

DRAFT

The Board of Governors

COMMITTEE ON PERSONNEL AND TENURE

Annual Report July 1, 2008 - June 30, 2009

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 establishment of senior academic and administrative officer positions 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 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

DRAFT

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, 2008, through June 30, 2009 were: Dr. Dudley E. Flood, Ms. Ann B. Goodnight, Mr. H. Frank Grainger, Dr. Gladys Ashe Robinson, Mr. William G. Smith, Dr. Priscilla P. Taylor and Mr. J. Bradley Wilson. The Committee elected as its officers, Dr. Dudley E. Flood as Chair, Dr. Priscilla P. Taylor as Vice Chair, and Ms. Ann B. Goodnight 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 for campuses without *management flexibility*, salary increases in excess of \$10,000 and 15% or more, and salaries that exceed the established range. Included in the personnel actions were seven 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.)

DRAFT

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, with at least an annual increase of four hundred seventy dollars (\$470.00.) 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 2008-2009 were in keeping with the goal adopted that chancellors' salaries and the salary of the president be at the minimum of the salary range, subject to availability of funds and performance reviews. In FY 2008-09 chancellors received salary increases that brought most salaries closer to the minimum of the salary range.

Subcommittees convened for additional meetings to receive, review, and recommend ten faculty appeals from constituent institutions for Board consideration. During the fall of 2008, Laura Luger, Vice President for Legal and General Counsel, presented the Committee with plans to streamline the process for the review of Faculty appeals. This new process has enhanced the Committee members' ability to effectively and efficiently review and determine decisions for faculty appeals.

DRAFT

In 2003, the Committee became responsible for coordinating the Board of Governors' Excellence in Teaching Awards program. Due to budget constraints the Committee decided to forego the usual May awards luncheon. To appropriately recognize each Board of Governors' Teaching Award recipient, an engraved medallion and stipend check was presented to each honoree during their campus' spring commencement by the Board of Governors member in attendance. This new process allowed for greater recognition of the recipient by their peers, students, administrators, families and friends, and was fiscally prudent as well.

New chancellor appointments include: Dr. Harold L. Martin, formerly the Senior Vice President for Academic Affairs at UNC General Administration, as chancellor at North Carolina A&T State University, beginning on June 8, 2009 replacing Stanley Battle who stepped down at the beginning of June 2009.

New Vice Chancellor positions were established in several campuses as follows: Dean of the College of Health Sciences and Allied Professions at Appalachian State University; Vice Chancellor for Graduate Education & Research at North Carolina Central University; Vice Chancellor for Research and Economic Development at the University of North Carolina at Greensboro; and Vice Chancellor for Information Technology at the University of North Carolina at Charlotte. Other Vice Chancellor positions were filled by campuses with management flexibility.

There are now twelve constituent institutions with management flexibility as of June 30, 2009 (Appalachian State University, East Carolina University, North Carolina State University, the University of North Carolina at Asheville, the

DRAFT

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.) All campuses without management flexibility are being encouraged to seek this authority and all are expected to complete the process during FY 2009-10.

Pursuant to the recommendations of the Code Review Committee, in October 2008 changes were made to *The Code* and relevant Policies that have required campuses to revise their promotion and tenure policies and procedures. Last year 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 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 October 1, 2009. Recommendations by the Code Review Committee also required all campuses to revise their phased retirement policies and procedures to reflect the recent changes in *the Code* and relevant policies. Campuses have submitted their revised phased retirement policies/procedures 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. A new policy was adopted in October 2008 - Policy 300.2.15 "UNC Pandemic and Communicable Disease Emergency"; in November 2008 amendments to the "Optional Retirement Plan" were adopted to comply with recent IRS

DRAFT

requirements; and a new policy in the Human Resources Policy manual, “Compensatory Time Off for Employees Subject to the Fair Labor Standards Act”, was adopted in February 2009.

In October of 2008, the Committee distributed its “Annual Report – July 1, 2007 – June 30, 2008” and accepted the “Annual Report on the Distinguished Professors Endowment Trust Fund.” The Committee accepted the “Report on the Phased Retirement Program” in November of 2008 and the “Report on Post-Tenure Review” in January 2009. In May 2009 the “*Resolution Authorizing President to Implement Emergency Measures*” was approved, granting the President authority to implement the Governor’s order for mandatory employee furloughs and authority to implement any future furlough plans authorized by the General Assembly or mandated by the Governor. The Committee also recommended the approval of the “Resolution to Honor Retiring Faculty” in May of 2009.

Attachment

AY 2008-2009 Retiring Faculty

Revised 5/6/09

Title	First Name	Last Name	Home Address	City	State	Zip	Institution	Position	Department	Years of Service
Dr.	Gary V.	Cooper	127 Sports Club Lane, #132	Boone	NC	28607	Appalachian State University	Professor	Geography & Planning	20
Dr.	Richard A.	Culatta	268 Heather St.	Boone	NC	28607	Appalachian State University	Professor	Language, Reading and Exceptionalities	20
Mr.	David	DeHart	356 Maple Ridge Drive	Boone	NC	28607	Appalachian State University	Librarian/Assistant Professor	University Library	28
Mr.	Paul N.	Hiatt, Jr.	Post Office Box 2596	Boone	NC	28607	Appalachian State University	Director of Admissions	Admissions	24
Dr.	Harry	Keiner	100 Botany Drive	Asheville	NC	28805	Appalachian State University	Director of University Archives	University Library	7
Dr.	Margaret H.	McFadden	214 North Street	Boone	NC	28607	Appalachian State University	Professor	Women's Studies	34
Mr.	Robert	McMahon	926 Friendship Church Road	Boone	NC	28607	Appalachian State University	Lecturer	Marketing	29
Dr.	Larry T.	McRae	625 Dogwood Road	Boone	NC	28607	Appalachian State University	Associate Professor	Department of Economics	32
Mr.	Donald	Rankins	3514 Campbell Road	Mountain City	TN	37883	Appalachian State University	Registrar	Registrar's Office	29
Dr.	Linda C.	Secor	620 Green Knob Mountain Road	Boone	NC		Appalachian State University	Assistant Professor	Family and Consumer Science	17
Ms.	Diane	Sides	126 Glendale Drive	Boone	NC	28607	Appalachian State University	Lecturer	Foreign Languages & Literatures	18
Ms.	Cynthia	Weaver	536 Dogwood Road	Boone	NC	28607	Appalachian State University	Director	Extension & Instruction	30
Mrs.	Suzanne T.	Wehner	Post Office Box 208	Purlear	NC	28665	Appalachian State University	Disability Services	Learning Assistance Program	11
	Samuel	Atkinson	218 Country Club Drive	Greenville	NC	27858	East Carolina University	Professor	OB/GYN	24
	Lizabeth A.	Austen	340 Palof Court	St. Augustine	FL	32086	East Carolina University	Assistant Professor	Accounting	5
	Charles	Bath	1304 Oakview Drive	Greenville	NC	27858	East Carolina University	Professor	Music	42
	Patrick	Bizzaro	205 Skyline Drive	Indiana	PA	15701	East Carolina University	Professor	English	25
	Susana	Castano-Schultz	1404 Evergreen Drive	Greenville	NC	27858	East Carolina University	Teaching Instructor	Foreign Languages & Literatures	19
	Vickie D.	Causby	114 N. 16th Street	Washington	NC	28401	East Carolina University	Associate Professor	Social Work	26
	John	Childers	1375 Waterlily Road	Coinjock	NC	27923	East Carolina University	Associate Professor	Psychology	39
	Connie	Ciesielski	3590 J.C. Galloway Road	Greenville	NC	27858	East Carolina University	Associate Professor	Construction Management	15
	Carol	Collins	1311 Fantasia Street	Greenville	NC	27858	East Carolina University	Teaching Instructor	Computer Science	17
	Mumtaz	Dinno	4001 Wyneston Road	Greenville	NC	27858	East Carolina University	Professor	Psychology	15
	Martha T.	Early	3137 Harvestime Crescent	Chesapeake	VA	23321	East Carolina University	Teaching Instructor	Social Work	7
	Abdul	Farhadi	3712 Cantata Drive	Greenville	NC	27858	East Carolina University	Professor	Art & Design	20
	Marie	Farr	214 Lewis Street	Greenville	NC	27858	East Carolina University	Associate Professor	English	35

AY 2008-2009 Retiring Faculty

Revised 5/6/09

Title	First Name	Last Name	Home Address	City	State	Zip	Institution	Position	Department	Years of Service
	Evelyn S.	Farrior	546-B Highway 45	Rienzi	MS	38865	East Carolina University	Professor	Nutrition & Dietetics	31
	Thomas	Feldbush	3712 Prestwick Place	Greenville	NC	27834	East Carolina University	Professor	Biology	14
	Beverly	Harju	308 King George Road	Greenville	NC	27858	East Carolina University	Associate Professor	Psychology	13
	Paul	Hartley	3410 Dunhaven Drive	Greenville	NC	27834	East Carolina University	Professor	Art & Design	33
	Richard	Hattendorf	103 Wedgewood Drive, Tranter's Creek	Washington	NC	27889	East Carolina University	Associate Professor	Foreign Languages & Literature	20
	Arthur	Kopelman	1432 Waggaman Circle	McLean	VA	22101	East Carolina University	Professor	Pediatrics	30
	Loretta	Kopelman	1432 Waggaman Circle	McLean	VA	22101	East Carolina University	Professor	Medical Humanities	30
	Karen	Krupa	305 Forte Shores Drive	Chocowinity	NC	27817	East Carolina University	Assistant Professor	Nursing	35
	Ann J.	McCarthy	Post Office Box 2692	Greenville	NC	27836	East Carolina University	Teaching Instructor	Accounting	14
	James	Pinkney	523 Crestline Blvd	Greenville	NC	27834	East Carolina University	Professor	Education	25
	Claire	Pittman	102 Granville Drive	Greenville	NC	27834	East Carolina University	Teaching Instructor	History	24
	Robert	Rasch	215 S. Library Street	Greenville	NC	27858	East Carolina University	Professor	Art & Design	39
	Harold	Snyder	913 Church Street	Newport	NC	27834	East Carolina University	Teaching Instructor	English	17
	Mary	Valand	102 Lakewood Drive	Greenville Lake	NC	27834	East Carolina University	Director	Continuing Medical Education	30
	Carroll	Varnier	96 Glenview Drive	Junaluska	NC	28745	East Carolina University	Professor	Art & Design	11
	Judy	Williams	Post Office Box 302	Farmville	NC	27828	East Carolina University	Clinical Assistant Professor	Nursing	22
	Joseph	Zanga	310 Pinnacle Drive	Greenville	NC	27834	East Carolina University	Distinguished Professor	Pediatrics	6
Dr.	James	Chow	110 Avon Lane	Greenville	NC	27858-4401	Elizabeth City State University	Professor	Management, Marketing, and MIS	14
Mr.	Billy	Hines	601 Alton Street	Elizabeth City	NC	27090	Elizabeth City State University	Artist in Residence	Department of Music	34
Dr.	Malcolm	LeCompte	211 Smith Drive	Camden	NC	27921	Elizabeth City State University	Associate Professor	Mathematics and Computer Science	5
Dr.	T.J.	Bryan (Do not mail - Hold)	19205 Shandall Court	Parkton	MD	21120	Fayetteville State University	Professor	English and Foreign Languages	6
Dr.	Karen R.	Carney	911-G Manor Lane	Columbus	OH	43221	Fayetteville State University	Assistant Professor	Performing and Fine Arts	5
Dr.	Claude	Barnes, Jr.	1408 Wiley Lewis Road	Greensboro	NC	27406	North Carolina A&T State University	Associate Professor	Political Science and Criminal Justice	15
Dr.	Millicent	Brown	Post Office Box 12224	Charleston	SC	29422	North Carolina A&T State University	Associate Professor	History	8
Ms.	Ednita	Bullock	3211 Timmons Avenue	Greensboro	NC	27406	North Carolina A&T State University	Librarian/Assistant Professor	Library Services	13

AY 2008-2009 Retiring Faculty
Revised 5/6/09

Title	First Name	Last Name	Home Address	City	State	Zip	Institution	Position	Department	Years of Service
Dr.	James F.	Chew	3103 Willow Oak Drive	Greensboro	NC	27408	North Carolina A&T State University	Associate Professor	Mathematics	31
Mr.	Thomas	Clark	2706 Stratford Drive	Greensboro	NC	27408	North Carolina A&T State University	Assistant Professor	Mathematics	31
Dr.	Rita	Lauria	15751 Regal Woods Place	Sherman Oaks	CA	91403	North Carolina A&T State University	Associate Professor	Journalism and Mass Communications	5
Dr.	Robert	Levine	18 Newport Drive	Plainview	NY	11803-2511	North Carolina A&T State University	Professor	English	30
Dr.	Carol J.	Lundrigan	998 Ervin Drive	Lexington	NC	27292	North Carolina A&T State University	Associate Professor	School of Nursing	7
Dr.	Emmanuel	Nzewi	1557 Kerner Road	Kernersville	NC	27284	North Carolina A&T State University	Professor/Director	Civil Engineering	19
Dr.	Wilbur	Smith	5411 Francisco Drive	Greensboro	NC	27410	North Carolina A&T State University	Professor/Director	Mathematics	40
Dr.	Carolyn	Turner	505 Wiloughby Blvd.	Greensboro	NC	27408	North Carolina A&T State University	Associate Dean/Professor	Agricultural Research & Development	26
Dr.	Albert P.	Barnett	1012 Stonehedge Avenue	Durham	NC	27707	North Carolina Central University	Professor	Environmental, Earth & Geospatial Science	34
Dr.	Robert A.	Izydore	2602 Oberlin Drive	Durham	NC	27705	North Carolina Central University	Professor/Dept. Chair	Chemistry	38
Ms.	Hazel	Shepherd	310 Yorktown Drive	Chapel Hill	NC	27707	North Carolina Central University	Professor	Clinical Instructor	2
Dr.	Howard L.	Allen, Jr.	225 Winding Ridge Dr	Cary	NC	27518	North Carolina State University	Named Professor	Forest Nutrition	26
Dr.	David S.	Ball	1121 Harvey St	Raleigh	NC	27608	North Carolina State University	Associate Professor	Cooperative	41
Dr.	James R.	Banker	408 Stacy St	Raleigh	NC	27607	North Carolina State University	Professor	Economics	40
Dr.	Julius R.	Bradley, Jr.	610 Altadore Crescent	Moncure	NC	27559	North Carolina State University	Professor	History	41
Dr.	Talmage T.	Brown, Jr.	3605 Pauley Court	Raleigh	NC	27610	North Carolina State University	Professor	Entomology	27
Dr.	Leonard S.	Bull	86 Sawyer Road	New Haven	VT	05472	North Carolina State University	Professor	Population, Health, & Pathobiology	20
Mr.	Allen E.	Caldwell	304 Pennell St	Lenoir	NC	28645	North Carolina State University	County Extension Director	Poultry Science	21
Dr.	George L.	Catighani	241 Fairview Dr	Cary	NC	27511	North Carolina State University	Professor	Southwest District - Caldwell	30
Dr.	Allen C.	Chao	1301 DeBoy St	Raleigh	NC	27606	North Carolina State University	Associate Professor	Food, Bioprocessing & Nutrition Sciences	31
Ms.	Sandra G.	Compton	116 Twitty Lane	Statesville	NC	28265	North Carolina State University	Professor	Civil Construction & Environmental Engineering	13
Mrs.	Percilla S.	Counts	Post Office Box 2642	Boone	NC	28607	North Carolina State University	Extension Agent	Southwest District - Iredell	15
Dr.	Ronald F.	Czaja	2802 Dunhaven Dr	Garner	NC	27529	North Carolina State University	County Extension Director	West District - Watauga	17
Mr.	William S.	Dixon	1202 Pine Circle	Snow Hill	NC	28580	North Carolina State University	Associate Professor	Sociology & Anthropology	33

AY 2008-2009 Retiring Faculty

Revised 5/6/09

Title	First Name	Last Name	Home Address	City	State	Zip	Institution	Position	Department	Years of Service
Mr.	Bruce A.	Emmons	Post Office Box 86	Columbia	NC	27925	North Carolina State University	Area Agent	Northeast District - Chowan	30
Dr.	Paul R.	Fantz	2002 Ambrose Park Lane	Cary	NC	27518	North Carolina State University	Professor	Horticultural Science	28
Ms.	Nora L.	Finch	4921 Olde Millcrest Court	Raleigh	NC	27609	North Carolina State University	Sr. Associate Athletic Director	Athletics	31
Dr.	David J.	Flath	2719 Everett Avenue	Raleigh	NC	27607	North Carolina State University	Graduate Administrator	College of Management	31
Dr.	Richard B.	Ford	204 Emerywood Dr	Raleigh	NC	27615	North Carolina State University	Professor	Dept of Clinical Sciences	26
Dr.	E. Carlyle	Franklin	602 S Hughes Street	Apex	NC	27502	North Carolina State University	Professor	Forestry - Small Woodlot	29
Dr.	Randolph G.	Gardner	107 Alexander Drive	Horseshoe	NC	28742	North Carolina State University	Horticultural Science	Clinical Sciences	32
Dr.	James D.	Gregory	6301 Deerview Dr	Raleigh	NC	27606-8800	North Carolina State University	Forestry & Environmental	Zoology	30
Ms.	Harriette O.	Griffin	1625 Glenwood Ave	Raleigh	NC	27608	North Carolina State University	Economics	Architecture	30
Mrs.	Susan C.	Hamilton	5018 Woodrun On Tillery	Mt Gilead	NC	27306	North Carolina State University	South Central District -	McKimmon Ctr-Ext. & Continuing Ed.	32
Dr.	James D.	Harper	11401 Burberry Drive	Raleigh	NC	27614	North Carolina State University	Entomology	Physics	19
Dr.	Robert E.	Hartwig	1700 Medfield Rd	Raleigh	NC	27607	North Carolina State University	Mathematics	Molecular Biomedical Sciences	39
Dr.	Awatif E.	Hassan	3513 Morningside Dr	Raleigh	NC	27607	North Carolina State University	Forestry & Environmental	Cooperative Extension	32
Dr.	Gerald B.	Havenstein	1301 Breakspear Ct	Raleigh	NC	27603	North Carolina State University	Poultry Science	Psychology	19
Dr.	Duncan M.	Holthausen	1605 Burgess Hill Ct.	Apex	NC	27539	North Carolina State University	Economics	Sociology and Anthropology	31
Dr.	Kaye V.	Hughes	1310 Mayfair Rd	Raleigh	NC	27608	North Carolina State University	Foreign Languages & University Theatre	Physics	38
Ms.	Terri L.	Janney	1305 Elkhorn Rd	Gaer	NC	27529	North Carolina State University	College of Natural	South Central District - Robeson Co.	31
Dr.	Jackson B.	Jett	1404 Lorimer Rd	Raleigh	NC	27606	North Carolina State University	College of Veterinary Medicine	College of Veterinary Medicine	40
Dr.	Anthony J.	Lavopa	2532 Ashley Court	Raleigh	NC	27607	North Carolina State University	History	Electrical & Computer Engineering	32
Mr.	E. Kent	Lioet	1007 W Lenoir Street	Raleigh	NC	27603	North Carolina State University	Foreign Languages & University County Extension	Chemical & Biomolecular	24
Mr.	Robert D.	Lopp	1721 Junior Order Home Rd	Lexington	NC	27292	North Carolina State University	Extension	North Central District-Davidson	30
Dr.	Lucinda H.	MacKethan	3632 Lubbock Dr	Raleigh	NC	27612	North Carolina State University	English	Wood and Paper Science	36
Dr.	Daniel W.	Matthews	643 Canvas Drive	Wake Forest	NC	27587	North Carolina State University	4-H Youth Development	School of Public and International Affairs	15
Dr.	David F.	McAllister	3905 Meadow Field Ln	Raleigh	NC	27606	North Carolina State University	Computer Science	Statistics	35
Mrs.	Marilyn S.	McCollum	417 Rutherglen Drive	Cary	NC	27511	North Carolina State University	Mathematics	Phytotron	27
Dr.	Wendell H.	McKenzie	3423 Redbud La	Raleigh	NC	27607	North Carolina State University	Genetics	Southcentral District - Sampson County	35

AY 2008-2009 Retiring Faculty
Revised 5/6/09

Title	First Name	Last Name	Home Address	City	State	Zip	Institution	Position	Department	Years of Service
Dr.	Carmen R.	Parkhurst	960 Collins Mill Rd.	Castalia	NC	27816	North Carolina State University	Poultry Science	Social Work	37
Dr.	Michael	Pause	3217 Wood Duck Lane	Hillsborough	NC	27278	North Carolina State University	Art and Design County Extension	Department of Art - Northeast District - Edgecombe	32
Mr.	James R.	Pearce	1404 Captains Rd	Tarboro	NC	27886	North Carolina State University	Senior Vice Provost	Provost Office Administration	31
Dr.	Katherine B.	Perry	1011 Washington St	Cary	NC	27511	North Carolina State University	Senior Lecturer	Physics	29
Dr.	Prabha K.	Ramakrishnan	3200 Oaklyn Springs Drive	Raleigh	NC	27606	North Carolina State University	Extension Agent	Physics	5
Ms.	Jean S.	Rawls	438 Biscayne Dr.	Wilmington	NC	28411	North Carolina State University	County Extension	Southeast District - Pender	14
Mr.	Kenneth R.	Reeves	PO Box 40	Leicester	NC	28748	North Carolina State University	County Extension	West District - Buncombe	32
Mrs.	Jacqueline D.	Roseboro	5036 Old Lumberton Rd	Whiteville	NC	28472	North Carolina State University	County Extension	South Central District - Columbus	35
Dr.	John E.	Rushing	306 Canon Gate Drive	Cary	NC	27518	North Carolina State University	Department Extension	Food, Bioprocessing & Nutrition Sciences	26
Dr.	M. Louise	Salstad	4316 Azalea Dr	Raleigh	NC	27612	North Carolina State University	Associate Professor	Foreign Languages & Literature	20
Dr.	Ezat	Sanii	112 Canberra Ct	Cary	NC	27513	North Carolina State University	Associate Professor	Edward P. Fitts Industrial & Systems Physics	24
							North Carolina State University	Distinguished Educator In Residence		6
Dr.	Bruce A.	Sherwood	4204 Diamond City Court	Raleigh	NC	27612	North Carolina State University	County Extension	North Central District - Rockingham	33
Mr.	Emmett S.	Shoulers	768 Irvin Farm Rd	Reidsville	NC	27320	North Carolina State University	Professor	Mathematics	42
Dr.	Charles E.	Siewert	514 Daniels Street, Apt. 332	Raleigh	NC	27605	North Carolina State University	County Extension	South Central District - Union	31
Mr.	Jerry B.	Simpson	9512 Simpson Rd	Waxhaw	NC	28173	North Carolina State University	Extension Agent	Southeast District - Sampson	34
Mrs.	Marsha M.	Smith	409 Bay Park Drive NW	Calabash	NC	28467	North Carolina State University	Professor Emeritus	Public & International Affairs	37
Dr.	Marvin S.	Soroos	2876 Wycliff Road	Raleigh	NC	27607	North Carolina State University	Associate Professor	Chemistry	35
Dr.	William L.	Switzer	6003 Bissette Rd	Wendell	NC	27591	North Carolina State University	Associate Dean	College of Design	32
Dr.	John O.	Tector	4704 Cypress Ford Drive	Fuquay-Varina	NC	27526	North Carolina State University	Senior Lecturer	Sociology & Anthropology	26
Dr.	Isabel B.	Terry	P.O. Box 486	Maury	NC	28554-0486	North Carolina State University	Undergraduate Coordinator	Food, Bioprocessing & Nutrition Sciences	35
Dr.	Lynn G.	Turner	105 Lochside Drive	Cary	NC	27518	North Carolina State University	Extension Specialist	Agricultural & Resource Economics	30
Dr.	Robert H.	Usry	3413 Huckabay Circle	Raleigh	NC	27612	North Carolina State University	Extension Agent	Northeast District - Pitt	31
Mr.	Samuel N.	Uzzell	606 S. Oak St.	Greenville	NC	27858	North Carolina State University	Named Professor	Entomology	37
Dr.	John W.	VanDuyn	121 Windsor Ln	Edenton	NC	27932	North Carolina State University	Director	Gallery of Art & Design	26
Dr.	Charlotte V.	Wainwright	3812 Dover Rd	Durham	NC	27707	North Carolina State University	County Extension	South Central District - Harnett	32
Mrs.	Jennifer S.	Walker	45 Crestview Place	Spring Lake	NC	28390	North Carolina State University			

AY 2008-2009 Retiring Faculty

Revised 5/6/09

Title	First Name	Last Name	Home Address	City	State	Zip	Institution	Position	Department	Years of Service
Ms.	Eleanor B.	Ward	6309 Pumpkin Seed Ct.	Wendell	NC	27591	North Carolina State University	Teaching Associate	Music	31
Mrs.	Ann B.	Ward	P.O. Box 1814	Manteo	NC	27954	North Carolina State University	County Extension	Northeast District - Dare	31
Miss	Joyce A.	Watts	PO Box 601	Burnsville	NC	28714	North Carolina State University	County Extension	West District - Yancey	32
Dr.	Arthur K.	Weissinger	4113-308 Grand Manor Court	Raleigh	NC	27612	North Carolina State University	Professor	Crop Science	20
Dr.	Douglas	Wellman	1605 W. Lakewood	Durham	NC	27707	North Carolina State University	Professor & Department	Parks, Recreation & Tourism Management	18
Dr.	John H.	Wheatley	325 Polk St	Raleigh	NC	27604	North Carolina State University	Assoc Professor	Math, Science, & Technology	25
Mr.	J. Michael	Williams	223 East Queen St	Edenton	NC	27932	North Carolina State University	County Extension	Northeast District - Chowan	31
Dr.	Deborah B.	Wyrick	105 Lochnivar Court	Cary	NC	27511	North Carolina State University	Associate Professor	English	28
Dr.	Alan C.	York	104 Stourbridge Cir	Cary	NC	27511	North Carolina State University	Named Professor	Crop Science	30
Dr.	Joseph D.	Brownsmith	335 Midland Avenue	Asheville	NC	28804	University of North Carolina at Asheville	Assistant Professor	Computer Science	6
Dr.	Richard B.	Fox	101 Beaver Ridge Road	Asheville	NC	28804	University of North Carolina at Asheville	Lecturer	Health & Wellness: Pre-Health Professions	5
Dr.	Samuel	Schuman	559 Chunn's Cove Road	Asheville	NC	28805	University of North Carolina at Asheville	Professor	Literature & Languages (and former Chancellor)	6
Mr.	Walter L.	Turner	87 Wilderness Drive	Weaverville	NC	28787	University of North Carolina at Asheville	Lecturer	Computer Science	9
Dr.	Karl E.	Bauman	116 Nolen Lane	Chapel Hill	NC	27514	University of North Carolina at Chapel Hill	Professor	Health Behavior and Health Education	2
Dr.	Diane	Brown	114 Dunes Court	Surf City	NC	28445	University of North Carolina at Chapel Hill	Professor	School of Education	36
Dr.	Pablo	Casado	134 Tanner Bluff	Athens	GA	30606-3900	University of North Carolina at Chapel Hill	Professor	Romance Languages	42
Dr.	Wayne	Christiansen	409 Tinkerbell Road	Chapel Hill	NC	27514	University of North Carolina at Chapel Hill	Professor	School of Pharmacy	38
Dr.	Jose Polo	de Bernab	111 Bruton Drive	Chapel Hill	NC	27516	University of North Carolina at Chapel Hill	Associate Professor	Romance Languages	31
Dr.	David	Dill	917 Emory Drive	Chapel Hill	NC	27517	University of North Carolina at Chapel Hill	Professor	Public Policy	35
Dr.	Roberta	Dunbar	2216 Running Pine Court	Hillsborough	NC	27278	University of North Carolina at Chapel Hill	Associate Professor	Computer Science	40
Dr.	Alfred J.	Field, Jr.	820 Jean Court	Chapel Hill	NC	27514	University of North Carolina at Chapel Hill	Professor	Economics	42
Dr.	Kaja	Finkler	1906 Overland Drive	Chapel Hill	NC	27514	University of North Carolina at Chapel Hill	Professor	Anthropology	25
Dr.	Joseph E.	Flora	505 Caswell Road	Chapel Hill	NC	27514	University of North Carolina at Chapel Hill	Professor	English and Comparative Environmental Sciences	47
Dr.	Donald L.	Fox	103 Spicewood Place	Chapel Hill	NC	27514	University of North Carolina at Chapel Hill	Professor	Sciences	36
Dr.	Jean S.	Goeppinger	1537 Pathway Drive	Carrboro	NC	27510	University of North Carolina at Chapel Hill	Professor	Nursing	16

AY 2008-2009 Retiring Faculty

Revised 5/6/09

Title	First Name	Last Name	Home Address	City	State	Zip	Institution	Position	Department	Years of Service
Mr.	Michael D.	Green	1411 Gray Bluff Trail	Chapel Hill	NC	27514	University of North Carolina at Chapel Hill	Professor	Curriculum in American Studies	11
Dr.	Pamela S.	Haines	115 E. Union Street	Hillsborough	NC	27278	University of North Carolina at Chapel Hill	Associate Professor	Dept. of Nutrition	25
Dr.	John M.	Halton	108 Carolina Forest Road	Chapel Hill	NC	27516	University of North Carolina at Chapel Hill	Professor	Computer Science	25
Dr.	John	Hernandez	278 Phillips Hall, Campus Box 3255	Chapel Hill	NC	27599-3255	University of North Carolina at Chapel Hill	Professor	Physics and Astronomy	33
Dr.	Axalla J.	Hoole	307 Briar Bridge Valley	Chapel Hill	NC	27514	University of North Carolina at Chapel Hill	Professor	Medicine	36
Dr.	Joseph E.	Hunt	83205 Jarvis	Chapel Hill	NC	27517	University of North Carolina at Chapel Hill	Lecturer	School of Government	26
Dr.	Michael D.	Hunt	310 N. Boundary Street	Chapel Hill	NC	27514	University of North Carolina at Chapel Hill	Professor	History	28
Dr.	Jean	Lauder	219 Creeks Edge	Chapel Hill	NC	27516	University of North Carolina at Chapel Hill	Professor	Cell & Developmental Biology	30
Dr.	Erika	Lindemann	308 Creeks Edge	Chapel Hill	NC	27516	University of North Carolina at Chapel Hill	Professor	English and Comparative	29
Dr.	Richard B.	Mailman	2101 N. Lakeshore Drive	Chapel Hill	NC	27514	University of North Carolina at Chapel Hill	Professor	Psychiatry	32
Dr.	Carol	Malloy	1125 Anderson Street	Durham	NC	27705	University of North Carolina at Chapel Hill	Professor	School of Education	16
Dr.	W. James	McCoy	305 Colony Woods Drive	Chapel Hill	NC	27517	University of North Carolina at Chapel Hill	Associate Professor	History	39
Dr.	Fred	Mueller	639 Rock Creek Road	Chapel Hill	NC	27514	University of North Carolina at Chapel Hill	Professor	Exercise and Sports Science	43
Dr.	Edward	Norfleet	640 Rock Creek Road	Chapel Hill	NC	27514	University of North Carolina at Chapel Hill	Professor	Anesthesiology	38
Dr.	Ronald	Rindfuss	709 East Rosemary Street	Chapel Hill	NC	27514	University of North Carolina at Chapel Hill	Professor	Sociology	33
Dr.	James A.	Rose	300 Marks Lane	Chapel Hill	NC	27516	University of North Carolina at Chapel Hill	Professor	Physics and Astronomy	23
Dr.	Eugene S.	Sandler	1515 E. Franklin Street, #43 Winchester Ct.	Chapel Hill	NC	27514	University of North Carolina at Chapel Hill	Associate Professor	Dental Ecology	28
Mr.	John M.	Silva	7205 Thunder Mountain	Efland	NC	27243	University of North Carolina at Chapel Hill	Professor	Exercise and Sports Science	28
Mr.	Richard H.	Simpson	2944 Friendship Road	Durham	NC	27705	University of North Carolina at Chapel Hill	Professor	Journalism and Mass Communications	28
Dr.	William W.	Smith	6121 Gold Mine Loop Road	Chapel Hill	NC	27516	University of North Carolina at Chapel Hill	Professor	Mathematics	44
Dr.	Richard B.	Soloway	603 Morgan Creek Lane	Chapel Hill	NC	27517	University of North Carolina at Chapel Hill	Professor	History	41
Dr.	J.F. Camilla	Tulloch	360 Tenny Circle	Chapel Hill	NC	27514	University of North Carolina at Chapel Hill	Professor	Orthodontics	25
Ms.	Jeannie M.	Walsh	309 Rhododendron Drive	Chapel Hill	NC	27517	University of North Carolina at Chapel Hill	Senior Lecturer	Computer Science	22
Mr.	Stafford	Wing	1903 Overland Drive	Chapel Hill	NC	27514	University of North Carolina at Chapel Hill	Associate Professor	Music Department	40

AY 2008-2009 Retiring Faculty
Revised 5/6/09

Title	First Name	Last Name	Home Address	City	State	Zip	Institution	Position	Department	Years of Service
	Charles									
Dr.	Michael	Allen	175 Clearview Point Drive	Mt. Gilead	NC	27306	University of North Carolina at Charlotte	Professor	Computer Science	35
Dr.	Frank C.	Barnes	3616 Schoolhouse Lane	Charlotte	NC	28226	University of North Carolina at Charlotte	Professor	Business Info Systems and Operations Mgmt.	36
Dr.	Robert J.	Coleman	3114 Stonybrook Road	Charlotte	NC	28205	University of North Carolina at Charlotte	Professor	Electrical and Computer Engineering	39
Mr.	Robert T.	Croghan	818 Henley Place	Charlotte	NC	28207	University of North Carolina at Charlotte	Associate Professor	Theatre	35
Ms.	Jane M	Dillard	9719 Chestnut Road	Waxhaw	NC	28173	University of North Carolina at Charlotte	Professor	Music	32
Dr.	James R.	Dudley	8413 Wellington Lane	Harrisburg	NC	28075	University of North Carolina at Charlotte	Professor	Social Work	18
Dr.	Barbara A.	Edwards	9520 Glenwater Drive	Charlotte	NC	28262	University of North Carolina at Charlotte	Associate Professor	College of Education	33
Dr.	Sandra Y.	Govan	6508 Wickville Drive	Charlotte	NC	28215	University of North Carolina at Charlotte	Professor	English	25
Dr.	Linda A.	Moore	6150 Hwy 49N	Mt. Pleasant	NC	28124	University of North Carolina at Charlotte	Associate Professor	School of Nursing	24
Dr.	Bennie H.	Nunnally, Jr.	5031 Ridgetop Trail	Charlotte	NC	28215	University of North Carolina at Charlotte	Professor	Finance and Business Law	27
Mr.	Paul D.	Smith	3000 Back Creek Church Road	Charlotte	NC	28213	University of North Carolina at Charlotte	Lecturer	Geography & Earth Sciences	28
Mr.	Henry W.	Tyree, Jr.	13409 Kibworth Lane	Charlotte	NC	28273	University of North Carolina at Charlotte	Lecturer	English	15
Dr.	Barnet M.	Weinstock	1835 Wandering Way Drive	Charlotte	NC	28226	University of North Carolina at Charlotte	Professor	Mathematics & Statistics	32
Ms.	Jeanie M.	Welch	5736 Ebley Lane	Charlotte	NC	28227	University of North Carolina at Charlotte	Professor	Library	21
Dr.	James H.	Woodward	11945 Pinnacle Point Lane	Charlotte	NC	28216	University of North Carolina at Charlotte	Former Chancellor/Professor	Finance and Business Law	20
Dr.	Pamela P.	Barron	5124 Ivy Stone Lane	Winston-Salem	NC	27104	University of North Carolina at Greensboro	Associate Professor	Library and Information Studies	9
Dr.	Bruce J.	Caldwell	118 Kensington Road	Greensboro	NC	27403	University of North Carolina at Greensboro	Joe Rosenthal Excellence Prof.	Economics	27
Dr.	Carl L.	Dyer	3-E Fountain Manor Drive	Greensboro	NC	27405	University of North Carolina at Greensboro	Mae Putnam & Albert Hayes Distinguished Prof.	Consumer, Apparel, and Retail Studies	9
Ms.	Nancy C.	Fogarty	823 Pebble Drive	Greensboro	NC	27410	University of North Carolina at Greensboro	Professional Librarian	University Libraries	38
Ms.	Mary Jo	Helfers	3808 Dogwood Drive	Greensboro	NC	27403	University of North Carolina at Greensboro	Clinical Professor	Adult Health	15
Dr.	Virginia B.	Karb	3918 Hazel Lane	Greensboro	NC	27408	University of North Carolina at Greensboro	Associate Professor	Adult Health	

AY 2008-2009 Retiring Faculty

Revised 5/6/09

Title	First Name	Last Name	Home Address	City	State	Zip	Institution	Position	Department	Years of Service
Dr.	Cort A.	McClaren	7711 Whitaker Drive	Summerfield	NC	27358	University of North Carolina at Greensboro	Associate Professor	School of Music	25
Dr.	Frank T.	Melton	3604-B Wildflower Drive	Greensboro	NC	27410	University of North Carolina at Greensboro	Professor	History	42
Dr.	Joseph B.	Mounjoy	3115 Shady Lawn Drive	Greensboro	NC	27408	University of North Carolina at Greensboro	Professor	Anthropology	39
Ms.	Lillian	Brewington	Post Office Box 1151	Pembroke	NC	28372	University of North Carolina at Pembroke	Associate Librarian	Mary Livermore Library	21
Dr.	Fran F.	Fuller	Post Office Box 3044	Pembroke	NC	28372	University of North Carolina at Pembroke	Associate Professor	Sociology and Criminal Justice	16
Dr.	Linda	Oxendine	Post Office Box 1917	Pembroke	NC	28372	University of North Carolina at Pembroke	Professor	American Indian Studies	21
Mr.	Donald R.	Soucy, Sr.	2905 Wessex Court	Fayetteville	NC	28306	University of North Carolina at Pembroke	Instructor	Management, Marketing & International	8
Ms.	Kathleen O.	Benzaquin	248 N. Front Street	Wilmington	NC	28401	University of North Carolina at Wilmington	Lecturer	Educational Leadership	16
Dr.	Bettie J.	Glenn	815 Shelton Court	Wilmington	NC	28412	University of North Carolina at Wilmington	Associate Professor	School of Nursing	9
Dr.	John J.	Manock	1620 Southeast Harbor	Wilmington	NC	28409	University of North Carolina at Wilmington	Professor	Chemistry & Biochemistry	26
Dr.	James F.	Merritt	3523 Violet Court	Wilmington	NC	28403	University of North Carolina at Wilmington	Professor	Biology & Marine Biology	36
Dr.	John W.	Myers	3439 Sparrow Hawk Court	Wilmington	NC	28409	University of North Carolina at Wilmington	Associate Professor	Art & Art History	29
Dr.	David E.	Padgett	1819 Market St.	Wilmington	NC	28403	University of North Carolina at Wilmington	Professor	Biology & Marine Biology	34
Dr.	Terry	Theodore	634 Robert E. Lee Drive	Wilmington	NC	28412	University of North Carolina at Wilmington	Professor	Theatre	31
Dr.	Robert B.	Toplin	6254 Ingleside Deive	Wilmington	NC	28409	University of North Carolina at Wilmington	Professor	History	31
Ms.	Anita	Veit	510 Tanbridge Road	Wilmington	NC	28405	University of North Carolina at Wilmington	Lecturer	Sociology & Criminal Justice	17
Ms.	Elaine Doerschuk	Pruitt	1032 Beecher Road	Winston-Salem	NC	27104	University of North Carolina School of the Arts	Chief Academic Officer	Chief Academic Officer	34
Mr.	Padraig (Pat)	Acheson	Post Office Box 937	Dillsboro	NC	28725	Western Carolina University	Assistant Professor/Director	Communications	7
Dr.	Richard	Boyer	724 Smathers Street	Waynesville	NC	28786	Western Carolina University	Professor	English	20
Dr.	Jane A.	Burns	40 Hunting Lodge Drive	Black Mountain	NC	28711	Western Carolina University	Professor	Health Sciences	10
Dr.	Ruby	Drew	213 Hawk Ridge Drive	Mill Spring	NC	28756	Western Carolina University	Associate Professor	Human Services	10

AY 2008-2009 Retiring Faculty
Revised 5/6/09

Title	First Name	Last Name	Home Address	City	State	Zip	Institution	Position	Department	Years of Service
Dr.	Sally	Felner	6 High Meadow Cove	Weaverville	NC	28787	Western Carolina University	Assistant Professor	Health & Human Services	9
Dr.	Terry	Gibson	74 Garret Lane	Sylva	NC	28779	Western Carolina University	Associate Professor	Social Work	14
Dr.	Noelle	Kehrberg	Post Office Box 2522	Cullowhee	NC	28723	Western Carolina University	Professor	School of Health Sciences	33
Dr.	Joseph Donald	Klerlein	40 Zed Hill	Sylva	NC	28779	Western Carolina University	Professor	Math & Computer Science	35
Dr.	Donald Newton	Smith	6875 Canada Road	Tuckasegee	NC	28783	Western Carolina University	Associate Professor	English	15
Mr.	Wilson	Stahl	468 Songbird Lane	Sylva	NC	28779	Western Carolina University	Professor	Library	9
Dr.	Christine	Stevens	1713 University Heights	Cullowhee	NC	28723	Western Carolina University	Associate Professor	School of Health Sciences	21
Dr.	Harold	Williford	Post Office Box 1647	Sylva	NC	28779	Western Carolina University	Associate Professor	Math & Computer Science	19
									Communication, Training & Development	
Dr.	Kathleen	Wright	Post Office Box 1927	Cullowhee	NC	28723	Western Carolina University	Professor	Development	34
	Judith Barlow	Porter	927 Mulberry Road	North Wilkesboro	NC	28659	Winston-Salem State University	Assistant Professor	Clinical Laboratory Science	3
Dr.	Althea	Taylor-Jones	1469 Country Meadow Lane	Kernersville	NC	27284	Winston-Salem State University	Associate Professor	Behavior Sciences and Social Work	12