

The University of North Carolina

POST OFFICE BOX 2688, CHAPEL HILL, NC 27515-2688

ERSKINE B. BOWLES, *President*

Telephone: (919) 962-1000 FAX: (919) 845-9695

E-mail: ebowles@northcarolina.edu

Constituent Universities
Appalachian State
University

East Carolina
University

Elizabeth City
State University

Fayetteville State
University

North Carolina
Agricultural and
Technical State
University

North Carolina
Central University

North Carolina
School of the Arts

North Carolina
State University
Raleigh

University of
North Carolina
at Asheville

University of
North Carolina
at Chapel Hill

University of
North Carolina
at Charlotte

University of
North Carolina
at Greensboro

University of
North Carolina
at Pembroke

University of
North Carolina
at Wilmington

Western Carolina
University

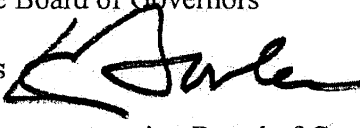
Winston-Salem
State University

Constituent High School
North Carolina
School of Science
and Mathematics

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July 31, 2009

TO: Members of the Board of Governors

FROM: Erskine Bowles 

RE: Recommendations concerning Board of Governors policies on administrative separation and/or retreat to the faculty

Recent events have brought unprecedented attention to long-standing University practices and policies that allow senior administrators who hold tenure the right to retreat to a faculty position when they retire or otherwise step down from their administrative posts. I agree wholeheartedly with Chairman Gage that it is time for the Board of Governors to revisit its existing policies on the subject.

First, a bit of background: While retreat rights have been an accepted practice throughout American higher education for many decades, the Board of Governors first addressed them from a policy perspective for senior leaders below the chancellor level in 2003. In an effort to increase the competitiveness of UNC campuses in recruiting senior administrators and to bring greater consistency to how the long-standing practice was being applied across the campuses, the Board of Governors adopted Policy 300.1.6, which required every Board of Trustees to adopt a policy governing the separation and/or retreat of administrators. Accompanying guidelines allow for an administrator's retreat to the faculty at a nine-month salary commensurate with the salaries of comparable faculty members. The chancellor, at his or her discretion, may also provide the retreating administrator with up to one year of paid leave at full administrative salary in order to retool and prepare for a return to teaching and research responsibilities. Any agreement that continues all or partial administrative pay for more than one year requires the approval of the Board of Trustees. A parallel policy covering senior administrators in the Office of the President was adopted by the Board of Governors in 2004.

In fall 2005, shortly before my arrival as president, the Board of Governors adopted a related policy specific to the administrative separation of the president and chancellors. Under Policy 300.1.6.2, if the chancellor or president has served in the CEO role for at least five years, he or she may retreat to a nine-month faculty position on a UNC campus at 60% of his or her ending

administrative salary following a one-year research leave at full administrative salary.
[Copies of these policies are attached for your information.]

I am well aware that policy-making is the venue of the Board of Governors and the president is charged with executing Board policy. But having witnessed the benefits and shortcomings of these specific policies and guidelines for more than three years now, I feel compelled to share some general observations. Without question, retreat rights to the faculty and an accompanying leave (with pay) in order to retool are standard throughout higher education. The practice is well documented within UNC since the formation of the 16-campus University under Bill Friday (and probably long before). I am persuaded that it is still absolutely required for our University to be competitive in today's marketplace. That said, I have come to believe that our policies may be slightly more generous than those of public universities elsewhere—both in the length of leaves permitted and their levels of pay. Furthermore, I strongly believe that our current policies incorporate too little accountability—from both a prior approval and work product standpoint—and need more definition of what is required of a retreating administrator during the research leave and after his or her return to the faculty. Finally, our continuing review of campus separation agreements suggests that on some campuses, transition practices for departmental chairs who return to the faculty may not comply with current Board of Governors policy.

The Board of Governors has a responsibility to balance the need for competitiveness with what is appropriate and affordable in a time of limited resources. As you grapple with these difficult policy decisions in the weeks and months ahead, I offer the following recommendations:

1. As standard practice, retreating senior administrators who have held such a position at the institution for at least five years should be eligible for a paid leave of up to six months at an appropriate faculty salary, followed by a retreat to the faculty at that salary.
2. There should be up-front agreement of what work product is expected during the paid leave, as well as what workload expectations will be following retreat to the faculty (e.g., normal teaching load and/or research activity).
3. All administrator retreats and associated leaves should require approval by the appropriate Board of Trustees (if below the level of chancellor) or Board of Governors (if at the chancellor, president, or UNC vice president level).
4. Before a retreat for any individual administrator is granted, the Board of Trustees (or Board of Governors, if applicable), should see a summary of ALL terms of retreat and associated costs for ALL campus administrators currently in retreat status.
5. Under exceptional circumstances, paid leaves might be extended beyond six months (up to one year), but ONLY with Board of Governors approval. Likewise, granting a leave to an administrator with less than 5 years service should be done only under exceptional circumstances and should not be done without Board of Governors approval.

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6. Currently employed chancellors and senior administrators—who assumed their positions relying on past practice—should be grandfathered under existing policies, so long as the terms of such an administrator's retreat are consistent with the Board of Governors policies that were in place at the time he or she assumed his or her administrative post and the terms are approved by the appropriate Board of Trustees (if below the level of chancellor) or the Board of Governors (if at the chancellor, president, or UNC vice president level).

Thank you for your consideration. Tightening the policy will require more careful monitoring and reporting to ensure that all campuses adhere to the policy. We will make sure that occurs.

If you have questions or concerns, please feel free to give me a call. I look forward to your discussion at the August board meeting.

cc: The Chancellors

Attachments

Policy on Administrative Separation

This policy applies to all staff in the Office of the President whose positions are covered by *Policy 300.1.1* of the Policy Manual of the Board of Governors, and is consistent with *Policy 300.1.6*. This policy applies to both voluntary and involuntary relinquishment of administrative positions.

1. **Retreat to a faculty position.** An administrator, who holds a faculty appointment at a University of North Carolina campus, may assume or return to that appointment with all the rights and responsibilities of faculty in the home department, unless a proceeding is initiated to discharge or demote the administrator from the faculty position. Conditions of the retreat to such a position will be governed by the policy in place on the campus.
2. **Reappointment of an administrator to a different position.** An administrator leaving a position that is categorized as "at will" has no claim to that position; however, there may be circumstances in which assignment to another administrative position or appointment to less than a full-time position would be beneficial for both the institution and the employee. In these cases, the new salary should be appropriate to the assignment. If the President proposes to pay the administrator his or her full current salary after moving the administrator to a position that would normally be lower paying, or if paid leave is to be granted, the agreement with the administrator must be approved by the Board of Governors. This Policy does not supersede any notice or severance pay required by Board of Governors' policy.
3. **Separation from the University.** In some cases, it may be in the best interests to negotiate a severance agreement with an administrator. UNC policy addresses timely notice for termination of Senior Administrative and Academic Officers hired pursuant to *Policy 300.1.1, I.B.* In accordance with The University of North Carolina *Policy 300.1.1, III.B.*, in certain circumstances these employees are entitled to notice of the discontinuation of their employment with full pay up to 90 days or severance pay, depending on their length of service. The President may, at his or her discretion, determine that the circumstances justify continuing full pay for employees subject to *Policy 300.1.1.I.A* for up to 90 days. Any agreement that results in a longer period of compensation must be approved by the Board of Governors.
4. **Retirement.** Nothing in this Policy shall prevent an administrator from retiring or an administrator who holds a faculty appointment from participating in phased retirement consistent with existing University of North Carolina policies.
5. **Agreements.** All agreements made pursuant to this policy must be in writing and signed by both the employee and the President.
6. **Effective Date.** The effective date of this policy is February 13, 2004.

Administrative Separation of the President and Chancellors

1. **Retreat to a faculty position:** If a chancellor resigns from the position of chancellor, or if the president resigns from the position of president, after having served in that position for at least five years, if the chancellor or the president will assume a tenured or non-tenured faculty position at a constituent institution of the University of North Carolina, and if there is not good cause to terminate the chancellor's or the president's service at the time that the chancellor or president resigns, then the chancellor or president will receive a one year research leave at the chancellor's or the president's most recent administrative salary. Non-salary compensation such as a house and an automobile will not be continued during the one year research leave.

At the end of the research leave, the chancellor or president will assume the faculty position with a nine month appointment, with duties and responsibilities in accordance with departmental expectations. The initial annual faculty salary will be the greater of 60% of the most recent annual administrative salary or a salary that is commensurate with the salaries of comparable faculty members in comparable positions.

2. **Separation from the University.** In some cases, a chancellor or a president may not be assuming a faculty position. It may be in the best interest of the University and a chancellor for the University to negotiate a severance agreement with a chancellor. In these circumstances, the president may, at the president's discretion, determine that the circumstances justify providing severance pay in the amount of the chancellor's full administrative pay for up to 90 days. Non-salary compensation such as a house and an automobile will not be continued during this period of full compensation, although the president may allow the chancellor a reasonable amount of time to vacate the chancellor's house. Any agreement that results in a longer period of compensation must be approved by the Board of Governors.

The Board of Governors may, in its discretion, negotiate a severance agreement with a president who is resigning and is not assuming a faculty position.

3. **Separate agreement:** If the Board of Governors enters into a written agreement with a president or a chancellor, the terms of that agreement shall supercede this policy.

Policy on Administrative Separation and/or Retreat to a Faculty Position

Every Board of Trustees and the Board of Governors must establish a policy governing separation and/or retreat of administrators. Conditions of employment for chancellors or the President are not a part of this policy. Policies must address both voluntary and involuntary relinquishment of administrative positions and must include specific language referring to the retreat of those administrators who hold a tenured faculty position. The President has the authority to establish severance terms and conditions for Senior Academic and Administrative Officers who are members of the President's staff in accordance with the policy of the Board of Governors, and the Chancellors have the authority to establish severance and retreat terms and conditions for Senior Academic and Administrative Officers at their respective constituent institutions, in accordance with the policy of the Board of Trustees and Regulations or Guidelines established by the President. Campus policies must be approved by the President, and the Office of the President policies must be approved by the Board of Governors.

Regulations on Administrative Separation and/or Retreat to a Faculty

1. **Retreat to a faculty position.** An administrator who holds a concurrent tenured faculty appointment may return to that appointment with all the rights and responsibilities of faculty in the home department, unless a proceeding is initiated to discharge or demote the administrator from the faculty position. If there has been an administrative stipend during the appointment, that stipend should be removed. The salary will be adjusted from a 12-month administrative salary to a 9-month or 12-month faculty salary that is commensurate with the salaries of comparable faculty members. At the chancellor's discretion, the chancellor may provide for a reasonable period of time with full administrative salary to provide an opportunity for the employee to prepare for teaching and research responsibilities. The reasonable period of time should be related to the time spent in administrative duties. If the chancellor proposes to pay the administrator full or partial administrative pay after the termination of the administrator's administrative duties for longer than one year, the agreement must be approved by the Board of Trustees of the constituent institution.
2. **Reappointment of an administrator without faculty retreat rights.** An administrator leaving a position that is categorized as "at will" has no claim to a position at the university; however, there may be circumstances in which assignment to another administrative or teaching position would be beneficial for both the institution and the employee. In these cases, the new salary should be appropriate to the assignment. If a chancellor or the president proposes to pay the administrator his or her full administrative salary after moving the administrator to a position that would normally be lower paying, or if paid leave is to be granted, the agreement with the administrator must be approved by the Board of Trustees of the constituent institution or by the Board of Governors for employees of the Office of the President or the General Administration. This Guideline does not supersede any notice or severance pay required by Board of Governors' policy.
3. **Separation from the University.** In some cases, it may be in the best interests of the institution to negotiate a severance agreement with an administrator. UNC policy addresses timely notice for termination of Senior Administrative Academic Officers hired pursuant to *Policy 300.1.1, I.B.* In accordance with The University of North Carolina *Policy 300.1.1, III.B.*, in certain circumstances these employees are entitled to notice of the discontinuation of their employment with full pay for up to 90 days or severance pay, depending on their length of service. A chancellor or the president may, at his or her discretion, determine that the circumstances justify continuing full pay for employees subject to *Policy 300.1.1.IA* for up to 90 days. Any agreement that results in a longer period of compensation must be approved by the appropriate Board of Trustees or the Board of Governors for employees of the Office of the President or General Administration.
4. **Retirement.** Nothing in these guidelines shall prevent an administrator from retiring or an administrator who holds a faculty appointment from participating in phased retirement consistent with existing University of North Carolina policies.

Appalachian State University Separation Leave Agreements

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment

Name of Person	Former Position Title	New Position Title	Fiscal Year in Which Payment Was Made 2004-2005	Category 1	Category 2	Category 3	Position Total	Comments
Roachel Laney	Athletic Director	Assistant Professor			\$50,059.00		\$50,059.00	Retained current administrative salary for the remainder of the fiscal year.

East Carolina University Separation Leave Agreements

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment

Name of Person	Former Position Title	New Position Title	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Position Total	Comments
Ben Irons	University Attorney	Academic Advisor	FY 04-05	\$43,129.60				Agreement under Retreat Rights Policy
Ben Irons	University Attorney	Academic Advisor	FY 05-06	\$21,564.80			\$64,694.40	Agreement under Retreat Rights Policy
William Swart	Provost	Professor	FY 06-07	\$99,999.96				Preparation to return to faculty for Spring and Summer
William Swart	Provost	Professor	FY 07-08	\$33,333.32			\$133,333.28	Preparation to return to faculty for Spring and Summer
Robert Thompson	Director for IPRE	Professor	FY 05-06	\$111,506.20				Agreement under Retreat Rights Policy
Robert Thompson	Director for IPRE	Professor	FY 06-07	\$19,579.16			\$131,085.36	Agreement under Retreat Rights Policy
Henry Peel	Vice Provost	Professor	FY 07-08	\$27,474.38			\$27,474.38	Agreement under Retreat Rights Policy
James L. Smith	Provost	Professor	FY 07-08	\$220,500.00			\$220,500.00	Agreement under Retreat Rights Policy
Michael Lewis	Executive Assistant to Chancellor	Professor	FY 08-09	\$61,100.04			\$61,100.04	Agreement under Retreat Rights Policy

Elizabeth City State University Separation Leave Agreements

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment

Name of Person	Former Position Title	New Position Title	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Position Total	Comments
Dr. Jose' Gil	Dean/School of Arts and Humanities	Professor	2004-2005	\$32,079.38			\$32,079.38	Semester release to prepare to return to teaching responsibilities
Dr. Ronald Blackmon	Provost and Vice Chancellor for Academic Affairs	Senior Research Professor	2007-2008	\$43,366.30			\$43,366.30	Semester release to prepare to return to teaching responsibilities
Dr. Jennifer Keane Dawes	Dean/School of Arts and Humanities	Professor	2007-2008	\$47,500.02			\$47,500.02	Semester release to prepare to return to teaching responsibilities
Dr. Cynthia Warrick	Dean/School of Mathematics, Science and Technology	Professor	2008-2009	\$47,992.49			\$47,992.49	Semester release to prepare to return to teaching responsibilities

Fayetteville State University Separation Leave Agreements

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment

Name of Person	Former Position Title	New Position Title	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Position Total	Comments
Marion Gillis-Olson	Provost and VC for Academic Affairs	Professor	05-06	\$ 116,667.00				Research leave granted for 11 months (10 mos in FY).
Marion Gillis-Olson	Provost and VC for Academic Affairs	Professor	06-07	\$ 11,667.00			\$ 128,334.00	Research leave granted for 11 months (1 mos in FY).
Perry Massey	Provost and VC for Academic Affairs	Professor	06-07	\$ 136,269.00			\$ 136,269.00	Research leave granted for one year.
Carol Arnold	Assistant Vice Chancellor for Honors	Academic Support Specialist	07-08		\$ 81,343.00		\$ 81,343.00	Moved into other administrative position
T. J. Bryan	Chancellor	Professor	07-08	\$ 89,583.00			\$ 89,583.00	Approval by BOG
Carol Blackshire-Belay	Provost and VC for Academic Affairs	Professor	08-09	\$ 72,500.00			\$ 72,500.00	Provided research leave and special project.
Juliette Bell	Provost and VC for Academic Affairs	Professor	08-09	\$ 79,560.00			\$ 79,560.00	Research leave and special projects.

NC A&T State University Separation Leave Agreements

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment

Name of Person	Former Position Title	New Position Title	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Position Total	Comments
Reginald Wade	Assistant Vice Chancellor for Business and Finance/Business Services	Assistant Vice Chancellor for Business and Finance/Business Services	2007-2008			\$25,220.00	\$25,220.00	By agreement.

NC Central University Separation Leave Agreements

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment

Name of Person	Former Position Title	New Position Title	Fiscal Year In Which Payment Was Made	Category 1	Category 2	Category 3	Position Total	Comments
Beverly Jones	Provost & Vice Chancellor for Academic Affairs	Professor	FY 08-09	\$104,000.00			\$104,000.00	Preparation for return to faculty status
Janice Mills	Dean, Law School	Professor	FY 05-08	\$137,423.00			\$137,423.00	Preparation for return to faculty status

NC State University Separation Leave Agreements

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment

Name of Person	Former Position Title	New Position Title	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Position Total	Comments
Oscar Fletcher	Dean/Vel. Medicine	Professor	04/05	\$24,277.92				Returned to active faculty status. Pay remained at administrative salary for one year in accordance w/retreat rights. 11 months paid in FY04-05
Oscar Fletcher	Dean/Vel. Medicine	Professor	05/06	\$827.25			\$ 25,105.17	1 month paid in FY05-06
Jon Bartley	Dean/College of Management	Professor	04/05	\$23,706.00				Returned to active faculty status. Pay remained at administrative salary for one year in accordance w/retreat rights.
Jon Bartley	Dean/College of Management	Professor	05/06	\$9,853.00			\$ 33,559.00	In accordance w/retreat rights was reduced from full administrative salary to an intermediate pay level.
Nino Masnari	Dean/College of Engineering	Named Professor	06/07	\$103,335.00				One semester retreat. Pay remained at administrative salary for one year in accordance w/retreat rights. 10.8 months paid in FY06-07
Nino Masnari	Dean/College of Engineering	Named Professor	07/08	\$2,983.30			\$ 106,318.30	1.2 months paid in FY07-08
Toby Parcel	Dean/College of Humanities & Social Science	Professor	07/08	\$27,875.00				Retreat through Fall semester 1.5 months NCSU EPA Policy - POL05.15.1.
Toby Parcel	Dean/College of Humanities & Social Science	Professor	08/09	\$111,500.00			\$ 139,375.00	Retreat through Fall semester 6 months NCSU EPA Policy - POL05.15.1.
John Gilligan	Vice Chancellor/Research Admin.	Professor	07/08	\$7,527.67				Returned to active faculty status. Pay remained at VC salary for one year in accordance w/retreat rights. 1 month paid in FY07-08
John Gilligan	Vice Chancellor/Research Admin.	Professor	08/09	\$86,021.96			\$ 93,549.63	Continued to receive difference between VC salary and base faculty pay for FY 08-09.
Terry Wood	Vice Chancellor/Advancement	Associate to Vice Chancellor	07/08		\$35,423.55			Changed EPA professional roles, EPA Policy - POL05.15.1
Terry Wood	Vice Chancellor/Advancement	Associate to Vice Chancellor	08/09		\$11,428.13		\$ 46,851.68	Separated 10/01/08
Kathryn Moore	Dean/Education	Professor	08/09	\$25,492.50			\$ 25,492.50	One year retreat. 1.5 months paid in FY08-09.
Larry Nielsen	Provost & Executive Vice Chancellor	Professor	08/09	\$29,870.00			\$ 29,870.00	Retreat through summer, 1.2 months paid in FY08-09 EPA Policy - POL05.15.1.

UNC Asheville Separation Leave Agreements

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment							
Name of Person	Former Position Title	New Position Title	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Position Total
Dwight Mullen	Director of Minority Affairs	Professor	2005-2006	\$10,902.00			\$10,902.00
Mark Padilla	Provost and VC for Academic & Student Affairs	Provost on Leave for 6 Months, then Professor	2006-2007	\$58,385.52			Returned to active faculty status
Mark Padilla	Provost and VC for Academic & Student Affairs	Provost on Leave for 6 Months, then Professor	2007-2008	\$449.12			Salary reduced from \$155,694 to \$116,771 during 6 month study/leave period to prepare for retreat to faculty position in Fall 2007.
							\$58,834.64
							Resigned (paid one day in 2007-2008 fiscal year).

UNC Chapel Hill Separation Leave Agreements

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment

Name of Person	Former Position Title	New Position Title	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Position Total	Comments
Linda Dykstra Hylander	Dean, Graduate School	Distinguished Professor	2008-2009	\$75,865.00			\$75,865.00	1 semester professional leave granted as part of Dean of Graduate School contract. This leave is paid at Professor rate of pay
James Moeser	Chancellor	Professor	2008-2009	\$390,835.00			\$390,835.00	1 year Professional Leave granted as part of Chancellor contract; Leave paid at full administrative salary
Jose-Marie Griffiths	Dean, School of Information & Library Science	Professor	2008-2009	\$43,928.00			\$43,928.00	Per contract letter written by Provost, retreat to faculty position from Dean of SILS at same rate of pay
John Stamm	Dean, Dentistry	Professor	2004-2005	\$100,854.00				Stepped down from administrative position; 1 yr. paid professional leave; Full administrative salary continued after retreat to faculty position per Provost
John Stamm	Dean, Dentistry	Professor	2005-2006	\$100,854.00			\$201,708.00	Stepped down from administrative position; 1 yr. paid professional leave; Full administrative salary continued after retreat to faculty position per Provost
Richard Cole	Dean, Journalism and Mass Comm.	Professor	2005-2006	\$180,000.00			\$180,000.00	1 year paid professional leave granted at full administrative position salary; Full administrative salary continued after retreat to faculty position per Provost
Richard Soloway	Interim Dean, College of Arts & Sciences	Professor	2004-2005	\$89,018.00			\$89,018.00	1 semester professional leave granted after completion of administrative position assignment; Leave paid at professor salary
Madeline Levine	Interim Dean, College of Arts & Sciences	Professor	2007-2008	\$75,453.00			\$75,453.00	1 semester professional leave granted after completion of administrative position assignment; Leave paid at professor salary

UNC Charlotte University Separation Leave Agreements

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment

Name of Person	Former Position Title	New Position Title	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Position Total	Comments
Mirsad Hadzikadic	Dean, College of Computing and Informatics	12 mo. Center Dir., Faculty	08-09	\$195,590.00			\$195,590.00	300.1.6[R] 12 mo.
James Woodward	Chancellor	Faculty (Phased)	05-06	\$230,391.00			\$230,391.00	300.1.6[R] 12 mo.
Schley Lyons	Dean, College of Arts and Sciences	Faculty	05-06	\$87,262.00			\$87,262.00	300.1.6[R] 6 mo. then fallback to faculty at 1/2 salary

UNC General Administration Separation Leave Agreements

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment

Name of Person	Former Position Title	New Position Title	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Position Total	Comments
Molly Broad	President		2005-2006	\$165,627.00				Policy 300.1.6.2
Molly Broad	President		2006-2007	\$165,627.00				Policy 300.1.6.2
Molly Broad	President	Professor of the Practice (UNCCH)	2006-2007		\$13,379.51			Difference in rate paid to comparable professors.
Molly Broad	President	Professor of the Practice (UNCCH)	2007-2008		\$23,955.50		\$368,589.01	Difference in rate paid to comparable professors.
Gretchen Bataille	Senior VP Academic Affairs		2006-2007	\$22,665.76			\$22,665.76	Retreat rights for 2 months.

University of North Carolina at Greensboro Separation Leave Agreements

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment

Name of Person	Former Position Title	New Position Title	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Position Total	Comments
A. Edward Uprichard	Provost & Vice Chancellor for Academic Affairs	Professor	2008	\$249,325.00			\$249,325.00	UNCG Admin Separation & Retreat Policy
Patricia A. Sullivan	Chancellor	Professor	2009	\$288,750.00			\$288,750.00	UNC 300.1.6.2. 11/12 salary paid 8/1/2008 through 6/30/2009.

University of NC at Pembroke Separation Leave Agreement

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment

Name of Person	Former Position Title	New Position Title	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Position Total	Comments
Eric B. Dent	Dean, School of Business	Professor	08/09	\$62,500.00			\$62,500.00	Semester release to prepare to return to teaching responsibilities
Zoe W. Locklear	Dean, School of Education	Professor	08/09	\$52,500.00			\$52,500.00	Semester release to prepare to return to teaching responsibilities

UNC School of the Arts Separation Leave Agreements

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment

Name of Person	Former Position Title	New Position Title	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Position Total	Comments
Dale Pollock	Dean, School of Filmmaking	Faculty School of Filmmaking	06/07	\$81,600.00			\$81,600.00	8 months leave before retreat to faculty position
Susan McCullough	Dean, School of Dance	Faculty School of Dance	07/08	\$85,433.33				12 months leave before retreat to faculty position. 9 months in FY 07/08
Susan McCullough	Dean, School of Dance	Faculty School of Dance	08/09	\$17,086.67			\$102,520.00	12 months leave before retreat to faculty position. 3 months in FY 08/09
Wade Hobgood	Chancellor	Faculty UNC-Asheville	05/06	\$172,250.00				BOG approved 1-year research leave. Retreat to faculty position
Wade Hobgood	Chancellor	Faculty UNC-Asheville	06/07	\$103,350.00				Nine month faculty salary by agreement.
Wade Hobgood	Chancellor	Faculty UNC-Asheville	07/08	\$103,350.00			\$378,950.00	Nine month faculty salary by agreement.

UNCW Separation Leave Agreements

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment

Name of Person	Former Position Title	New Position Title	Fiscal Year in Which Payment	Category 1	Category 2	Category 3	Position Total	Comments
Seiple, Jo Ann	Dean-CAS	Professor	04/05	\$ 121,300			\$ 121,300	Appointment letter; 2004-2005 scholarly assignment
Turrisi, Patti	Director-Center for Teaching Excellence	Associate Professor	04/05	\$ 30,033			\$ 30,033	Appointment letter; Fall 2004 scholarly assignment
Willis, Cecil	Asst VCAA	Professor	06/07	\$ 48,775			\$ 48,775	Appointment letter; 2007-2008 50% scholarly assignment
Adams, Virginia	Dean, School of Nursing	EPA Unspecified (Professor)	08/09	\$ 121,586			\$ 121,586	UNCW Policy 03.220, Ill.C & D.; one year scholarly assignment 2008-2009
Brunson, Deborah	Director-Upperman African-American Cultural Center	Associate Professor	08/09	\$ 36,937			\$ 36,937	Appointment letter
Bullers, Susan	Director-Women's Resource Ctr	Special Asst/Provost/Director (Associate Professor)	08/09	\$ 42,048			\$ 42,048	Appointment letter; Fall 2008 scholarly assignment
Chapman, Brian	VCAA Provost	EPA Unspecified (Professor)	08/09	\$ 12,798			\$ 12,798	UNCW Policy 03.220, Ill.C & D.; Fall 2009 scholarly assignment, Spring 2010 25% scholarly assignment
Hosier, Paul	VCAA Provost	EPA Unspecified (Professor)	08/09	\$ 156,049			\$ 156,049	UNCW Policy 03.220, Ill.C & D.; one year scholarly assignment 2008-2009
Tyndall, Bob	Assoc VCAA	Professor	08/09	\$ 118,080			\$ 118,080	Appointment letter; 2008-2009 scholarly assignment; Approved by Board of Trustees

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
Category 2) Payment when respointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

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Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment

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Winston-Salem State University Separation Leave Agreements

Category 1) Full administrative salary being paid over a period of time for administrator retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary after moving the administrator to a position that would normally be lower paying, or if granting paid leave at full administrative salary

Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment

Name of Person	Former Position Title	New Position Title	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Position Total	Comments
Valerie Giddings	Associate Vice Chancellor for Lifelong Learning	Professor	2007-2008	\$28,369.00			\$28,369.00	Retreat to faculty.
Robert Bolley	Vice Chancellor for Finance & Administration	---	2007-2008			\$39,458.00	\$39,458.00	90 Days of severance
Pedro Martinez	Provost & Vice Chancellor for Academic Affairs	Professor	2008-2009	\$180,000.00			\$180,000.00	Retreat to faculty after leave

Additional Information Request -- Administrative Separation Agreements

Category 1) Full administrative salary being paid over a period of time for administrators retreating to a faculty position
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 Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment
 Category 4) Continuation of chair stipend beyond separation from position

University	Employee Name	Former Position Title	Former Position Salary	New Position Title	New Position Salary	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Category 4	Payment From State Funds	Payment from Non-State funds	Explanation for why payment was made
ASU	Baudry, William	Department Chair/Professor	\$ 85,000.00	Professor	\$ 84,481.00	2006-2007				\$ 11,364.00	\$ 11,364.00		As per the Retained Chair Stipend policy.
ASU	Baudry, William	Department Chair/Professor	\$ 85,000.00	Professor	\$ 90,073.00	2007-2008				\$ 11,364.00	\$ 11,364.00		As per the Retained Chair Stipend policy.
ASU	Baudry, William	Department Chair/Professor	\$ 85,000.00	Professor	\$ 93,273.00	2008-2009				\$ 11,364.00	\$ 11,364.00		As per the Retained Chair Stipend policy.
ASU	Chilton, Brad	Department Chair/Professor	\$ 90,500.00	Professor	\$ 90,500.00	2005-2006				\$ 3,955.00	\$ 3,955.00		Agreement between employee and ASU.
ASU	Chilton, Brad	Department Chair/Professor	\$ 90,500.00	Professor	\$ 83,219.00	2006-2007				\$ 11,864.00	\$ 11,864.00		Agreement between employee and ASU.
ASU	Chilton, Brad	Department Chair/Professor	\$ 90,500.00	Professor	\$ 87,731.00	2007-2008				\$ 5,932.00	\$ 5,932.00		Agreement between employee and ASU.
ASU	Chilton, Brad	Department Chair/Professor	\$ 90,500.00	Professor	\$ 91,614.00	2008-2009				\$ 5,932.00	\$ 5,932.00		Agreement between employee and ASU.
ASU	Fox, Paul	Department Chair/Professor	\$ 115,890.00	Professor	\$ 107,561.00	2008-2009				\$ 7,086.00	\$ 7,086.00		As per the Retained Chair Stipend policy.
ASU	Gamer, Sammie	Department Chair/Professor	\$ 81,092.00	Professor	\$ 72,614.00	2005-2006				\$ 10,099.00	\$ 10,099.00		As per the Retained Chair Stipend policy.
ASU	Gamer, Sammie	Department Chair/Professor	\$ 81,092.00	Professor	\$ 76,867.00	2006-2007				\$ 10,099.00	\$ 10,099.00		As per the Retained Chair Stipend policy.
ASU	Gamer, Sammie	Department Chair/Professor	\$ 81,092.00	Professor	\$ 80,287.00	2007-2008				\$ 10,099.00	\$ 10,099.00		As per the Retained Chair Stipend policy.
ASU	Gamer, Sammie	Department Chair/Professor	\$ 81,092.00	Professor	\$ 81,543.00	2008-2009				\$ 10,099.00	\$ 10,099.00		As per the Retained Chair Stipend policy.
ASU	Goff, Delbert	Department Chair/Associate Professor	\$ 117,356.00	Associate Professor	\$ 112,762.00	2006-2007				\$ 13,396.00	\$ 13,396.00		As per the Retained Chair Stipend policy.
ASU	Goff, Delbert	Department Chair/Associate Professor	\$ 117,356.00	Professor	\$ 122,208.00	2007-2008				\$ 13,396.00	\$ 13,396.00		As per the Retained Chair Stipend policy.
ASU	Goff, Delbert	Department Chair/Associate Professor	\$ 117,356.00	Professor	\$ 126,954.00	2008-2009				\$ 13,396.00	\$ 13,396.00		As per the Retained Chair Stipend policy.
ASU	Martin, Vicki	Department Chair/Professor	\$ 85,084.00	Professor	\$ 77,132.00	2005-2006				\$ 5,686.00	\$ 5,686.00		As per the Retained Chair Stipend policy.
ASU	Martin, Vicki	Department Chair/Professor	\$ 85,084.00	Professor	\$ 84,013.00	2006-2007				\$ 5,686.00	\$ 5,686.00		As per the Retained Chair Stipend policy.
ASU	Martin, Vicki	Department Chair/Professor	\$ 85,084.00	Professor	\$ 91,035.00	2007-2008				\$ 5,686.00	\$ 5,686.00		As per the Retained Chair Stipend policy.
ASU	Martin, Vicki	Department Chair/Professor	\$ 85,084.00	Professor	\$ 95,013.00	2008-2009				\$ 5,686.00	\$ 5,686.00		As per the Retained Chair Stipend policy.
ASU	Miller, Ray	Department Chair/Professor	\$ 84,722.00	Professor	\$ 78,819.00	2007-2008				\$ 10,434.00	\$ 10,434.00		Agreement between employee and ASU.
ASU	Reesman, Karen	Department Chair/Associate Professor	\$ 82,574.00	Associate Professor	\$ 74,901.00	2007-2008				\$ 9,325.00	\$ 9,325.00		Agreement between employee and ASU.
ASU	Rhynes, Thomas	Department Chair/Professor	\$ 89,298.00	Professor	\$ 79,303.00	2005-2006				\$ 10,845.00	\$ 10,845.00		As per the Retained Chair Stipend policy.
ASU	Rhynes, Thomas	Department Chair/Professor	\$ 89,298.00	Professor	\$ 87,881.00	2006-2007				\$ 5,423.00	\$ 5,423.00		As per the Retained Chair Stipend policy.

Additional Information Request -- Administrative Separation Agreements

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University	Employee Name	Former Position Title	Former Position Salary	New Position Title	New Position Salary	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Category 4	Payment From State Funds	Payment from Non-State funds	Explanation for why payment was made
ASU	Sterling-Hellenbrand, Alexandra	Department Chair/Associate Professor	\$ 81,647.00	Associate Professor	\$ 74,794.00	2008-2009				\$ 5,075.00	\$ 5,075.00		As per the Retained Chair Stipend policy.
ASU	Strickland, Ruth Ann	Department Chair/Professor	\$ 79,724.00	Professor	\$ 71,167.00	2005-2006				\$ 5,442.00	\$ 5,442.00		As per the Retained Chair Stipend policy.
ASU	Strickland, Ruth Ann	Department Chair/Professor	\$ 79,724.00	Professor	\$ 76,637.00	2006-2007				\$ 5,442.00	\$ 5,442.00		As per the Retained Chair Stipend policy.
ASU	Strickland, Ruth Ann	Department Chair/Professor	\$ 79,724.00	Professor	\$ 83,679.00	2007-2008				\$ 5,442.00	\$ 5,442.00		As per the Retained Chair Stipend policy.
ASU	Strickland, Ruth Ann	Department Chair/Professor	\$ 79,724.00	Professor	\$ 87,676.00	2008-2009				\$ 5,442.00	\$ 5,442.00		As per the Retained Chair Stipend policy.
ASU	Taylor, Jesse	Department Chair/Associate Professor	\$ 74,004.00	Associate Professor	\$ 67,782.00	2005-2006				\$ 7,759.00	\$ 7,759.00		As per the Retained Chair Stipend policy.
ASU	Taylor, Jesse	Department Chair/Associate Professor	\$ 74,004.00	Associate Professor	\$ 73,597.00	2006-2007				\$ 7,759.00	\$ 7,759.00		As per the Retained Chair Stipend policy.
ASU	Taylor, Jesse	Department Chair/Associate Professor	\$ 74,004.00	Associate Professor	\$ 78,141.00	2007-2008				\$ 7,759.00	\$ 7,759.00		As per the Retained Chair Stipend policy.
ASU	Taylor, Jesse	Department Chair/Associate Professor	\$ 74,004.00	Associate Professor	\$ 81,216.00	2008-2009				\$ 7,759.00	\$ 7,759.00		As per the Retained Chair Stipend policy.
							\$0.00	\$0.00	\$0.00	\$266,095.00	\$266,095.00	\$0.00	

Additional Information Request – Administrative Separation Agreements

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University	Employee Name	Former Position Title	Former Position Salary	New Position Title	New Position Salary	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Category 4	Payment From State Funds	Payment from Non-State funds	Explanation for why payment was made
NCA&T	Battle, Stanley	Chancellor	\$ 273,156.00	Professor, Sociology	\$ 136,578.00	2008-2009	\$ 17,587.00				\$	\$ 17,587.00	Approval by Board of Governors
							\$17,587.00	\$0.00	\$0.00	\$0.00	\$0.00	\$17,587.00	

Additional Information Request -- Administrative Separation Agreements

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University	Employee Name	Former Position Title	Former Position Salary	New Position Title	New Position Salary	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Category 4	Payment From State Funds	Payment from Non-State funds	Explanation for why payment was made
NCCU	Simpson, Brennetta	Chair, Dept of Music	\$ 81,055.00	Assoc. Professor	\$ 67,809.00	2004-2005				\$ 14,555.00	\$ 14,555.00		Stepped back as Chair.
NCCU	Simpson, Brennetta	Chair, Dept of Music	\$ 81,055.00	Assoc. Professor	\$ 67,809.00	2005-2006				\$ 7,278.00	\$ 7,278.00		Stepped back as Chair.
							\$0.00	\$0.00	\$0.00	\$21,833.00	\$21,833.00	\$0.00	

Additional Information Request -- Administrative Separation Agreements

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University	Employee Name	Former Position Title	Former Position Salary	New Position Title	New Position Salary	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Category 4	Payment From State Funds	Payment from Non-State funds	Explanation for why payment was made
UNCCH	Balshop, Virgil W.	Chair and Professor - Arts & Sciences	\$ 84,179.00	Professor	\$ 92,904.00	2005-2006	\$ 46,452.00				\$ 46,452.00		One semester leave at 'academic' base pay.
UNCCH	Benninger, Larry K.	Chair and Professor - Arts & Sciences	\$ 103,234.00	Professor	\$ 109,529.00	2008-2009	\$ 54,765.00				\$ 54,765.00		One semester leave at 'academic' base pay.
UNCCH	Cole, Richard	Dean - Journalism & Mass Communication	\$ 209,100.00	Distinguished Professor	\$ 209,100.00	2005-2006	\$ 29,100.00					\$ 29,100.00	One year leave and pay agreement between employee and UNC CH.
UNCCH	Elhman, Bart D.	Chair and Distinguished Professor - Arts & Sciences	\$ 128,082.00	Distinguished Professor	\$ 139,082.00	2006-2007	\$ 69,541.00					\$ 69,541.00	One semester leave at 'academic' base pay.
UNCCH	Fisher, Edwin B.	Professor and Chair, Health Behavior & Health Education - School of Public Health.	\$ 229,385.00	Professor	\$ 210,635.00	2008-2009				3 year walkdown: FY08 = \$18,750; FY10 = \$12,500; FY11 = \$6,250	\$ 18,750.00		Step down as Chair, pay adjustment over a period of 3 years.
UNCCH	Fletcher, W. Miles	Chair and Professor - Arts & Sciences	\$ 88,159.00	Professor	\$ 91,359.00	2004-2005	\$ 45,679.50				\$ 45,679.50		One semester leave at 'academic' base pay.
UNCCH	Gil, Karen	Sr Assoc Dean and Professor - Arts & Sciences	\$ 102,091.00	Chair & Professor	\$ 120,000.00	2004-2005				\$ 18,349.00	\$ 18,349.00		Step back as Chair; base pay adjustment.
UNCCH	Gless, Darryl	Sr Assoc Dean and Professor - Arts & Sciences	\$ 140,751.00	Professor	\$ 143,751.00	2005-2006	\$ 71,875.50				\$ 71,875.50		One semester leave at 'academic' base pay.
UNCCH	Harris, Barbara J.	Chair and Professor - Arts & Sciences	\$ 143,656.00	Professor	\$ 155,656.00	2006-2007	\$ 77,828.00				\$ 77,828.00		One semester leave at 'academic' base pay.
UNCCH	Harlyn, Jonathan	Chair and Professor - Arts & Sciences	\$ 88,822.00	Professor	\$ 90,623.00	2005-2006	\$ 45,311.50				\$ 45,311.50		One semester leave at 'academic' base pay.
UNCCH	Hendrick, Randall J.	Chair and Professor - Arts & Sciences	\$ 90,865.00	Professor	\$ 94,660.00	2004-2005				\$ 2,000.00	\$ 2,000.00		Step back as Chair; base pay adjustment.
UNCCH	Hinson, Glenn D.	Associate Professor - Arts & Sciences	\$ 60,106.00	Associate Professor	\$ 62,412.00	2004-2005				\$ 2,000.00	\$ 2,000.00		Step back as Chair; base pay adjustment.
UNCCH	Hylander, Linda	Dean, Graduate School	\$ 261,600.00	Faculty	\$ 151,730.00	2008-2009	\$ 21,621.53					\$ 21,621.53	One semester leave at 'academic' base pay.
UNCCH	Dykstra, Kanoy Jr., Burrell	Prosthodontics - School of Dentistry	\$ 178,191.00	Professor	\$ 200,000.00	2007-2008				\$ 20,000.00		\$ 20,000.00	Step down as Chair, base rate adjustment that includes additional duties.
UNCCH	Kelly, Doug	Sr Assoc Dean and Professor - Arts & Sciences	\$ 116,639.00	Professor	\$ 122,419.00	2004-2005				\$ 20,300.00	\$ 20,300.00		Step back as Chair; base pay adjustment.

Additional Information Request – Administrative Separation Agreements

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University	Employee Name	Former Position Title	Former Position Salary	New Position Title	New Position Salary	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Category 4	Payment From State Funds	Payment from Non-State funds	Explanation for why payment was made
UNCCH	Kennedy, Edward D.	Chair and Professor - Arts & Sciences	\$ 92,875.00	Professor	\$ 97,065.00	2004-2005				\$ 2,000.00	\$ 2,000.00		Step back as Chair, base pay adjustment.
UNCCH	Ketch, James E.	Chair and Professor - Arts & Sciences	\$ 82,111.00	Professor	\$ 82,222.00	2004-2005				\$ 5,000.00	\$ 5,000.00		Step back as Chair, base pay adjustment.
UNCCH	Levine, Madeline	Interim Dean and Dist Professor - Arts & Sciences	\$ 174,000.00	Distinguished Professor	\$ 151,500.00	2007-2008	\$ 13,000.00					\$ 13,000.00	One semester leave at 'academic' base pay.
UNCCH	Mueller, Frederick O.	Chair and Dist Professor - Arts & Sciences	\$ 92,944.00	Professor	\$ 94,244.00	2005-2006				\$ 5,000.00	\$ 5,000.00		Step back as Chair, base pay adjustment.
UNCCH	O'Hara, James J.	Distinguished Professor - Arts & Sciences	\$ 136,050.00	Distinguished Professor	\$ 144,550.00	2007-2008	\$ 76,025.50				\$ 48,476.00	\$ 27,550.50	One semester leave at 'academic' base pay.
UNCCH	Ornstein, Peter	Chair and Distinguished Professor - Arts & Sciences	\$ 119,314.00	Distinguished Professor	\$ 123,314.00	2004-2005				\$ 5,000.00	\$ 5,000.00		Step back as Chair, base pay adjustment.
UNCCH	Soloway, Richard	Interim Dean and Distinguished Professor - Arts & Sciences	\$ 201,189.00	Distinguished Professor	\$ 178,036.00	2004-2005	\$ 13,565.00					\$ 13,565.00	One semester leave at 'academic' base pay.
UNCCH	Stamm, John	Dean - School of Dentistry	\$ 218,627.00	Professor	\$ 235,000.00	2004-2005	\$ 16,645.83					\$ 16,645.83	Preparation for return to faculty status.
UNCCH	Stamm, John	Dean - School of Dentistry	\$ 218,627.00	Professor	\$ 117,500.00	2005-2006	\$ 16,645.83					\$ 16,645.83	Preparation for return to faculty status.
UNCCH	Tyson Jr, Ruel W.	Director and Professor - Arts & Sciences	\$ 134,388.00	Professor	\$ 142,388.00	2006-2007	\$ 71,194.00				\$ 71,194.00		One semester leave at 'academic' base pay.
UNCCH	Washburn, Sean	Chair and Professor - Arts & Sciences	\$ 132,565.00	Professor	\$ 152,565.00	2007-2008				\$ 3,000.00	\$ 3,000.00		Step back as Chair, base pay adjustment.
UNCCH	Weiss, Stephen F.	Chair and Professor - Arts & Sciences	\$ 142,627.00	Professor	\$ 145,427.00	2004-2005				\$ 5,000.00	\$ 5,000.00		Step back as Chair, base pay adjustment.
							\$669,251.13	\$0.00	\$0.00	\$87,649.00	\$547,980.50	\$227,669.63	

Additional Information Request -- Administrative Separation Agreements

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University	Employee Name	Former Position Title	Former Position Salary	New Position Title	New Position Salary	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Category 4	Payment From State Funds	Payment from Non-State funds	Explanation for why payment was made
UNCC	Ed Brynn	Executive Director of Intern Programs	\$ 98,884.00	Teaching Professor of History and Liaison to World Affairs Council	\$ 98,884.00	2004-2005		\$ 49,442.00			\$ 49,442.00		Appointment to faculty position with stipend.
UNCC	Martha Miller	Department Chair, Languages	\$ 97,625.00	Faculty	\$ 97,625.00	2006-2007	\$ 48,813.00				\$ 48,813.00		Chair fallback policy.
UNCC	Ted Arrington	Department Chair, Political Science	\$ 114,158.00	Faculty	\$ 114,158.00	2007-2008	\$ 57,079.00				\$ 57,079.00		Chair fallback policy.
							<u>\$105,892.00</u>	<u>\$49,442.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$155,334.00</u>	<u>\$0.00</u>	

Additional Information Request -- Administrative Separation Agreements

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University	Employee Name	Former Position Title	Former Position Salary	New Position Title	New Position Salary	Fiscal Year in Which Payment Was Made	Category 1	Category 2	Category 3	Category 4	Payment From State Funds	Payment from Non-State funds	Explanation for why payment was made
UNCGA	Hosteller, David	Assistant Director, Principal's Executive Program	\$ 93,809.00	n/a	n/a	2007-2008			\$ 7,516.75		\$ 7,516.75	\$ -	Payment for 1 month beyond policy notice requirement (based on previous fixed-term appl. letter)

\$0.00 \$0.00 \$0.00 \$7,516.75 \$0.00 \$7,516.75 \$0.00

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UNCP	Ash, Andrew	Dept Chair - Biology	\$ 102,639.00	Professor	\$ 104,588.00	2008-2009				\$ 1,959.00	\$ 1,959.00		Step back as Chair; base pay adjustment.
UNCP	Campbell, William	Dept Chair - Math & Computer Science	\$ 87,740.00	Professor	\$ 88,987.00	2007-2008				\$ 1,247.00	\$ 1,247.00		Step back as Chair; base pay adjustment.
UNCP	Geller, Jeffrey	Dept Chair - Philosophy & Religion	\$ 80,728.00	Professor	\$ 81,104.00	2007-2008				\$ 1,976.00	\$ 1,976.00		Step back as Chair; base pay adjustment.
							\$0.00	\$0.00	\$0.00	\$5,182.00	\$5,182.00	\$0.00	

Additional Information Request -- Administrative Separation Agreements

Category 1) Full administrative salary being paid over a period of time for administrators retreating to a faculty position
 Category 2) Payment when reappointing an administrator without faculty retreat rights, his/her full administrative salary at full administrative salary
 Category 3) Continuation of full administrator pay beyond regular notice requirements at separation of employment
 Category 4) Continuation of chair stipend beyond separation from position

University	Employee Name	Former Position Title	Former Position Salary	New Position Title	New Position Salary	Fiscal Year in Which Payment Made	Category 1	Category 2	Category 3	Category 4	Payment From State Funds	Payment from Non-State funds	Explanation for why payment was made
UNCW	Barth, Tom	Department Chair, CAS	\$ 108,844.00	Associate Professor	\$ 103,402.00	2007-2008	\$ 51,701.00				\$ 51,701.00		Appointment letter.
UNCW	Berliner, Todd	Department Chair, CAS	\$ 74,432.00	Associate Professor	\$ 70,710.00	2005-2006	\$ 35,355.00				\$ 28,855.00	\$ 6,500.00	Appointment letter.
UNCW	Covan, Eleanor	Director, Gerontology	\$ 90,923.00	Professor	\$ 86,377.00	2007-2008	\$ 43,188.48				\$ 43,188.48		Appointment letter.
UNCW	Feng, Wei	Department Chair, CAS	\$ 101,574.00	Professor	\$ 96,495.00	2007-2008	\$ 48,247.50				\$ 48,247.50		Appointment letter.
UNCW	Furia, Philip	Department Chair, CAS	\$ 109,037.00	Professor	\$ 103,585.00	2007-2008	\$ 51,792.50				\$ 51,792.50		Appointment letter.
UNCW	Hill, Jeffery	Associate Dean-CAS	\$ 76,372.00	Professor	\$ 72,553.00	2006-2007	\$ 44,531.00				\$ 44,531.00		Appointment letter.
UNCW	Jackson, Lee	Department Chair, CAS	\$ 97,497.00	Professor	\$ 92,622.00	2006-2007	\$ 51,253.00				\$ 51,253.00		Appointment letter.
UNCW	Levy, Diane	Interim Department Chair, CAS	\$ 86,976.00	Professor	\$ 80,000.00	2005-2006	\$ 40,000.02				\$ 40,000.02		Appointment letter.
UNCW	McNamee, Stephen	Assoc Dean-CAS	\$ 121,154.00	Professor	\$ 115,096.00	2008-2009	\$ 57,548.00				\$ 57,548.00		Appointment letter.
UNCW	Potterfield, Rebecca	Associate VCAA	\$ 118,500.00	Associate Professor	\$ 110,675.00	2005-2006	\$ 55,337.52				\$ 55,337.52		Appointment letter.
UNCW	Pullum, Stephen	Assoc Dean-CAS	\$ 86,050.00	Professor	\$ 81,776.00	2005-2006	\$ 40,888.00				\$ 40,888.00		Appointment letter.
UNCW	Quackenbush, Scott	Department Chair, CAS	\$ 94,189.00	Professor	\$ 89,479.00	2004-2005	\$ 44,739.48				\$ 44,739.48		Appointment letter.
UNCW	Thomas, Carol Chase	Assoc Dean-School of Education	\$ 116,738.00	Professor	\$ 110,901.00	2008-2009	\$ 27,725.00				\$ 27,725.00		Appointment letter.
UNCW	Trimble, Frank	Department Chair, CAS	\$ 92,340.00	Associate Professor	\$ 91,417.00	2007-2008	\$ 48,170.00				\$ 48,170.00		Appointment letter.
UNCW	Vetter, Ron	Department Chair, CAS	\$ 112,353.00	Professor	\$ 107,000.00	2005-2006	\$ 53,500.02				\$ 53,500.02		Appointment letter.
UNCW	Ward, Charles	Department Chair, CAS	\$ 96,726.00	Professor	\$ 93,726.00	2005-2006	\$ 46,863.00				\$ 46,863.00		Appointment letter.
UNCW	Wilson, Joe	Department Chair, CAS	\$ 63,717.00	Associate Professor	\$ 60,531.00	2004-2005	\$ 32,066.50				\$ 32,066.50		Appointment letter.
							<u>\$772,906.02</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$766,406.02</u>	<u>\$6,500.00</u>	

Explanatory Notes
Additional Separation Agreements Spreadsheet
2004-2009

All UNC campuses were recently asked to provide to UNC General Administration information on separation agreements for senior administrators at the level of Dean or above that were paid from State funds. That information was shared with you previously.

The campuses have now been asked to disclose all separation agreements paid from all sources of funds. This supplemental reporting shows that an additional \$2 million was spent University-wide on separation agreements during the 2004-2009 period.

WCU and NCSSM had no separation agreements of any sort during this period to disclose.

All separation agreements at ECU, ECSU, FSU, NCSU, UNCA, UNCG, UNCSA and WSSU were disclosed in the previous report (all Deans or above, all State funds).

Seven UNC campuses and UNC General Administration have now reported additional separation agreements, as summarized below:

Additional separation agreements reported by ASU totaled \$266,095, representing agreements with 12 department chairs over the five-year period. ASU resets the 9-month base salary when an administrator returns to the faculty (the adjusted salary will also reflect routine salary increases, including funds provided to reach the 80th percentile of peers). Based on a campus policy that appears to be inconsistent with BOG policy 300.1.6[R], ASU also continues to provide all or part of a former department chair's administrative stipend for up to 8 years. The length of time that the stipend is retained is dependent upon the length of time that the individual served as department chair. None of these department chairs were granted research leaves prior to resuming their faculty roles.

The additional amount reported by NCA&T was \$17,587. This reflects the amount paid from non-state funds for former Chancellor Battle's research leave.

The amount reported by NCCU was \$21,833, reflecting stipend payments to one department chair.

At UNC-CH, the amount reported is \$775,650. Included in this total was \$227,670 of non-State funds used primarily for research leaves provided to deans and department chairs over the five-year period. The remainder was for leaves and/or payments from state funds for department chairs, senior associate deans, and one program director. In general, when department chairs at UNC-CH step down and return to their faculty roles,

their new base salary is calculated by first removing the administrative stipend and then adding a salary adjustment to reflect prior service as a chair and other more routine salary increases. The departmental chairs listed on the spreadsheet for Chapel Hill are shown for one year only, the year that they retreated.

UNCC's amount was \$155,334, reflecting six-month research leaves for two department chairs and the executive director of international programs.

UNCP's amount was \$5,182, reflecting the retention of administrative stipends for three former department chairs. UNCP routinely folds the stipend into the retreating chair's adjusted faculty salary.

UNCW's total was \$772,906, reflecting 6-month research leaves (consistent with appointment letters) for several department chairs and associate deans who left their administrative posts and returned to the faculty. Their faculty salaries were set consistent with agreements authorized by the prior administration, essentially allowing most department chairs to retain a high percentage of their administrative salaries. Chancellor DePaolo has established and is adhering to a policy that is consistent with BOG policy. \$6,500 of the above total was paid from non-State funds.

UNC General Administration's reported total was \$7,516, reflecting a separation agreement with an assistant director at the Center for School Leadership Development.

The policies and practices at ASU, UNC-CH, and UNCP should be reexamined to ensure that they are in full compliance with Board of Governors policy. **The Board of Governors should also consider clarifying what levels of administrators are eligible for research leaves of any duration and/or the continuation of a stipend (of any type or amount) upon return to the faculty.**