

The Board of Governors
COMMITTEE ON PERSONNEL AND TENURE

Annual Report
July 1, 2007- June 30, 2008

The major responsibilities of the Committee on Personnel and Tenure, as established by Section 301D of The Code of the Board of Governors are: (1) to make recommendations to the Board on all personnel actions under the jurisdiction of the Board, including conferral of permanent tenure, appointment of senior academic and administrative officers for those campuses without *“management flexibility to appoint and fix compensation,”* establishing and approving faculty and administrative salary ranges, and approving salary increases of 15% or greater AND \$10,000 or more; (2) to review The Code and institutional policies and regulations regarding tenure and dismissal; (3) to review appeals from faculty members that involve questions of tenure; and (4) to act on other personnel matters that involve significant policy considerations.

Pursuant to Policy 200.6, adopted on November 13, 2006 and effective as of January 1, 2007 and amended June 8, 2007, the Board of Governors has delegated the authority to the President of the University to:

- a) 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) Set salary ranges for Senior Academic and Administrative Officers of the constituent institutions of University (§600.3.4).
- c) 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) Approve all actions relating to the administration of the Optional Retirement Program (G.S. §135-5.1) and the Phased Retirement Program (§300.7.2).

e) Approve salary increases in excess of \$10,000 and 15% or more for faculty members who are receiving salary increases funded through the Faculty Recruitment and Retention Fund.

Board members who served on the Committee during the fiscal year July 1, 2007, through June 30, 2008 were: Ms. Hannah D. Gage, Mr. H. Frank Grainger, Mr. Peter D. Hans, Dr. Laura W. Buffaloe, Mrs. Clarice Goodyear, Mr. Fred G. Mills and Dr. Priscilla P. Taylor. In August 2007, the Committee elected as its officers, Ms. Hannah D. Gage as Chair, Mr. H. Frank Grainger as Vice Chair, and Mr. Peter D. Hans as Secretary.

In its designated role, the Committee on Personnel and Tenure reviews appointments of distinguished faculty for consideration and approval by the Board of Governors and salary increases in excess of \$10,000 and 15% or more, or salaries that exceed the established range. Included in the personnel actions were three appointments of distinguished faculty under the guidelines of the Board's Distinguished Professors Endowment Trust Fund recommended (a report of the fund is attached to this report.)

Annually, on recommendation of the President, the Committee considers and further recommends to the Board, salary ranges and specific salaries for chancellors of the constituent institutions. The structure and policy governing these ranges and levels embody three principal characteristics: (1) they are to be internally equitable and fair; (2) they are to be externally competitive; and (3) they are to be applied consistently. Actions by the 2008 Session of the North Carolina General Assembly included a pool of funds equal to annual salary increase 3% for EPA non-faculty. Remaining funds and campus-initiated tuition increases or other funds were used for salary increases for market, merit, and equity.

Salary recommendations for chancellors during 2007-2008 were in keeping with the goal adopted that chancellors' salaries and the salary of the president be at the 25th percentile at minimum, subject to availability of funds and performance reviews, chancellors received salary increases that brought some salaries closer to the 25th percentile, with those chancellors who were newly appointed at North Carolina Central University, North Carolina A&T State University, and Winston-Salem State University, receiving a mid-year salary adjustment of 4%.

Subcommittees convened for additional meetings to receive, review, and recommend seven faculty appeals from constituent institutions for Board consideration. In 2003, the Committee became responsible for coordinating the Board of Governors' Excellence in Teaching Awards program and the Committee's efforts for this year culminated in a very successful event in May of 2008, with a North Carolina School of Science and Mathematics faculty member receiving this award for the first time.

New chancellor appointments include: Dr. James A. Anderson as chancellor at Fayetteville State University, beginning on June 9, 2008, replacing T. J. Bryant who stepped down in November 2007. In addition, President Bowles reported on his recommendations for H. Holden Thorp as chancellor at the University of North Carolina at Chapel Hill, beginning on July 1, 2008, replacing James Moeser who retired in June 2008; and Linda P. Brady as chancellor at North Carolina University at Greensboro, beginning on August 1, 2008, replacing Patricia Sullivan who retired at the end of July 2008.

New Vice Chancellor positions were established in several campuses as follows: Vice Chancellor for Human Resources at Elizabeth City State University; Vice Chancellor for Information Technology at North Carolina State University; Vice President for Communications at UNC General Administration; Vice Chancellor for Human Resources at North Carolina A&T State University; Vice Chancellor and Chief of Staff at Fayetteville State University; Vice Chancellor for Strategic and Management Initiatives at Winston Salem State University; Vice Chancellor for Information Technology and Telecommunications (change in title from Chief Information Officer) at Fayetteville State University; Vice President for Human Resources at UNC General Administration; and Vice Chancellor and Chief of Staff at Fayetteville State University. Other Vice Chancellor positions were filled by campuses with management flexibility.

In March of 2007, the North Carolina School of the Arts was granted management flexibility to appoint and fix compensation. With the addition of NCSA, there are now twelve constituent institutions with management flexibility as of June 30, 2008 (Appalachian State University, East Carolina University, North Carolina State University, the University of North Carolina at Asheville, the

University of North Carolina at Chapel Hill, the University of North Carolina at Charlotte, the University of North Carolina at Greensboro, The University of North Carolina at Wilmington, The University of North Carolina at Pembroke, Western Carolina University, Winston-Salem State University, as well as the North Carolina School of Science and Mathematics.) During the year the Committee continued to examine the effects on current policies and practices with respect to the granting of management flexibility to the UNC constituent institutions to ensure that other policies, guidelines and regulations are in alignment with this practice.

Pursuant to the recommendations of the Code Review Committee, changes were made to *The Code* and relevant Policies that require campuses to revise their promotion and tenure policies and procedures. In September, the Committee requested that campus procedures and policies for post tenure review be examined and revised to strengthen and give more meaning to this process and that all campuses must revise such policies by March 2009 in keeping with the final recommendations of the Code Review Committee . These new procedures will take effect as of August 1, 2009. Additionally, recommendations by the Code Review Committee require that all campuses revise their phased retirement policies and procedures as well to reflect the recent changes in *the Code* and relevant policies. Campuses will submit their revised phased retirement policies/procedures by September 1, 2008 for final approval by the President.

The Committee reviewed a number of current policies and practices and recommended the adoption of new policies, amendments to existing policies and in some cases, the rescinding of outmoded or obsolete policies. The following

policies were amended: in October 2007, Policy 1100.3 "Head Coaches' and Athletic Directors' Contracts"; in November 2007, Policy 300.5.2, "Implementation Policy on Political Candidacy and Office-holding"; in January, 2008, Policy 101.3.1 "Appeals of Non-reappointment Decisions under Section 604 of *The Code*;" Policy 300.1.1 "Senior Academic and Administrative Officer;" and Policy 300.2.1 "Employees exempt from the State Personnel Act"; and in February 2008, Section 603 of *The Code*. In addition, in February the Committee recommended approval of the recommendations contained in the Human Resources Task Force Report which requested that the Office of State Personnel grant the University system greater flexibility to improve its ability to attract, reward, and retain high quality employees; to enable it to better meet the needs of its employees; and improve the efficiency of UNC personnel operations. The Committee also approved the Non-Tenure Track Faculty report and recommendations.

In October of 2007, the Committee distributed its "Annual Report – July 1, 2006 – June 30, 2007" and accepted the "Annual Report on the Distinguished Professors Endowment Trust Fund" in October of 2007, and the "Report on the Phased Retirement Program" and the "Report on Post-Tenure Review" in November of 2007. The Committee also recommended the approval of the "Resolution to Honor Retiring Faculty" in May of 2008.

Attachments

Title	First Name	Last Name	Institution	Position	Department	Years
Dr.	James L.	Avant, Jr.	Appalachian State University	Associate Professor	Health, Leisure and Exercise Science	33
Dr.	William D.	Barber	Appalachian State University	Professor	Language, Reading and Exceptionalities	20
Ms.	Virginia C.	Branch	Appalachian State University	Professor	University Library	25
Dr.	Harriett	Buchanan	Appalachian State University	Professor	Interdisciplinary Studies	30
Ms.	Rebecca	Cranston	Appalachian State University	Lecturer	Family and Consumer Sciences	8
Ms.	Michele	Early	Appalachian State University	Director of Orientation/Bud for Enrollment Services	General Studies	24
Ms.	Selma P.	Farthing	Appalachian State University	Professor	University Library	36
Dr.	Susan	Golden	Appalachian State University	Professor	Belk Library & Information Commons	36
Dr.	Daniel	Hurley	Appalachian State University	Associate Professor	English	38
Dr.	Robert J.	Jones	Appalachian State University	Professor	Appalachian Family Innovations/LRE	28
Dr.	Patricia	McCarthy	Appalachian State University	Assistant Professor	Curriculum & Instruction	14
Dr.	Stephen	Millsaps	Appalachian State University	Professor	Economics	35
Mr.	Michael	Murray	Appalachian State University	Lecturer	Computer Information Systems	5
Dr.	Alice P.	Naylor	Appalachian State University	Professor	Doctoral Program, Education Leadership	31
Dr.	E. Jane	Nowacek	Appalachian State University	Professor	Language, reading and Exceptionalities	18
Dr.	Loren	Raymond	Appalachian State University	Professor	Geology	35
Dr.	Art	Safer	Appalachian State University	Professor	Leadership & Educational Studies	7
Dr.	George A.	Schieren	Appalachian State University	Professor	Economics	31
Ms.	Susie	Sheffield	Appalachian State University	Lecturer	Accounting	9
Dr.	J. Kenneth	Shull	Appalachian State University	Professor	Biology	20
Dr.	Ronald	Stidham	Appalachian State University	Professor	Political Science & Criminal Justice	16
Dr.	Gary D.	Timbers	Appalachian State University	Professor	Appalachian Family Innovations	35
Dr.	James A.	Winders	Appalachian State University	Professor	History	30
TOTAL:	23					
Dr.	Alta W.	Andrews	East Carolina University	Professor	College of Nursing	33

Title	First Name	Last Name	Institution	Position	Department	Years
Dr.	Patrick	Bizzaro	East Carolina University	Professor	English	25
Mrs.	Susanna	Castano-Schultz	East Carolina University	Instructor	Foreign Languages & Literatures	19
Dr.	Vickie D.	Causby	East Carolina University	Associate Professor	College of Human Ecology (Social Work)	26
Dr.	Dorothy H.	Clayton	East Carolina University	Assistant Professor	Political Science	26
Ms.	Carol B.	Collins	East Carolina University	Instructor	Computer Science	17
Dr.	Hal J.	Daniel	East Carolina University	Professor	Biology	38
Dr.	A. Darryl	Davis	East Carolina University	Professor	Academic Affairs or Technology & Computer Science	32
Dr.	Thomas W.	Durham	East Carolina University	Professor	Psychology	30
Ms.	Mary	Elesha-Adams	East Carolina University	Assistant Professor	College of Nursing	21
Mr.	Ray E.	Elmore, Jr.	East Carolina University	Associate Professor	Art & Design	35
Dr.	Marie	Farr	East Carolina University	Associate Professor	English	35
Dr.	Evelyn	Farrior	East Carolina University	Professor	Nutrition & Dietetics	30
Dr.	Thomas L.	Feldbush	East Carolina University	Professor	Microbiology & Immunology	13
Dr.	Charles E.	Garrison	East Carolina University	Professor	Sociology	38
Dr.	Gary R.	Greenstein	East Carolina University	Assistant Professor	Library Services	12
Dr.	Clement J.	Handron	East Carolina University	Assistant Professor	Psychology	10.5
Dr.	Richard	Hattendorf	East Carolina University	Associate Professor	Foreign Languages & Literatures	20
Dr.	Karla	Hughes	East Carolina University	Professor & Dean	Human Ecology	6.75
Dr.	Julius	Mallette	East Carolina University	Associate Professor	Medicine	19
Dr.	Alfred	Muller	East Carolina University	Professor	Curriculum & Instruction	32
Dr.	Kumbaiah N.	Murthy	East Carolina University	Associate Professor	Medicine	24
Dr.	Robert E.	Pfister	East Carolina University	Associate Professor	Recreation & Leisure Studies	5
Ms.	Claire A.	Pittman	East Carolina University	Instructor	History	19
Dr.	William H.	Queen	East Carolina University	Professor	Research & Graduate Studies	30

Title	First Name	Last Name	Institution	Position	Department	Years
Ms.	Eva	Roberts	East Carolina University	Professor	Art & Design	17
Dr.	Scott W.	Snyder	East Carolina University	Professor	Geology	35
Mr.	Harold	Snyder	East Carolina University	Instructor	English	17
Mr.	Leland	Wallin	East Carolina University	Professor	Art & Design	16
Mr.	Kenneth D.	White	East Carolina University	Associate Professor	Theatre & Dance	13
TOTAL:	30					
Dr.	Leon	Adams	Elizabeth City State University	Professor	Sociology, Social Work and Criminal Justice	7
Dr.	Suzanne	MacMorris	Elizabeth City State University	Professor	Sociology, Social Work and Criminal Justice	25
Dr.	James	McClenon	Elizabeth City State University	Professor	Sociology, Social Work and Criminal Justice	20
Dr.	Samuel	Moore	Elizabeth City State University	Professor	Language, Literature, and Communications	28
Mr.	Eugene	O'Neal	Elizabeth City State University	Professor	Art	35
Dr.	Demetra	Tyner	Elizabeth City State University	Professor	Marketing & Management	35
TOTAL:	6					
Dr.	Marlene	Caston	Fayetteville State University	Professor	Elementary Education	21
Ms.	Barbara	Hamilton-Faison	Fayetteville State University	Lecturer	Nursing	6
TOTAL:	2					
Mr.	John	Akonful	North Carolina A&T State University	Librarian/Asst. Prof	Library Services	30
Dr.	Ida	Backmon	North Carolina A&T State University	Assoc. Prof/Chair	Accounting	22
Dr.	Margaret	Barrett	North Carolina A&T State University	Assoc. Professor	History	13
Dr.	Ward	Collis	North Carolina A&T State University	Associate Professor	Electrical Engineering	29
Dr.	Dong-Kuen	Jeong	North Carolina A&T State University	Associate Professor	Economics	34
Dr.	Arjun	Kapur	North Carolina A&T State University	Associate Professor	Graphic Comm. Systems & Tech.	18
Dr.	Lillie	Robinson	North Carolina A&T State University	Assoc. Professor	Business Education	12
Dr.	Lelia	Vickers	North Carolina A&T State University	Dean	School of Education	35
TOTAL:	8					
Dr.	Robert	Burgin	North Carolina Central University	Professor	Library & Information Science	24

Title	First Name	Last Name	Institution	Position	Department	Years
Dr.	Isabel	Chicquor	North Carolina Central University	Professor	Art Department	38
Dr.	Arlene L. Courtney	Clift-Pellow	North Carolina Central University	Professor	English Department	16
Dr.	S. Ferguson	Ferguson	North Carolina Central University	Associate Professor Interim Chair, Associate Professor	School of Business	40
Dr.	John	Harrington	North Carolina Central University	Professor	Modern Foreign Language	30
Dr.	J. R. Lawson	Lawson	North Carolina Central University	Assistant Professor	History Department	25
Dr.	Louise C. Maynor	Maynor	North Carolina Central University	Associate Professor	English Department	30
Dr.	Patricia	Miller	North Carolina Central University	Associate Professor	School of Education	5
Ms.	Frances	Nelson	North Carolina Central University	Visiting Instructor	English Department	15
Mr.	Walter H.	Nunnallee	North Carolina Central University	Professor	School of Law	19
TOTAL:	9					
Mr.	Ray E.	Church	North Carolina School of Science and Mathematics	Instructor of Humanities	Department of Music	20
Mr.	Joseph M.	Liles, III	North Carolina School of Science and Mathematics	Instructor of Humanities	Department of Art	28
Ms.	Mary P.	Roberts	North Carolina School of Science and Mathematics	Instructor of Humanities	Department of Foreign Languages	12
TOTAL:	3					
Ms.	Nancy	Goldsmith	North Carolina School of the Arts	Undergraduate Academic Programs		32
Mr.	LeRoy	Percy	North Carolina School of the Arts	General Studies		17
TOTAL:	2					
Dr.	Nina	Allen	North Carolina State University	Professor	Plant Biology	13
Dr.	Brenda P.	Alston-Mills	North Carolina State University	Assistant Dean	Administration-Agricultural Research Services	17.36
Ms.	Deborah E.	Andrews	North Carolina State University	Director	Strengthen Teacher Education	7.64
Dr.	Subhash K.	Batra	North Carolina State University	Named Professor	Textile & Apparel Technology Mgmt.	30.5
Dr.	Bibhut	Bhattacharyya	North Carolina State University	Professor	Statistics	47.83
Dr.	Charles B.	Boss	North Carolina State University	Associate Professor	Chemistry	29.87
Dr.	Crowell G.	Bowers	North Carolina State University	Professor	Biological & Agricultural Engineering	32.33
Dr.	Cavell	Brownie	North Carolina State University	Professor	Statistics	25.42

Title	First Name	Last Name	Institution	Position	Department	Years
Mrs.	Mildred C.	Bruton	North Carolina State University	Extension Agent	South Central District - Montgomery County	33.84
Ms.	Bao-Chu	Chang	North Carolina State University	Librarian	NCSU Libraries	26.39
Mr.	William A.	Cheek	North Carolina State University	Lecturer	Physical Education	35.85
Dr.	Vern L.	Christensen	North Carolina State University	Professor	Poultry Science	28.58
Mrs.	Theresa T.	Clark	North Carolina State University	Interim County Extension Director	North Central District-Durham County	32.04
Dr.	William B.	Clifford, II	North Carolina State University	Professor	Sociology and Anthropology	38.83
Dr.	Roger G.	Crickenberg	North Carolina State University	Associate Director	Administration-Agricultural Research Services	30.41
Mrs.	Terrell A.	Crow	North Carolina State University	Librarian	NCSU Libraries	16.84
Mrs.	Johnsie C.	Cunningham	North Carolina State University	County Extension Director	Northwest District - Granville	30.67
Dr.	Eric	Davies	North Carolina State University	Professor	Plant Biology	12
Mr.	Junius E.	Davis, Jr.	North Carolina State University	County Extension Director	Northwest District - Alamance	33.88
Dr.	Sarah Y.	Gardner	North Carolina State University	Associate Professor	Clinical Sciences	9.25
Dr.	Thurman L.	Grove	North Carolina State University	Graduate Administrator	Zoology	15.58
Mr.	Frank C.	Harmon	North Carolina State University	Associate Professor	Architecture	25.85
Dr.	Denis S.	Jackson	North Carolina State University	Interim Associate Vice Chancellor	McKimmon Ctr-Ext. & Continuing Ed.	36.23
Dr.	Charles E.	Johnson	North Carolina State University	Professor	Physics	34.49
Dr.	Jyotsna	Khosla	North Carolina State University	Lecturer	Molecular Biomedical Sciences	26.5
Dr.	Russell C.	King	North Carolina State University	District Extension Director	Cooperative Extension	16.67
Dr.	Katherine W.	Klein	North Carolina State University	Associate Professor	Psychology	30.87
Dr.	Robert L.	Moxley	North Carolina State University	Professor	Sociology and Anthropology	38.08
Dr.	Robert J.	Nemanich	North Carolina State University	Professor	Physics	20.87
Ms.	Lyda S.	Noble	North Carolina State University	Extension Agent	South Central District - Robeson Co.	33.38
Dr.	Neil C.	Olson	North Carolina State University	Associate Dean	College of Veterinary Medicine	25.25
Dr.	Carlton M.	Osburn	North Carolina State University	Director	Electrical & Computer Engineering	24.86

Title	First Name	Last Name	Institution	Position	Department	Years
Dr.	Michael R.	Overcash	North Carolina State University	Professor	Chemical & Biomolecular Engineering	35.71
Dr.	Carl B.	Smith	North Carolina State University	Named Professor	Textile Engineering, Chemistry & Science	22.83
Dr.	John S.	Stewart	North Carolina State University	Research Professor	Wood and Paper Science	34
Dr.	Debra W.	Stewart	North Carolina State University	Professor	School of Public and International Affairs	33.37
Dr.	William H.	Swallow	North Carolina State University	Professor	Statistics	27.5
Dr.	Judith F.	Thomas Troost	North Carolina State University	Director	Phytotron	33.25
Dr.	Kay M.	(DECEASED)	North Carolina State University	Associate Professor	Sociology & Anthropology	29.87
Mr.	George P.	Upton, Jr.	North Carolina State University	County Extension Director	Southeast District - Sampson County	51.5
Dr.	Cheryl C.	Waites	North Carolina State University	Associate Head	Social Work	13.87
TOTAL:	41					
Mr.	Daniel	Millsbaugh	University of North Carolina at Asheville	Professor	Department of Art	26
Dr.	Michael	Stuart	University of North Carolina at Asheville	Professor	Department of Biology	22
TOTAL:	2					
Mr.	Richard	Beckman	University of North Carolina at Chapel Hill	Professor	Journalism and Mass Communications	30
Dr.	John T.	Benjamin	University of North Carolina at Chapel Hill	Professor	Pediatrics	4
Mr.	Charles B.	Burns	University of North Carolina at Chapel Hill	Professor	Allied Health Sciences	33
Dr.	Douglas	Crawford-Brown	University of North Carolina at Chapel Hill	Professor	Environmental Sciences and Engineering	25
Dr.	Molly	Dougherty	University of North Carolina at Chapel Hill	Professor	School of Nursing	11
Dr.	Peter	Filene	University of North Carolina at Chapel Hill	Professor	History	40
Mr.	Jaroslav T.	Folda III	University of North Carolina at Chapel Hill	Professor	Art Department	40
Dr.	Leonard S.	Gettes	University of North Carolina at Chapel Hill	Professor	Medicine	29
Dr.	Jawahar N.	Ghia	University of North Carolina at Chapel Hill	Clinical Professor	Anesthesiology	37
Dr.	Harvey	Goldstein	University of North Carolina at Chapel Hill	Professor	City and Regional Planning	26
Mr.	David M.	Griffiths	University of North Carolina at Chapel Hill	Professor	History	39
Dr.	William R.	Harmon	University of North Carolina at Chapel Hill	Professor	English and Comparative Literature	38

Title	First Name	Last Name	Institution	Position	Department	Years
Dr.	Barbara J.	Harris	University of North Carolina at Chapel Hill	Professor	History Department	19
Dr.	Milton S.	Heath, Jr.	University of North Carolina at Chapel Hill	Professor	School of Government	51
Dr.	Audrey	Heining-Boynton	University of North Carolina at Chapel Hill	Professor	School of Education	20
Mr.	Leon	Katz	University of North Carolina at Chapel Hill	Professor	Department of Dramatic Art	4
Dr.	Robert F.	Lauterborn	University of North Carolina at Chapel Hill	Professor	School of Journalism and Mass Communication	22
Dr.	Carol	Lucas	University of North Carolina at Chapel Hill	Professor	Biomedical Engineering	34
Mr.	William W.	Malloy	University of North Carolina at Chapel Hill	Associate Professor	School of Education	15
Dr.	Michael R.	McVaugh	University of North Carolina at Chapel Hill	Professor	History	43
Dr.	H. Craig	Melchert	University of North Carolina at Chapel Hill	Professor	Linguistics	29
Dr.	James L.	Murphy	University of North Carolina at Chapel Hill	Professor and Dean of Summer School	Economics	43
Mr.	Charles A.	Murphy	University of North Carolina at Chapel Hill	Clinical Assistant Professor	Anesthesiology	30
Dr.	Dale W.	Oller	University of North Carolina at Chapel Hill	Professor	Department of Surgery	20
Dr.	John A.	Pfaltzgraff	University of North Carolina at Chapel Hill	Professor	Mathematics and Statistics	40
Mr.	John J.	Pringle	University of North Carolina at Chapel Hill	Professor	Kenan-Flagler Business School	35
Mr.	Dwight L.	Rogers III	University of North Carolina at Chapel Hill	Associate Professor	School of Education	22
Mr.	Jay F.	Rosenberg	University of North Carolina at Chapel Hill	Professor	Philosophy	41
Mr.	David S.	Rubin	University of North Carolina at Chapel Hill	Professor	Kenan-Flagler Business School	36
Dr.	Thomas	Sorrell	University of North Carolina at Chapel Hill	Professor	Chemistry	30
Mr.	Alan	Tom	University of North Carolina at Chapel Hill	Professor	School of Education	13
Mr.	Thomas M.	Whitmore	University of North Carolina at Chapel Hill	Professor	Geography	17
Dr.	Xiaodong	Wu	University of North Carolina at Chapel Hill	Assistant Professor	Economics	8
Dr.	David E.	Yoder	University of North Carolina at Chapel Hill	Professor	Allied Health Sciences	20
TOTAL:	34					
Dr.	Robert	Barret	University of North Carolina at Charlotte	Professor	Counseling	29
Mr.	Ambrose	Barry	University of North Carolina at Charlotte	Associate Professor	Engineering Technology	20

Title	First Name	Last Name	Institution	Position	Department	Years
Dr.	Rosemary	Booth	University of North Carolina at Charlotte	Associate Professor	Management	17
Dr.	James	Crothwaite	University of North Carolina at Charlotte	Professor	Chemistry	43
Dr.	Gregory	Davis	University of North Carolina at Charlotte	Director and Adjunct Assistant Professor	Academic Initiatives for Mentoring Students	29
Dr.	Michael	Eldridge	University of North Carolina at Charlotte	Lecturer	Philosophy	9
Ms.	Judith	Hathway	University of North Carolina at Charlotte	Associate Professor	Library	9
Ms.	Frances	Hawthorne	University of North Carolina at Charlotte	Lecturer	Art & Art History	13
Ms.	Joanne	Klein	University of North Carolina at Charlotte	Associate Professor	Library	7
Dr.	Bill	Melton	University of North Carolina at Charlotte	Associate Professor	Physics & Optical Science	37
Dr.	Peggy	Moore	University of North Carolina at Charlotte	Lecturer	Special Education and Child Development	8
Dr.	Judith	Presler	University of North Carolina at Charlotte	Associate Professor	Philosophy	38
Dr.	Russell	Rose	University of North Carolina at Charlotte	Associate Professor	Languages and Culture Studies	39
Dr.	Lonnie	Sanders	University of North Carolina at Charlotte	Assistant Professor	School of Nursing	34
Dr.	E. Lamar	Sheppard	University of North Carolina at Charlotte	Faculty Associate	Electrical and Computer Engineering	5
Ms.	Marilyn	Smith	University of North Carolina at Charlotte	Senior Lecturer	School of Nursing	31
Mr.	Winston	Tite	University of North Carolina at Charlotte	Associate Professor	Art & Art History	28
Dr.	Wayne	Walcott	University of North Carolina at Charlotte	Senior Associate Provost & Associate Professor	Academic Affairs/Geography & Earth Science	38
TOTAL:	18					
Dr.	Riad A.	Ajami	University of North Carolina at Greensboro	Hayes Distinguished Professor	Business Administration	11
Dr.	Robert M.	Calhoon	University of North Carolina at Greensboro	Professor	History	44
Dr.	Margaret J.	Dick	University of North Carolina at Greensboro	Associate Professor	Parent-Child	21
Dr.	Bert A.	Goldman	University of North Carolina at Greensboro	Professor	Curriculum & Instruction	43
Dr.	Lynette K.	Lawrance	University of North Carolina at Greensboro	Associate Professor	Public Health Education	23
Ms.	Ellen C.	Linton	University of North Carolina at Greensboro	Lecturer	School of Music	20
Mr.	Novem M.	Mason	University of North Carolina at Greensboro	Professor	Interior Architecture	18
Mr.	Jack F.	Masarie	University of North Carolina at Greensboro	Associate Professor	School of Music	36

Title	First Name	Last Name	Institution	Position	Department	Years
Ms.	Karen L.	Meyers	University of North Carolina at Greensboro	Lecturer	English	25
Dr.	Mary K.	Sandford	University of North Carolina at Greensboro	Professor	Anthropology	19
Dr.	Theresa P.	Vaughan	University of North Carolina at Greensboro	Professor	Mathematics and Statistics	24
Ms.	Lela A.	Zacharias	University of North Carolina at Greensboro	Professor	English	31
TOTAL:	12					
Dr.	Janita	Byars	University of North Carolina at Pembroke	Professor, Chair	Department of Music	5
Mr.	PJ	Smith	University of North Carolina at Pembroke	Lecturer	Physical Education	28.6
TOTAL:	2					
Dr.	Perri J.	Bomar	University of North Carolina at Wilmington	Professor	School of Nursing	12
Dr.	John	Garris	University of North Carolina at Wilmington	Associate Professor	Information Systems & Operations Management	24
Dr.	Courtney T.	Hackney	University of North Carolina at Wilmington	Professor	Biology & Marine Biology	27
Dr.	Neil F.	Hadley	University of North Carolina at Wilmington	Professor	Biology & Marine Biology	12
Dr.	Donald F.	Kapraun	University of North Carolina at Wilmington	Professor	Biology & Marine Biology	37
Dr.	JoAnn M.	Seiple	University of North Carolina at Wilmington	Professor	English	29
TOTAL:	6					
Dr.	Stephen	Ayers	Western Carolina University	Associate Professor	Theater	24
Dr.	Ellis Duane	Davis	Western Carolina University	Professor	Applied Criminology	24
Ms.	Linda	Eargle	Western Carolina University	Assistant Professor	Physical Therapy	7
Dr.	Patrick	Hays	Western Carolina University	Associate Professor	Accounting & Finance	18
Dr.	Lawrence	Kolenbrander	Western Carolina University	Associate Professor	Geosciences & Natural Resources	23
Ms.	Nancy	Kolenbrander	Western Carolina University	Associate Professor	Hunter Library	21
Dr.	Myron	Leonard	Western Carolina University	Professor	Marketing	37
Dr.	Gayle	Miller	Western Carolina University	Professor	English	35
Dr.	Scott	Minor	Western Carolina University	Professor	Psychology	28
Dr.	Nicholas	Norgaard	Western Carolina University	Professor	Math & Computer Science	35

Title	First Name	Last Name	Institution	Position	Department	Years
Dr.	Max	Schreiber	Western Carolina University	Associate Professor	Management & International Business	31
TOTAL:	11					
Dr.	Irene	Phillips	Winston-Salem State University	Associate Professor	School of Health Sciences	7
Dr.	Sandria	Kerr	Winston-Salem State University	Professor	Computer Science	37
Ms.	Cassandra	O'Neal	Winston-Salem State University	Lecturer	Fine Arts	35
Ms.	Gloria	Upson	Winston-Salem State University	Lecturer	Mathematics	24
Dr.	Rowland	Chidomere	Winston-Salem State University	Associate Professor	Business	20
TOTAL:	5					