data, as identified by the Board of Governors in February 2006, and disciplinary comparisons.

III. Procedures for Review and Approval

1. Consistent with the foregoing requirements, the Chancellors shall present their salary increase recommendations to the President in the form and manner prescribed by the President. (*See Attachment A*)

2. Recommended salary increases for designated senior academic and administrative officers, and for all other EPA personnel in General Administration and the UNC Center for Public Television shall be submitted to the President for approval. These designated "senior academic and administrative officers" include the chancellors, vice chancellors and provosts, deans, and directors of major educational or public service activities who have a rank equivalent to dean, head librarians, or legal assistants to the chancellors (*see Attachment C.*) The Chancellors' recommendations for salary increases for senior academic and administrative officers must be received by _____ to ensure time for review by the President. Please use the attached form, "*Recommended Salary Increases for Senior Academic and Administrative Officers – 2007-2008*," for this purpose (*Attachment A.*) **Campuses with Management Flexibility to Appoint and Fix Compensation do not need to provide this information for approval and should submit the attached form, "*Recommended Salary Increases for Senior Academic and Administrative Officers – 2007-2008*" (*Attachment A*) for information purposes only, by _____.**
3. Final approval of all salary increases has been delegated to the President for all campuses without Management Flexibility to Appoint and Fix Compensation, except that the concurrence of the Committee on Personnel and Tenure shall be required for any increase of 15% or more AND \$10,000 or more over the 2006-2007 salary. Please use the attached Personnel Action Form 100, "*Personnel Action Requiring Approval of the President or the Board of Governors*," for this purpose (*Attachment B.*) Recommendations must be received by the President by _____.
4. For faculty members in clinical departments of the schools of medicine, authority is delegated to the chancellor at those campuses with Management Flexibility to Appoint and Fix Compensation to approve guidelines and procedures as developed by the institutions, and to have final approval of all salary *decreases* recommended by the chancellor for faculty members in those departments. The approved guidelines and an annual summary of salary reductions for faculty members in clinical departments of the schools of medicine under this resolution shall be reported to the Committee. Submit this report by the _____ deadline.
5. The President is authorized to delegate to the Chancellors of all campuses approval of all increases that are below \$10,000 OR below 15% and are paid entirely from grants or contracts, or other non-appropriated funds.
6. Salary increases for 2007-2008 shall not be reflected in any payrolls until the institution has been authorized to do so by the President.
7. Salaries for any individual that lead to a salary level of 15% or more AND \$10,000 or more over the approved salary for 2006-2007 shall continue to require prior approval by the President and the Committee on Personnel and Tenure, except as outlined below. Such increases should be requested only in exceptional circumstances.

No reporting or other action shall be necessary for:

- a. An increase resulting from a change in contract period, (*e.g.*, 9 months service to 12 months service according to institutional policies so long as the monthly increase is not

15% or more); or

- b. A temporary administrative supplement (such as for advisers, department chairs, assistant department chairs, etc.) *that does not change the annual base salary rate*. It is anticipated that such increases will be associated with persons given new or additional assignments or changes of duty; or
- c. An increase in an EPA salary, less than \$10,000 OR less than 15%, paid entirely from grants or contracts or other non-appropriated funds, such as an increase associated with an anniversary date of employment or of the contract(s) and grant(s) from which the salary is funded.

IV. Faculty Recruiting and Retention Fund

Senate Bill 1741 also provides a University Faculty Recruiting and Retention Fund as follows:

§22.12(a1) - Of the funds appropriated to the Reserve for Compensation Increases for the 2007-2008 fiscal year, five million dollars (\$5,000,000) shall be used to establish a Faculty Recruiting and Retention Fund under the office of the President of The University of North Carolina. Allocations from the fund shall be made for salary increases at the discretion of the President of The University of North Carolina only for the purpose of recruiting and retaining faculty members as necessary at constituent institutions.

V. Term of Resolution

These Salary Protocols rescind any earlier Salary Resolutions and will remain in effect until the President adopts Salary Protocols for 2008-2009, or otherwise modifies or rescinds these Protocols.

RECOMMENDED SALARY INCREASES FOR SENIOR ACADEMIC AND ADMINISTRATIVE OFFICERS - 2007 - 2008

Institution: _____

<u>Title</u>	<u>Name</u>	<u>Current Salary</u>	<u>Amount of Increase</u>	<u>Proposed Salary 7/1/07</u>	<u>% Increase</u>
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**Wherever non-state funds are included,
please indicate amount and source*

Chancellor

Date

Attachment B

PERSONNEL ACTION REQUIRING APPROVAL OF THE PRESIDENT OR BOARD OF GOVERNORS

This form is designed for submitting all personnel requests that require BOG approval. This form can be found at:

<http://www.northcarolina.edu/content.php/hr/uniform.htm>

Name of Institution: _____

Name of Appointee: _____

Department: _____ **College:** _____

Current UNC Rank or Title: (if applicable) _____ **Proposed Rank or Title:** _____

Indicate Type of Action: (select all that apply)

Administrative Appointment: ☐

Reappointment: ☐

New Faculty Appointment: ☐

Conferral of Tenure: ☐

Promotion: ☐

***Salary Increase of 15% AND \$10,000 or more:** ☐

Other:

(describe) _____

Distinguished Professorship: (provide name of professorship) _____

Effective Date of Action: _____

Contract Period: **Administrative Appointment:** 9 mo. ☐ 12 mo. ☐
Faculty Appointment: 9 mo. ☐ 12 mo. ☐

Salary: \$ _____ **Source(s): State Funds:** \$ _____ ***Non-State Funds:** \$ _____

**Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):*

Justification for Salary increase of 15% AND \$10,000 or more:

Salary as of _____ **Current** _____ **Proposed** _____ **Percentage**
June 30, 2007: \$ _____ **Salary:** \$ _____ **Salary:** \$ _____ **of Increase:** _____ %

Source(s): State Funds: \$ _____ ***Non-State Funds:** \$ _____

**Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):*

Salary Range (where applicable): \$ _____ to \$ _____

For ALL other actions, please complete items 1-7

1. Education Background: (indicate degree, date earned and institution, note additional study & training)**2. Teaching and other professional experience:** (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)**3. Scholarly & Creative Activities:****4. Prior Recommendations/Personnel Actions:**

(please check appropriate responses)

<u>Type</u>	<u>Number</u>
Book	_____
Edited Book	_____
Chapter	_____
Refereed Journal Article	_____
Other Journal Article	_____
Juried Performance/Show	_____
Non-Juried Performance/Show	_____
Other (please provide description)	_____

<u>Source</u>	<u>Recommended</u>	<u>Not Recommended</u>
Chair/Head	<input type="checkbox"/>	<input type="checkbox"/>
Dean/Director	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>

5. Membership in professional organizations:**6. Professional service on campus:****7. Professional service off campus:**

**SALARY RESOLUTION
FOR EPA FACULTY AND NON-FACULTY SALARIES
2007-2008**

Pursuant to Policy 200.6 "*Delegation of Authority to the President*" adopted on November 13, 2006, the Board of Governors granted the President of The University of North Carolina the following authority with respect to salary ranges and salary increases for EPA faculty and non-faculty employees:

- a) *Authority to appoint and set the salaries of Senior Academic and Administrative Officers (§300.1.1 and §600.3.4) and other employees exempt from the State Personnel Act (§300.2.1) serving within the UNC General Administration.*
- b) *Authority to set salary ranges for Senior Academic and Administrative Officers of the constituent institutions of University (§600.3.4.)*
- c) *Authority to approve conferrals of tenure and to set salaries of faculty, Senior Academic and Administrative Officers, except the chancellors, and other employees exempt from the State Personnel Act at campuses that do not have Management Flexibility to Appoint and Fix Compensation as long as those salaries are within the established salary ranges and are not raises in excess of 15% and \$10,000 higher than the salary in effect at the end of the last fiscal year. (§300.1.1 and 600.3.4; Code §602.)*
- d) *Authority to approve salary increases in excess of \$10,000 and 15% for faculty members who are receiving salary increases funded through the Faculty Recruitment and Retention Fund.*

The attached "*Salary Protocols for Faculty and Non-Faculty EPA Salary Increases - 2007-2008*" supersedes all earlier versions of "*Resolution on Faculty and Non-Faculty EPA Salary Increases*" and is consistent with past procedures adopted by the Board of Governors for salary increases for faculty and non-faculty employees of the University system.

Campus salary policies for EPA employees may include the following non-exclusive exceptions to salary increases:

New EPA employees hired with a salary determined for the current Fiscal Year;

EPA continuing employees who have had salary increases because of retention, equity, or new assignments for the current Fiscal Year; and

EPA employees who have fixed term contracts that have established the current Fiscal Year salaries.

All salary increase funds shall be used to address merit, market and equity issues. Salaries for tenured and tenure-track faculty members should be consistent with peer salaries and disciplinary comparisons as identified in the 2005-06 peer study, approved by the Board in February 2006.