

APPENDIX R

RESOLUTION ON SALARY INCREASES 2002-2003

Actions by the 2002 Session of the North Carolina General Assembly did not include appropriations available to the Board of Governors for 2002-2003 salary increases for University faculty and other employees who are exempt from the State Personnel Act. However, funds from campus-initiated tuition increases and other sources may be used for the purpose of increasing salaries.

I. Policies For Salary Increases, 2002 - 2003

A. Limitations and Conditions

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

1. Salary increase funds within each institution shall be used only to address market and equity issues.
2. New positions may be created if the positions are a part of the approved plan for the use of campus-initiated tuition increases.
3. Senior administrative officers' salaries must be set within ranges established by the Board of Governors (Section I.B. below). Requests for exceptions must be forwarded with recommendations from the Chancellor, the President, and the Committee on Personnel and Tenure to the Board of Governors.
4. Faculty salaries in health affairs are subject to the ceilings established by the Board of Governors (Section I.C. below). UNC-CH and ECU are each allowed five exceptions to the ceilings. A separate memo must document the exceptions.
5. Salaries for tenure and tenure-track faculty members should be consistent with peer salaries and disciplinary comparisons. The peers for each campus are those identified in the 1999 University Faculty Salary Study.
6. Funds from foundations, trust funds, grants, or other non-state sources may be used to provide salary increases within limits set by the President.
7. For those qualifying persons paid partially or entirely from medical faculty practice plans, the compensation bonuses will be paid from the plans in proportion to the distribution of their salaries between the plan and the state sources. The remaining salary increase for these persons may be paid from the medical faculty practice plans according to the availability of such funds without regard to the proportionate conditions from state sources.

B. Salary Ranges for Selected Senior Academic and Administrative Officers

The following salary ranges for selected senior academic and administrative officers have been established for the year 2002 –2003. Salary ranges for deans are not included. Each institution should have defensible salaries based on discipline and national peer data. Salaries for deans and configurations of colleges and schools vary too much to set system-wide salary ranges. The administrative salary ranges were approved by the Board of Governors on July 12, 2002 and are based on CUPA data of peer institutions.

Chancellors	<u>2001-2002</u>	<u>2002-2003</u>
North Carolina State University	\$233,089-372,956	\$239,460-383,150
UNC-Chapel Hill	233,089-372,956	\$239,460-383,150
East Carolina University	177,440-283,914	192,434-307,905
UNC-Charlotte	177,440-283,914	192,434-307,905
UNC-Greensboro	177,440-283,914	192,434-307,905
Appalachian State University	137,920-220,679	146,247-234,004
North Carolina A&T State University	137,920-220,679	146,247-234,004
North Carolina Central University	137,920-220,679	146,247-234,004
UNC-Wilmington	137,920-220,679	146,247-234,004
Fayetteville State University	132,181-211,498	138,076-220,930
UNC-Pembroke	132,181-211,498	138,076-220,930
Western Carolina University	132,181-211,498	138,076-220,930
Elizabeth City State University	119,496-191,201	134,208-214,741
UNC-Asheville	119,496-191,201	134,208-214,741
Winston-Salem State University	119,496-191,201	134,208-214,741
North Carolina School of the Arts	119,496-191,201	134,208-214,741
Chief Academic Officers/Provosts	<u>2001-2002</u>	<u>2002-2003</u>
North Carolina State University	\$193,774-310,050	\$ 200,612-320,990
UNC-Chapel Hill	193,774-310,050	220,612-320,990
East Carolina University	145,409-232,663	158,676-253,891
UNC-Greensboro	145,409-232,663	158,676-253,891
UNC-Charlotte	145,409-232,663	158,676-253,891
Appalachian State University	107,321-171,720	113,318-181-315
North Carolina A & T State University	107,321-171,720	113,318-181-315
North Carolina Central University	107,321-171,720	113,318-181-315
UNC-Wilmington	107,321-171,720	113,318-181-315
Fayetteville State University	99,123-158,603	102,701-164,328
UNC-Pembroke	99,123-158,603	102,701-164,328
Western Carolina University	99,123-158,603	102,701-164,328
Elizabeth City State University	87,646-140,238	96,105-153,773
UNC-Asheville	87,646-140,238	96,105-153,773
Winston-Salem State University	87,646-140,238	96,105-153,773
North Carolina School of the Arts	87,646-140,238	96,105-153,773

Chief Finance Officers	<u>2001 – 2002</u>	<u>2002-2003</u>
North Carolina State University	\$145,331-232,538	165,160-264,266
UNC-Chapel Hill	145,331-232,538	165,160-264,266
East Carolina University	118,053-188,892	127,894-204,637
UNC-Charlotte	118,053-188,892	127,894-204,637
UNC-Greensboro	118,053-188,892	127,894-204,637
Appalachian State University	96,270-154,038	100,406-160-655
North Carolina A & T State University	96,270-154,038	100,406-160-655
North Carolina Central University	96,270-154,038	100,406-160-655
UNC-Wilmington	96,270-154,038	100,406-160-655
Fayetteville State University	87,944-140,715	91,534-146,460
UNC-Pembroke	87,944-140,715	91,534-146,460
Western Carolina University	87,944-140,715	91,534-146,460
Elizabeth City State University	79,662-127,464	87,646-140,238
UNC-Asheville	79,662-127,464	87,646-140,238
Winston-Salem State University	79,662-127,464	87,646-140,238
North Carolina School of the Arts	79,662-127,464	87,646-140,238
Chief Student Affairs Officers	<u>2001 – 2002</u>	<u>2002-2003</u>
North Carolina State University	\$120,811-193,304	\$129,600-207,367
UNC-Chapel Hill	120,811-193,304	129,600-207,367
East Carolina University	102,484-163,979	108,388-173,427
UNC-Charlotte	102,484-163,979	108,388-173,427
UNC-Greensboro	102,484-163,979	108,388-173,427
Appalachian State University	87,522-140,040	90,650-145,045
North Carolina A & T State University	87,522-140,040	90,650-145,045
North Carolina Central University	87,522-140,040	90,650-145,045
UNC-Wilmington	87,522-140,040	90,650-145,045
Fayetteville State University	83,263-133,225	86,738-138,786
UNC-Pembroke	83,263-133,225	86,738-138,786
Western Carolina University	83,263-133,225	86,738-138,786
Elizabeth City State University	79,359-126,979	79,359-126,979
Winston-Salem State University	79,359-126,979	79,359-126,979
NC-Asheville	79,359-126,979	79,359-126,979
North Carolina School of the Arts	79,359-126,979	79,359-126,979

Chief Development Officers	<u>2001 – 2002</u>	<u>2002-2003</u>
North Carolina State University	\$155,687-249,108	164,291-262,876
UNC-Chapel Hill	155,687-249,108	164,291-262,876
East Carolina University	103,595-165,758	109,558-175,298
UNC-Charlotte	103,595-165,758	109,558-175,298
UNC-Greensboro	103,595-165,758	109,558-175,298
Appalachian State University	95,663-153,067	95,663-153-067
North Carolina A & T State University	95,663-153,067	95,663-153-067
North Carolina Central University	95,663-153,067	95,663-153-067
UNC-Wilmington	95,663-153,067	95,663-153-067
Fayetteville State University	87,732-140,377	87,732-140,377
UNC-Pembroke	87,732-140,377	87,732-140,377
Western Carolina University	87,732-140,377	87,732-140,377
Elizabeth City State University	82,893-132,634	83,935-134,301
UNC-Asheville	82,893-132,634	83,935-134,301
Winston-Salem State University	82,893-132,634	83,935-134,301
North Carolina School of the Arts	82,893-132,634	83,935-134,301
Chief Information Officers	<u>2001-2002</u>	<u>2002-2003</u>
UNC-Chapel Hill		
Vice Chancellor-Information Tech.	\$145,331-232,538	\$160,857-257,380
UNC-Greensboro		
Vice Chancellor-Information Technology and Planning	99,070-158,518	\$113,931-182,296
North Carolina A & T State University		
Vice Chancellor - Information Technology & Chief Information Officer	(new)	\$82,770-132,436
UNC-Wilmington		
Vice Chancellor-Information Technology Systems & Associate Provost	80,116-128,191	\$82,770-132,436
Chief Research/Graduate Officers	<u>2001-2002</u>	<u>2002-2003</u>
North Carolina State University		
Vice Chancellor-Research & Graduate Studies	\$169,034-270,464	\$175,475-280,770

UNC-Chapel Hill Vice Chancellor-Grad. Studies & Res.	169,034-270,464	\$175,475-280,770
East Carolina University Vice Chancellor-Research and Dean of Graduate Studies	122,712-196,347	\$128,594-205,757
North Carolina A & T State University Vice Chancellor-Research	106,999-171,205	\$120,220-192,359
Varied Vice Chancellor Titles	<u>2001-2002</u>	<u>2002-2003</u>
East Carolina University Vice Chancellor-Health Sciences & Dean of the Medical School	\$234,963-375,955	\$243,615-389,798
North Carolina State University Vice Chancellor for University Extension & Engagement	\$120,196-192,321	\$122,701-196,329
North Carolina State University Vice Chancellor and General Counsel	122,510-196,023	123,269-197,237
UNC-Chapel Hill Vice Chancellor and General Counsel	122,510-196,023	123,269-197,237
UNC-Chapel Hill Vice Chancellor & Dean- Medical Affairs	242,218-387,563	265,281-424,465
UNC-Wilmington Vice Chancellor-Public Service & Ext. Ed. & Associate Provost	76,626-122,607	80,699-129,123
UNC-Pembroke Vice Chancellor for Enrollment Management	(new)	80,200-128,324
Office Of The President	<u>2001-2002</u>	<u>2002-2003</u>
President	\$275,045-440,088	\$282,563-452,117
Senior Vice President for Academic Affairs	228,654-365,859	236,722-378,768
Vice President-Finance	171,490-274,394	194,889-311,834
Vice President-Public Affairs and University Advancement	171,490-274,394	193,864-310,193
Vice President for Information Resources	171,490-274,394	189,811-303,708

Vice President for Academic Planning	131,916-211,073	143,434-229,503
Vice President for Research and Sponsored Programs	131,916-211,073	207,060-331,309
Vice President for Human Resources	130,333-208,540	139,391-223,033
Vice President-University/School Programs	131,916-211,073	143,434-229,503
Vice President and General Counsel	144,562-231,307	145,457-232,740
Secretary of the University	114,742-165,770	85,770-137,237

C. Salary Ceilings for Certain Faculty Groups in Health Affairs

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

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

	<u>2001-2002</u>	<u>2002-2003</u>
Professor and Chair, Division Chief or Center Dir.	\$824,000	\$686,000
Professor	435,000	439,000
Associate Professor	381,000	381,000
Assistant Professor	300,000	323,000
Instructor	226,000	233,000
Cardiovascular Surgery		
Division Chief	\$736,000	\$780,000
Professor	504,000	550,000
Associate Professor	476,000	452,000
Assistant Professor	323,000	341,000
Instructor	98,000	100,000

All Other Departments

Professor and Chair,		
Division Chief or Center Director	\$424,000	\$372,000
Professor	243,000	252,000
Associate Professor	222,000	230,000
Assistant Professor	208,000	208,000
Instructor	178,000	171,000

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

	<u>2001 – 2002</u>	<u>2002-2003</u>
School of Dentistry		
Professor and Chair	\$355,640	\$391,200
Professor	335,410	368,950
Associate Professor	306,000	336,600
Assistant Professor	252,890	278,180
Instructor	170,500	187,550
 School of Public Health		
Professor and Chair	\$311,000	\$327,000
Professor	299,000	314,000
Associate Professor	198,000	208,000
Assistant Professor	156,000	163,800
Instructor	111,000	117,000

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

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

- E. The cover memo to this document provides advice to each campus to determine appropriate salary ranges for faculty based on peer data (you are reminded that the peers for each campus are those identified in the 1999 University Faculty Salary Study) and disciplinary comparisons.

II. Procedures For Review And Approval

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

2. For all other EPA personnel in the Office of the President and in the UNC Center for Public Television, shall be submitted by the President to the Committee on Personnel and Tenure, and the Committee shall then make its recommendations to the Board of Governors. These designated "senior academic and administrative officers" include the chancellors, vice chancellors and provosts, deans, and directors of major educational or public service activities who have a rank equivalent to dean, head librarians, or legal assistants to the chancellors (*see Attachment A.1.*) The Chancellors' recommendations for salary increases for senior academic and administrative officers must be received by the President by **October 23, 2002**, to insure time for review by the President, the Committee on Personnel and Tenure, and final action by the Board of Governors on **November 7, 2002**. Please use the attached form, "*Recommended Salary Increases for Senior Academic and Administrative Officers – 2002-2003*," for this purpose (*Attachment A.*) Campuses with Management Flexibility to Appoint and Fix Compensation do not need to provide this information for approval.
3. Final approval of all salary increases other than those in I.B. is delegated to the President for all campuses without approved Management Flexibility to Appoint and Fix Compensation, except that the concurrence of the Committee on Personnel and Tenure shall be required for any increase of 15% or more over the 2001-2002 salary. Please use the attached form, "*Personnel Action Requiring Approval of the Board of Governors*," for this purpose (*Attachment B.*) Recommendations must be received by the President by **October 23, 2002**.
4. For faculty members in clinical departments of the schools of medicine, authority is delegated to the President to approve guidelines and procedures as developed by the institutions, and to have final approval of all salary *decreases* recommended by the chancellors for faculty members in those departments. Guidelines and procedures developed by the institutions have been approved by the President. The approved guidelines and an annual summary of salary reductions under this resolution shall be reported to the Committee. Submit this report by the **October 23, 2002** deadline.
5. The President is authorized to delegate to the Chancellors approval of all increases below 15% for persons not included on the BD-119 and who are paid entirely from grants or contracts, or other non-appropriated funds.
6. Salary increases for 2002-2003 shall not be reflected in any payrolls until the institution has been authorized to do so by the President.
7. Salaries that lead to a salary level of 15% or more over the approved salary for 2001-2002 shall continue to require prior approval by the President and the Committee on Personnel and Tenure, except as outlined below. Such increases should be requested only in exceptional circumstances.

No reporting or other action shall be necessary for:

- a. An increase resulting from a change in contract period, (*e.g.*, 9 months service to 12 months service according to institutional policies so long as the monthly increase is not 15% or more); or

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

III. Term of Resolution

This Resolution rescinds earlier salary resolutions and will remain in effect until the Board of Governors adopts a salary resolution for 2003-2004, or otherwise modifies or rescinds this Resolution.

RECOMMENDED SALARY INCREASES FOR SENIOR ACADEMIC AND ADMINISTRATIVE OFFICERS - 2002 - 2003

Institution: _____

<u>Title</u>	<u>Name</u>	<u>Current Salary</u>	<u>Amount of Increase</u>	<u>Proposed Salary 7/1/02</u>	<u>% Increase</u>
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**Wherever non-state funds are included,
please indicate amount and source*

Chancellor Date

PERSONNEL ACTION REQUIRING APPROVAL OF THE BOARD OF GOVERNORS*This form is designed for submitting all personnel requests that require BOG approval*

Name of Institution: _____

Name of Appointee: _____

Department: _____ College: _____

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

Indicate Type of Action: (select all that apply)

Administrative Appointment: ☐Reappointment: ☐New Faculty Appointment: ☐Conferral of Tenure: ☐Promotion: ☐*Salary Increase of 15% or more: ☐

Other:

(describe) _____

Distinguished Professorship: (provide name of professorship) _____

Effective Date of Action: _____

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

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

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

Justification for Salary increase of 15% or more:

Salary as of June 30, 2002: \$ _____ Current Salary: \$ _____ Proposed Salary: \$ _____ Percentage of Increase: _____ %

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

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

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

For ALL other actions, please complete items 1-7

1. Education Background: (indicate degree, date earned and institution, note additional study & training)

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

3. Scholarly & Creative Activities:

<u>Type</u>	<u>Number</u>
Book	_____
Edited Book	_____
Chapter	_____
Refereed Journal Article	_____
Other Journal Article	_____
Juried Performance/Show	_____
Non-Juried Performance/Show	_____
Other	_____

4. Prior Recommendations/Personnel Actions:

(please check appropriate responses)

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

5. Membership in professional organizations:

6. Professional service on campus:

7. Professional service off campus: