

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006**

Purpose: Pursuant to the procedures set forth by the University of North Carolina Board of Governors in the Management Flexibility Policy 600.3.4, §C. (3)(b), all UNC institutions granted management flexibility shall provide an annual summary to the Board of Governors regarding personnel actions.

Please return this summary on or before September 1, 2006 for review by the Board of Governors at the October 2006 meeting.

(This form can be found at: <http://www.northcarolina.edu/content.php/aa/cao/index.htm> (login: UNC_CAO.)

Today's Date: September 19, 2006

**Date Management Flexibility
Granted:** April 9, 1992

Reporting Institution: Appalachian State University

Contact Person(s): Susie Beasley – Human Resource Services

Title: Assistant Director Classification & Compensation, Human Resource Services

Address: Appalachian State University – Founders Hall – Boone, NC 28608

Phone: 828-262-6483 **Fax:** 828-262-6489 **Email:** beasleysb@appstate.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: CUPA 2005-06 salary data with predictions for
2006-07

[illegible]

[illegible]

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	35
How many faculty were granted tenure during this period?	30
How many new faculty were hired with tenure during this period?	4

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

Recent analyses of equity issues include the completion of an annual regression analysis of faculty salaries.

This involved prediction factors of rank, time in rank, gender, and discipline area. Deans received reports for

Their respective colleges/school to further examine individual instances of predicted salary outliers. Along

with this report, deans received a comprehensive report showing salary benchmarks, by discipline, derived

From CUPA faculty salary data. A second faculty salary analysis was conducted on proposed faculty salary increases. This analysis compared salary increases by gender, rank, department, and college as a means of identifying exceptional instances of change prior to those changes becoming fixed.

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2005-2006 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

The audit report for FY 2005-06 has not been completed. The audit report for FY 2004-05 had no written

Findings of any type for Appalachian State University.

**Signature of the Chief
Academic Officer:**

Date:

September 19, 2006

Printed Name:

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATIONANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006

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Today's Date: August 29, 2006

**Date Management Flexibility
Granted:** October 24, 2002

Reporting Institution: East Carolina University

Contact Person(s): Jim Mullen

Title: Assistant Vice Chancellor for HR & EPA Administration

Address: Dept. of Human Resources, Building 127, Greenville, NC 27858

Phone: 252.328.9882 **Fax:** 252.328.9918 **Email:** mullenj@ecu.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: July 2006

Please submit this form **electronically** to Lisa Adamson by September 1, 2006 to: adamson@northcarolina.edu

[illegible]

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

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UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all CONTINUING EPA permanent, non-faculty positions during FY 2005-2006 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to Policy 600.3.4, §C.3.b.i: (a), (b), and (c.) Do not report interim appointments.

Full Name (Last, First, MI)	Complete Title	Salary as of June 30, 2006	Total % of salary increase since June 30, 2005	Non-Salary Compensation (if applicable)
Smith, James L.	Provost & Vice Chancellor for AA	204,167.00	0.42%	
Seitz, Kevin R.	Vice Chancellor, Admin & Finance	212,850.00	0.40%	7,385.00/auto allowance
Niswander, Frederick D.	Dean, College of Business	166,727.00	14.98%	5,664.00/auto allowance
Eiwell, Jeffery S.	Dean, College of Fine Arts & Communications	151,671.00	7.57%	
Moore, Garrie W.	Vice Chancellor, Student Life	166,000.00	11.04%	7,385.00/auto allowance
Hughes, Karla	Dean, College of Human Ecology	149,123.00	8.00%	
Lewis, Michael J.	Vice Chancellor, Health Sciences	330,720.00	4.00%	14,166.81/Exec-U- Care
Sheerer, Marilyn	Dean, College of Education	158,717.00	7.95%	
Gilbert, Glen G.	Dean, College of Health & Human Performance	154,256.00	10.15%	
Horns, Phyllis N.	Dean, School of Nursing	161,829.00	4.00%	
Spencer, Dorothy	Director, Health Sciences Library	123,304.00	3.50%	
Rogers, Ralph V.	Dean, Technology & Computer Science	166,452.00	10.78%	
Johnson, Cynda A.	Dean, Brody School of Medicine	373,065.00	2.00%	8,331.66/Exec-U- Care
Thomas, Stephen W.	Dean, Allied Health Sciences	163,254.00	4.00%	

Please submit this form electronically to Lisa Adamson by September 1, 2006 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	47
How many faculty were granted tenure during this period?	45
How many new faculty were hired with tenure during this period?	20

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

A salary analysis for ECU faculty & administrators is submitted as a separate attachment.

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2005-2006 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

There were no internal audit findings related to the above. Auditor letter attached.

**Signature of the Chief
Academic Officer:**

Date:

Printed Name:


August 28, 2006

Dr. James Leroy Smith

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006**

Purpose: Pursuant to the procedures set forth by the University of North Carolina Board of Governors in the Management Flexibility Policy 600.3.4, §C. (3)(b), all UNC institutions granted management flexibility shall provide an annual summary to the Board of Governors regarding personnel actions.

Please return this summary on or before September 1, 2006 for review by the Board of Governors at the October 2006 meeting.

(This form can be found at: <http://www.northcarolina.edu/content.php/aa/cao/index.htm> (login: UNC_CAO.)

Today's Date: August 23, 2006

**Date Management Flexibility
Granted:** November 7, 2002

Reporting Institution: North Carolina State University

Contact Person(s): Terree Kuiper

Title: Director, Employment & Compensation, Human Resources

Address: NC State University, Box 7210, Raleigh, NC 27695-7210

Phone: 919-515-4288 **Fax:** 919-515-7543 **Email:** Terree_Kuiper@ncsu.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: August 16, 2006

Please submit this form **electronically** to Lisa Adamson by September 1, 2006 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all NEW EPA, permanent, non-faculty appointments during FY 2005-2006 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4*, §C.3.b.i: (a), (b), and (c.) Do not report interim appointments.

[illegible]

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all **CONTINUING** EPA permanent, non-faculty positions during FY 2005-2006 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4, §C.3.b.i: (a), (b), and (c.) Do not report interim appointments.*

Full Name (Last, First, MI)	Complete Title	Salary as of June 30, 2006	Total % of salary increase since June 30, 2005	Non-Salary Compensation (if applicable)
Nielsen, Larry Andrew	Provost & Exec Vice Chancellor	\$255,000.00	13.33%***	
Gilligan, John G.	Vice Chancellor	\$215,000.00	2.38%	
Kurz, Mary E	Vice Chancellor & Gen Counsel	\$169,000.00	2.91%	
Leffler, Charles D.	Vice Chancellor	\$211,000.00	3.94%	
Stafford Jr., Thomas	Vice Chancellor	\$151,500.00	2.36%	
Wood, Terry G	Vice Chancellor	\$178,250.00	0.00%	\$4,511.60 *
Nutter, Susan K.	Vice Provost / Director of Libraries	\$160,000.00	3.45%	
Arden, Warwick A.	Dean	\$219,000.00	1.86%	\$1,999.42**
Brady, Linda	Dean	\$186,330.00	1.91%	
Conway Jr., Thomas H	Dean	\$150,000.00	23.46%***	
Godfrey, A. Blanton	Dean	\$213,750.00	1.91%	
Malecha, Marvin J	Dean	\$167,500.00	6.35%	
Masnari, Nino A.	Dean	\$202,000.00	2.02%	
Moore, Kathryn M.	Dean	\$167,000.00	6.37%	
Solomon, Daniel L.	Dean	\$181,407.00	5.83%	
Sowell, Robert	Dean & Assoc Vice Chancellor	\$178,500.00	2.00%	
Weiss, Ira R	Dean	\$253,000.00	1.20%	
Wynne, Johnny	Dean	\$195,500.00	1.82%	

* Car Allowance

** Club Membership

*** Includes Promotional Increase

Please submit this form **electronically** to Lisa Adamson by September 1, 2006 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	51
How many faculty were granted tenure during this period?	47
How many new faculty were hired with tenure during this period?	5

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

We participated in the following salary surveys relevant to faculty and administrators: AAUP Salary Survey, University of Alabama Administrative Salary Survey, Auburn Department Head Survey, US DOL Bureau of Labor Statistics Employment Cost Index Wage and Benefit Survey, California State University Presidents' Compensation Study, Oklahoma State University Faculty Salary Survey, US News and World Report Faculty Compensation Survey, CUPA-HR Faculty Survey, CUPA-HR Administrative Compensation Survey, Foushee Group, Inc. Environmental, Health & Safety Compensation Survey, and COMBASE Survey.

We utilized the following surveys from the Office of State Personnel: Mercer Accounting, and Legal Salary Survey. We also developed, distributed and analyzed custom surveys for the following areas: Legal Affairs, Industrial Extension, Urban Affairs, Extension and Continuing Education, Libraries, and the Controller's Office.

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2005-2006 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

The University did not have any audit findings in the 7/1/05 – 6/30/06 fiscal year.

**Signature of the Chief
Academic Officer:**

Date:

Printed Name:


8/31/06
Larry A. Nielsen, Provost and Executive Vice Chancellor

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006**

Purpose: Pursuant to the procedures set forth by the University of North Carolina Board of Governors in the Management Flexibility Policy 600.3.4, §C. (3)(b), all UNC institutions granted management flexibility shall provide an annual summary to the Board of Governors regarding personnel actions.

Please return this summary on or before September 1, 2006 for review by the Board of Governors at the October 2006 meeting.

(This form can be found at: <http://www.northcarolina.edu/content.php/aa/cao/index.htm> (login: UNC_CAO.)

Today's Date: September 14, 2006

Date Management Flexibility Granted: November 2002

Reporting Institution: University of North Carolina Asheville

Contact Person(s): Elizabeth R. "Buffy" Bagwell

Title: Director of Human Resources

Address: One University Heights, Asheville, NC 28804-8503

Phone: 828-232-5117 **Fax:** 828-235-6385 **Email:** bbagwell@unca.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: Effective July 2004; New review effective July 2006

[illegible]

[illegible]

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	7
How many faculty were granted tenure during this period?	6
How many new faculty were hired with tenure during this period?	0

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

UNCA continues to utilize the ranges set forth by the Board of Governors as well as data from our peer institutions, as set forth in the UNCA Management Flexibility Plan approved in November 2002.

Faculty salary increases are made in accordance with the policy and procedures for Academic Affairs.

Based on the determined categories of post-tenure review, tenure, reappointment, promotion, equity and Department Chair stipend. EPA non-faculty salary adjustments were based on equity and exceptional performance in accordance with policy and procedures set forth by General Administration.

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2005-2006 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

The Office of the State Auditor financial found no instances of noncompliance or material weaknesses in internal reporting which required disclosures under Government Auditing Standards.

The State Auditor's report for UNCA's fiscal year ending June 30, 2005 was released on April 25, 2006.

**Signature of the Chief
Academic Officer:**



Date:

September 14, 2006

Printed Name:

Mark Padilla, Provost and Vice Chancellor for Academic Affairs

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION**ANNUAL SUMMARY REPORT
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Today's Date: September 14, 2006

**Date Management Flexibility
Granted:** July, 1991

Reporting Institution: University of North Carolina – Chapel Hill

Contact Person(s): Dr. Elmira Mangum

Title: Senior Associate Provost for Finance and Human Resources

Address: 218 South Building

Phone: 962-1091 **Fax:** 962-2437 **Email:** emangum@unc.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: September 14, 2006

[illegible]

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all CONTINUING EPA permanent, non-faculty positions during FY 2005-2006 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4, §C.3.b.i: (a), (b), and (c.)* Do not report interim appointments.

Full Name (Last, First, MI)	Complete Title	Salary as of June 30, 2006	Total % of salary increase since June 30, 2005	Non-Salary Compensation (if applicable)
Baddour, Richard	Athletic Director	\$ 222,985		None
Blouin, Robert	Dean, School of Pharmacy	\$ 224,000	4.91	None
Cronenwett, Linda R.	Dean, School of Nursing	\$ 205,000	5.37	None
Dykstra, Linda	Dean, Graduate School	\$ 215,000	3.26	None
Gray-Little, Bernadette	Dean, College of Arts and Sciences	\$ 252,000	3.57	None
Griffiths, Jose-Marie	Dean, School of Information and Library Science	\$ 190,000	5.26	None
James, Thomas	Dean, School of Education	\$ 205,000	4.88	None
Jones, W. Steve	Dean, Kenan-Flagler Business School	\$ 310,000	3.23	None
Jablonski, Margaret A.	Vice Chancellor for Student Affairs	\$ 190,000	5.26	None
Kupiec, Matthew G.	Vice Chancellor for University Advancement	\$ 240,000	2.50	None
Michalak, Sarah C.	University Librarian	\$ 185,000	5.41	None
Murphy, James L.	Dean, Summer School	\$ 160,000	5.00	None
Reed, Dan	Vice Chancellor for Information Technology	\$ 326,000	2.50	None
Richman, Jack	Dean, School of Social Work	\$ 192,000	4.17	None
Rimer, Barbara K.	Dean, School of Public Health	\$ 260,000	0	None
Smith, Michael R.	Dean, School of Government	\$ 192,000	4.17	None
Strohm, Leslie	General Counsel	\$ 230,000	4.35	None
Waldrop, Tony G.	Vice Chancellor for Research & Graduate Studies	\$ 236,000	4.66	None
Williams, John N.	Dean, School of Dentistry	\$ 250,000	0	None

Please submit this form electronically to Lisa Adamson by September 1, 2006 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	64
How many faculty were granted tenure during this period?	95
How many new faculty were hired with tenure during this period?	36

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

Administrative salary equity is analyzed using the GA provided salary survey update information.

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2005-2006 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

No material weakness found by the Director of Internal Audit for fiscal year 2005-2006.

**Signature of the Chief
Academic Officer:**

Date:

September 14, 2006

Printed Name:

Dr. Bernadette Gray-Little

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION**ANNUAL SUMMARY REPORT
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Today's Date: September 1, 2006

**Date Management Flexibility
Granted:** September 13, 2002

Reporting Institution: UNC Charlotte

Contact Person(s): Ramah Carle

Title: Associate Provost for Academic Budget & Personnel

Address: 9201 University City Blvd., Charlotte, NC 28223

Phone: 704-687-4004 **Fax:** 704-687-6644 **Email:** rhcarle@uncc.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: August 2006

[illegible]

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all **CONTINUING** EPA permanent, non-faculty positions during FY 2005-2006 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4, §C.3.b.i: (a), (b), and (c.)* Do not report interim appointments.

Full Name (Last, First, MI)	Complete Title	Salary as of June 30, 2006	Total % of salary increase since June 30, 2005	Non-Salary Compensation (if applicable)
Lorden, Joan F.	Provost and Vice Chancellor	\$212,100	5.00%	
Lynch, Charles F.	Vice Chancellor for Student Affairs	\$136,700	10.24%	
Mosier, Stephen R. (4)	Vice Chancellor for Research and Federal Relations	\$160,000	3.23%	\$108
Broome, David E. Jr.	University Counsel	\$144,200	3.00%	
Lambla, Kenneth A.	Dean, College of Architecture	\$130,110	7.61%	
Gutierrez, Nancy A.	Dean, College of Arts and Sciences	\$172,000	0.00%	
Lilly, Claude C. III (4)	Dean, Belk College of Business Administration	\$214,586	3.50%	\$90
Calhoun, Mary Lynne	Dean, College of Education	\$144,983	3.50%	
Johnson, Robert E.	Dean, William States Lee College of Engineering	\$194,859	3.73%	
Hadzikadic, Mirsad	Dean, College of Information Technology	\$167,990	4.03%	
Schmaling, Karen	Dean, College of Health and Human Services	\$173,124	3.05%	
Reynolds, Thomas L.	Dean, Graduate School and Associate Provost for Graduate Studies	\$128,987	3.61%	
Dykeman, Amy P.	University Librarian	\$120,251	10.14%	
(4) Club dues				

Please submit this form **electronically** to Lisa Adamson by September 1, 2006 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	25
How many faculty were granted tenure during this period?	22
How many new faculty were hired with tenure during this period?	7

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

Summer 2002 Salary Equity Study. See attached.

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2005-2006 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

As directed by the Office of the State Controller, the Internal Audit Department completed a review of the Self-Assessment of Internal Controls Questionnaire for the fiscal year ended June 30, 2006. The work included interviews with management, tests of records, follow up on questionable items and other procedures we deemed necessary to provide a basis for our conclusion. Based on the results of our testing, there were no reportable conditions noted.

The Office of the State Auditor conducted its annual audit of the University's financial statements and reported "We noted no matters involving the internal control over financial reporting and its operation that we consider to be material weaknesses."

The Internal Audit Department issued 16 reports during FY 2005-2006 on a wide variety of topics. While we did note shortcomings and minor deficiencies in some areas that were brought to the attention of the appropriate management officials, we reported no material weaknesses or significant findings regarding personnel practices, salary or payroll. Topics covered by reports issued in FY 2005-2006:

- Parking Services Department
- Mail Services Operations
- Student Residency Classification
- Lapse Salary and Carry Forward Funds for FY 04-05
- Self Assessment of Internal Controls for FY 04-05
- Timesheets and leave reporting (seven departmental reports)
- Compliance with EPA regulations
- Policies and procedures concerning reporting property losses to the SBI
- Student Financial Aid
- Self Assessment of Internal Controls for FY 2005-2006

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Signature of the Chief
Academic Officer:



Date:

September 1, 2006

Printed Name:

Dr. Joan F. Lorden

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
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Today's Date: August 14, 2006

**Date Management Flexibility
Granted:**

Sept. 13, 2002 – Flexibility Plan Approved. Oct. 14,
2002 – Permission Granted to Operate Fully with
Delegated Management Flexibility

Reporting Institution: The University of North Carolina at Greensboro

Contact Person(s): Dr. J. Alan Boyette

Title: Senior Associate Provost

Address: Office of the Provost and Vice Chancellor for Academic Affairs
P. O. Box 26170
Greensboro, North Carolina 27402-6170

Phone: 336-334-5494 **Fax:** 336-334-3009 **Email:** alan_boyette@uncg.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: August 7, 2006

Please submit this form **electronically** to Lisa Adamson by September 1, 2006 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all NEW EPA, permanent, non-faculty appointments during FY 2005-2006 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4, §C.3.b.i: (a), (b), and (c.) Do not report interim appointments.*

[illegible]

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all **CONTINUING** EPA permanent, non-faculty positions during FY 2005-2006 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4, §C.3.b.i: (a), (b), and (c.)* Do not report interim appointments.

Full Name (Last, First, MI)	Complete Title	Salary as of June 30, 2006	Total % of salary increase since June 30, 2005	Non-Salary Compensation (if applicable)
Brown, Robert M.	Dean, Division of Continual Learning	\$135,450	5.0%	Non-applicable
Capone, Lucien	University Counsel	\$135,000	13.6%	Non-applicable
Clotfelter, Jr., James H.	Vice Chancellor for Information Technology Services	\$161,832	4.0%	Non-applicable
Deal, John J.	Dean, School of Music	\$143,440	4.0%	Non-applicable
Disque, Carol S.	Vice Chancellor for Student Affairs	\$151,942	8.4%	Non-applicable
Johnston, Timothy D.	Dean, College of Arts and Sciences	\$158,412	5.0%	Non-applicable
Pearcey, Lynne G.	Dean, School of Nursing	\$156,990	7.0%	Non-applicable
Perrin, David H.	Dean, School of Health and Human Performance	\$153,482	7.0%	Non-applicable
Petersen, James C.	Dean, Graduate School	\$143,730	4.0%	Non-applicable
Schunk, Dale H.	Dean, School of Education	\$142,820	4.5%	Non-applicable
Sims, Laura S.	Dean, School of Human Environmental Sciences	\$147,790	4.0%	Non-applicable
Stewart, Patricia W.	Vice Chancellor for University Advancement	\$162,545	11.3%	Non-applicable
Uprichard, A. Edward	Provost and Vice Chancellor for Academic Affairs	\$233,000	12.2%	Non-applicable
Weeks, James K.	Dean, Bryan School of Business and Economics	\$183,784	5.0%	Non-applicable

Please submit this form **electronically** to Lisa Adamson by September 1, 2006 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

FOR
FY JULY 1, 2005 – JUNE 30, 2006

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	22
How many faculty were granted tenure during this period?	22
How many new faculty were hired with tenure during this period?	17

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

In late Spring 2006, The Office of Institutional Research developed and distributed its annual salary equity report. This report identifies, by academic department and faculty rank, all faculty salaries that were one standard deviation or more above or below the department's mean salary for the stated rank. Each dean was asked to examine the report and reconcile all potential cases of salary inequity. A salary equity analysis relevant to the employment of administrators at UNCG was conducted by the senior administrator (Vice Chancellor/Provost) of each University division following the receipt of data provided by Senior Vice President Martin on July 20, 2006. These data were compiled by the College and University Professional Association for Human Resources.

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2005-2006 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

The 2005-2006 Fiscal Audit is currently underway, with an expected completion date of November 2006. In keeping with previous outcomes, no significant audit findings are anticipated. The audit completed in November 2005 concluded with the statement, "The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under Government Auditing Standards." UNCG has had no reportable fiscal audit findings in the past 25 years.

**Signature of the Chief
Academic Officer:**



Date:

August 14, 2006

Printed Name:

A. Edward Uprichard, Provost and Vice Chancellor for Academic Affairs

Please submit this form **electronically** to Lisa Adamson by September 1, 2006 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006**

Purpose: Pursuant to the procedures set forth by the University of North Carolina Board of Governors in the Management Flexibility Policy 600.3.4, §C. (3)(b), all UNC institutions granted management flexibility shall provide an annual summary to the Board of Governors regarding personnel actions.

Please return this summary on or before September 1, 2006 for review by the Board of Governors at the October 2006 meeting.

(This form can be found at: <http://www.northcarolina.edu/content.php/aa/cao/index.htm> (login: UNC_CAO.)

Today's Date: September 1, 2006

Date Management Flexibility Granted: August 11, 2005

Reporting Institution: University of North Carolina at Pembroke

Contact Person(s): Dr. Charles Harrington and/or Donna Gooden Payne

Title: Provost & VC for Academic Affairs – University Counsel & Chief of Staff

Address: PO Box 1510 Pembroke, NC 28372

Phone: 910-521-6211 **Fax:** 910-521-6854 **Email:** Charles.harrington@uncp.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: Completed* October 25, 2005

*Salary data from CUPA and AAUP are analyzed to monitor market pressures affecting salary and compensation of faculty and staff in an ongoing process. Additionally, the University's Office of Institutional Research and Planning conducts a statistical analyses of some salaries. The results of these analyses are used to implement appropriate corrective measures.

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UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	14
How many faculty were granted tenure during this period?	10
How many new faculty were hired with tenure during this period?	0

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

Salary data from CUPA and AAUP are analyzed regularly to monitor market pressures affecting salary and compensation of faculty and staff. Additionally, the University's Office of Institutional Research and Planning conducts an annual statistical analysis of salaries to evaluate salary inversion, compression, depression, and inequities. The results of these analyses are used to implement appropriate corrective measures.

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2005-2006 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

Presently, no audit findings have been identified regarding personnel practices, salary or payroll for FY 2005-2006.

**Signature of the Chief
Academic Officer:**

Charles F. Harrington

Date:

9/1/2006

Printed Name:

Charles F. Harrington

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006**

Purpose: Pursuant to the procedures set forth by the University of North Carolina Board of Governors in the Management Flexibility Policy 600.3.4, §C. (3)(b), all UNC institutions granted management flexibility shall provide an annual summary to the Board of Governors regarding personnel actions.

Please return this summary on or before September 1, 2006 for review by the Board of Governors at the October 2006 meeting.

(This form can be found at: <http://www.northcarolina.edu/content.php/aa/cao/index.htm> (login: UNC_CAO.)

Today's Date: September 1, 2006

**Date Management Flexibility
Granted:** January 9, 2004

Reporting Institution: University of North Carolina Wilmington

Contact Person(s): Mark Steelman

Title: Director of Employment and Compensation

Address: 601 S. College Rd., Wilmington, NC 28403

Phone: 910-962-2638 **Fax:** 910-962-3848 **Email:** steelmanm@uncw.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: July 1, 2006

Please submit this form **electronically** to Lisa Adamson by September 1, 2006 to: adamson@northcarolina.edu

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Page 2 of 4

Full Name <i>(Last, First, MI)</i>	Complete Title	Salary as of June 30, 2006	Total % of salary increase since June 30, 2005	Non-Salary Compensation <i>(if applicable)</i>
Hosier, Paul E.	Provost & Vice Chancellor of Academic Affairs	\$152,650	2.18%	
Core, Ronald J.	Vice Chancellor Business Affairs	\$154,350	2.22%	
Tyndall, Robert E.	Vice Chancellor Information Technology	\$132,650	2.12%	
Demski, Stephen	Vice Chancellor for Public Service	\$122,550	2.13%	
Leonard, Patricia L.	Vice Chancellor Student Affairs	\$127,465	6.00%	
Gornto, Mary M.	Vice Chancellor University Advancement	\$121,050	2.15%	
Clark, Lawrence S.	Dean, Cameron School of Business	\$151,400	2.99%	
Roer, Robert D.	Dean, Graduate School & Research	\$115,000	7.48%	
Adams, Virginia W.	Dean, School of Nursing	\$114,600	3.24%	
Barlow, Cathy L.	Dean, Watson School of Education	\$122,000	3.39%	
Baden, Daniel G.	Director, Center for Marine Science Research	\$162,800*	3.04%	
Goldgeier, Eileen	University Counsel	\$116,900	2.27%	
Hayes, Sherman	University Librarian	\$102,000	3.03%	
		*11 Month Status		

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	19
How many faculty were granted tenure during this period?	17
How many new faculty were hired with tenure during this period?	4

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

UNCW Human Resources conducts an Annual Labor Market Salary Evaluation for SAAO and Faculty Salaries which is reported both to the Chancellor and Provost for use in making salary decisions in July and also to the Board of Trustees in October, 2005. SAAO salaries were compared to the 80th percentile of the UNC Group III Peers and Faculty salaries were analyzed by discipline and rank against the average and 80th percentile for the UNC Group III Peers (or National Master's Level Institutions if necessary). Salary Ranges were developed for all categories based on the targeted goal of the 80th percentile of Peer data and other factors including a salary range model as proposed by UNC General Administration.

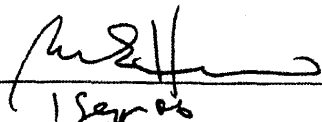
Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2005-2006 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

No audit findings were reported per Sharon Boyd, Interim Internal Auditor.

Signature of the Chief
Academic Officer:

Date:

Printed Name:


Paul E. Hosier

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006**

Purpose: Pursuant to the procedures set forth by the University of North Carolina Board of Governors in the Management Flexibility Policy 600.3.4, §C. (3)(b), all UNC institutions granted management flexibility shall provide an annual summary to the Board of Governors regarding personnel actions.

Please return this summary on or before September 1, 2006 for review by the Board of Governors at the September 2006 meeting.

(This form can be found at: <http://www.northcarolina.edu/content.php/aa/cao/index.htm> (login: UNC_CAO.)

Today's Date: August 31, 2006

**Date Management Flexibility
Granted:** March 20, 2003

Reporting Institution: Western Carolina University

Contact Person(s): Kathy S. Wong

Title: Director of Human Resources

Address: 220 HFR Administration Building, Cullowhee, NC 28723

Phone: 828-227-7218 **Fax:** 828-227-7007 **Email:** wong@wcu.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: January 2006

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all **NEW** EPA, permanent, non-faculty appointments during FY 2005- 2006 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4, §C.3.b.i: (a), (b), and (c.) Do not report interim appointments.*

Full Name (Last, First, MI)	Complete Title	Date Hired [mm-dd-yyyy]	Salary	Non-Salary Compensation (if applicable)
Knotts, Gibbs	Associate Dean, Research & Graduate Studies	07/01/05	\$75,000	NA
Holcombe, Brenda G.	Senior Associate Director of Admissions	11-01-2005	\$48,000	NA
Steele, Thomas W.	Associate Director of Admissions	11-01-2005	\$37,965	NA
Stephens, Arthur H.	Director of Purchasing	11-01-2005	\$55,422	NA
Stewart, J. Michael	Assistant to the Vice Chancellor for Administration & Finance	11/01/2005	\$50,000	NA
Barclay, Raymond D.	Director, Institutional Research and Planning	01/1/06	\$95,000	NA
Hargis, Michelle A.	Director of Sponsored Research	03/1/06	\$80,000	NA
Stahl, Wilson M.	Associate Provost for Information Services/University Librarian	03/01/06	\$125,000	NA
Hammer, Lawrence A.	Registrar	06/1/06	\$66,000	NA

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all **CONTINUING EPA** permanent, non-faculty positions during FY 2005- 2006 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4, §C.3.b.i: (a), (b), and (c.)* Do not report interim appointments.

Full Name (Last, First, MI)	Complete Title	Salary as of June 30, 2006	Total % of salary increase since June 30, 2005	Non-Salary Compensation (if applicable)
Adams-Dunford, Jane M.	Assistant Vice Chancellor for Student Affairs	\$76,600	2.13%	NA
Banerjee, Debasish	Associate Dean, College of Business	\$98,061	3.20%	NA
Brown, Patricia	Dean, Education Outreach	\$120,233	2.00%	NA
Butcher, David	Associate Dean, College of Arts & Sciences	\$88,161	2.56%	NA
Carpenter, C. Dale	Associate Dean, College of Education & Allied Professions	\$86,908	2.60%	NA
Carter, Kyle R.	Provost/Vice Chancellor for Academic Affairs	\$163,200	2.00%	NA
Caruso, Robert	Vice Chancellor for Student Affairs	\$116,280	2.00%	NA
Caserio, Marcia	Regional Director, Educational Outreach	\$47,860	2.00%	NA
Causby, Cory	Director of Affirmative Action & Title IX Coordinator	\$53,629	6.54%	NA
Corzine, Keith	Director of Residential Living	\$68,150	2.10%	NA
Dillard, Nancy B.	Director, Financial Aid	\$62,985	4.48%	NA
Dougherty, Arthur M.	Dean, College of Education & Allied Professions	\$103,851	2.37%	NA
Edwards, Robert T.	Internal Auditor	\$59,271	3.29%	NA
Evans, Paul	Director, Institute for the Economy and the Future	\$125,460	2.00%	NA
Grube, A.J.	Assistant Vice Chancellor for Operations & Research	\$75,841	1.12%	NA
Higdon, Debra J.	Director of Advancement Research	\$59,594	2.00%	NA
Hinson, Fred D.	Senior Associate Vice Chancellor for Academic Affairs	\$109,778	2.00%	NA

Please submit this form **electronically** to Lisa Adamson by October 1, 2005 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Hyde, Leila Tvedt	Associate Vice Chancellor for Public Relations	\$80,565	1.37%	NA
Johnson, Ann	Associate Dean, College of Applied Sciences	\$91,391	2.18%	NA
Johnson, Thomas	Director, University Police	\$75,000	0%	NA
Kauffman, Norman L.	Dean, College of Business	\$126,004	2.00%	NA
Kucharski, Richard L.	General Counsel/Director of Technology Transfer	\$111,528	2.00%	NA
Lochner, Mary Ann	Associate General Counsel	\$75,768	12.00%	NA
Lofquist, Elizabeth Tyson	Associate Vice Chancellor for Academic Affairs	\$91,256	4.29%	NA
Lynch, Dianne	Chief of Staff	\$101,071	2.00%	NA
Manring, Arthur J.	Director of Planned Giving	\$68,123	6.43%	NA
McClure, Thomas E.	Director of Regional Affairs	\$90,000	3.56%	NA
McDermot, Terri	Director of Major Gifts	\$71,350	1.21%	NA
Metcalf, Clifton B.	Vice Chancellor for Advancement and External Affairs	\$129,540	2.00%	NA
Miller Jr., James	Associate Vice Chancellor for Development	\$107,398	2.00%	NA
Miller, Patricia	Director of WCU Asheville Programs	\$59,840	8.15%	NA
Newman, Jeanine S.	Associate Vice Chancellor for Administration & Finance – Financial Services	\$93,099	3.86%	NA
Nicholson, Raymond R.	Director of Auxiliary Services	\$82,453	2.00%	NA
Orr, Robert L.	Associate Chief Information Officer for Educational Technologies	\$77,841	3.27%	NA
Ramsey, Martin	Director of Alumni Affairs	\$53,946	6.65%	NA
Richter, William	Director, Catamount Club and Athletics Development	\$57,225	1.51%	NA
Ritchie, John R.	Director, Counseling & Psychological Services	\$61,158	2.96%	NA

Please submit this form electronically to Lisa Adamson by October 1, 2005 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Rowell, James	Senior Director of Public Relations, Promotions & Marketing	\$71,189	1.43%	NA
Smith, Joseph C.	Director of Athletics	\$122,400	2.00%	NA
Steele, Julie Walters	Director of University Center	\$65,137	2.00%	NA
Strickland, Ann Brett	Assistant Athletic Director/Coordinator for Sponsorships	\$56,100	2.00%	NA
Vacant	University Controller	\$77,881	3.69%	NA
Vacant	University Librarian	\$108,852	6.91%	NA
Vacant	Director of Health Services	\$66,912	2.00%	NA
Vacant	Dean, Research & Graduate Studies	\$101,278	2.00%	NA
Vacant	Associate Dean, Distance and Continuing Education	\$79,128	4.49%	NA
Vacant	Dean, College of Applied Sciences	\$110,084	2.00%	NA
Vacant	Associate Vice Chancellor for Student Affairs	\$81,699	2.12%	NA
Vacant	Director, Admissions	\$69,681	2.22%	NA
Vacant	Dean, Honors College	\$88,868	2.00%	NA
Vacant	Associate Dean, Honors College	\$75,000	0%	NA
Vacant	Dean, College of Arts & Sciences	\$110,190	2.00%	NA
Walker, Joseph H.	Associate Vice Chancellor for Administration & Finance for Facilities Management	\$85,332	2.60%	NA
Woods, Brett	Director of Annual Giving	\$51,260	7.10%	NA
Wooten, George W.	Vice Chancellor for Administration & Finance	\$152,682	1.79%	NA
Wong, Kathy S.	Director of Human Resources	\$81,840	2.30%	NA

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	18
How many faculty were granted tenure during this period?	16
How many new faculty were hired with tenure during this period?	0

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

A complete analysis of EPA salaries was completed in January 2006 using Western salary data by position type/rank and department/discipline as compared with FY 2004-2005 national CUPA-HR data for master's degree granting public institutions.

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for the previous year and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

No audit findings for FY 2005-2006.

**Signature of the Chief
Academic Officer:**

Date:

Printed Name:

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATIONANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006

Purpose: Pursuant to the procedures set forth by the University of North Carolina Board of Governors in the Management Flexibility Policy 600.3.4, §C. (3)(b), all UNC institutions granted management flexibility shall provide an annual summary to the Board of Governors regarding personnel actions.

Please return this summary on or before September 1, 2006 for review by the Board of Governors at the October 2006 meeting.

(This form can be found at: <http://www.northcarolina.edu/content.php/aa/cao/index.htm> (login: UNC_CAO.)

Today's Date: September 18, 2006

**Date Management Flexibility
Granted:** February 12, 2004

Reporting Institution: Winston-Salem State University

Contact Person(s): Ed Hanes

Title: Interim Vice Chancellor of Human Resources

Address: 200 Hauser

Phone: (336) 750-2832 **Fax:** (336) 750-2838 **Email:** hanese@wssu.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: Spring 2005

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all **NEW** EPA, permanent, non-faculty appointments during FY 2005-2006 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4, §C.3.b.i: (a), (b), and (c.)* Do not report interim appointments.

Full Name (Last, First, MI)	Complete Title	Date Hired [mm-dd-yyyy]	Salary	Non-Salary Compensation (if applicable)
Valentine, Peggy	Dean, School of Health Sciences	01-01-2006	\$120,000	NA
Martinez, Pedro L.	Provost and Vice Chancellor for Academic Affairs	02-15-2006	\$155,000	NA
Botley, Robert L.	Vice Chancellor for Business and Finance	06-01-2006	\$135,000	NA

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all **CONTINUING** EPA permanent, non-faculty positions during FY 2005-2006 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4, §C.3.b.i: (a), (b), and (c.)* Do not report interim appointments.

Full Name (Last, First, MI)	Complete Title	Salary as of June 30, 2006	Total % of salary increase since June 30, 2005	Non-Salary Compensation (if applicable)
Dalton-Rann, Ravonda	Executive Assistant to the Chancellor	71,379	14.9	
Horne, Aaron	Dean, College of Arts & Sciences	114,362	5.55	
Martin, Harold	Chancellor	199,993	15	
Martin, Jonathan	Executive Assistant to the Chancellor	91,928	3	
Mitchell, Beverly	University Attorney	104,381	3	
Pierce, Melody	VC Student Affairs	116,817	3.5	
Rodney, Mae	Head Librarian	87,615	4.29	

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2005 – JUNE 30, 2006**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	10
How many faculty were granted tenure during this period?	6
How many new faculty were hired with tenure during this period?	0

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2005-2006 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

None

**Signature of the Chief
Academic Officer:**

Date:

September 1, 2006

Printed Name:

Pedro L. Martinez