

RESOLUTION ON FACULTY AND NON-FACULTY EPA SALARY INCREASES 2006-2007

I. General Policy

Actions by the 2006 Session of the North Carolina General Assembly included appropriations available to the Board of Governors for 2006-2007 for salary increases for faculty and other employees who are exempt from the State Personnel Act.

In addition to those funds provided by the General Assembly, the Board of Governors has determined that any institutional funds for salary increases shall be used as determined by each chancellor, subject to the limitations and conditions set out below, to award increases to faculty and non-faculty EPA employees based on consideration of performance, to recognize merit, to respond to market conditions, and to address salary inequities including those that may have arisen during a period of scarce resources for academic salaries.

Campus-initiated tuition increases provide funds to enhance academic quality and may be used for salary increases that are consistent with the Board of Governors' mandate regarding the use of these funds.

A. The Basic Appropriation:

The Board of Governors has determined that the basic appropriation of 6% shall be distributed to the institutions in exact proportion to the share of each institution in the salary base. Further, all funds for salary increases shall be used as determined by each chancellor subject to the limitations and conditions set out below in the best interest of the institution to award increases to faculty and non-faculty EPA employees based on consideration of performance, to recognize merit, to respond to market conditions, and to address salary inequities including those that may have arisen during a period of scarce resources for academic salaries.

Senate Bill 1741 provides salary increases for both SPA and EPA employees. The section of the Bill addressing EPA salaries is as follows:

§29.12(a1) – For the 2006-2007 fiscal year, the Director of the Budget shall transfer to the Board of Governors of The University of North Carolina sufficient funds from the Reserve for Compensation Increases, created in this act for fiscal year 2006-2007, to provide an annual salary increase of six percent (6%), including funds for the employer's retirement and social security contributions, commencing July 1, 2006, for all employees of The University of North Carolina, as well as employees other than teachers of the North Carolina School of Science and Mathematics, supported by State funds and whose salaries are exempt from the State Personnel Act (EPA). The percentage annual salary increase of six percent (6%), authorized by this section shall be made on an aggregated average basis, according to the rules adopted by the Board of Governors of The University of North Carolina or the Board of Trustees of the North Carolina School of Science and Mathematics, as appropriate, and may not be used for any purpose other than for salary increases and necessary employer contributions provided by this section.

<u>Code</u>	<u>Salary Base</u>	<u>2006 – 2007 EPA Salary Inc. Funds</u>	<u>Matching Soc. Sec. Funds</u>	<u>Matching Retire. Funds</u>	<u>Total Allocation</u>
	\$	\$	\$	\$	\$

II. Policies for Salary Increases, 2006-2007

A. Limitations and Conditions for Salary Adjustments

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

1. Campus salary policies for EPA employees may include the following non-exclusive exceptions to salary increases:
 - (a) New EPA employees hired with a salary determined for 2006-2007;
 - (b) EPA continuing employees who have had salary increases because of retention, equity, or new assignments for 2006-2007; and
 - (c) EPA employees who have fixed term contracts that have established 2006-2007 salaries.
2. All salary increase funds shall be used to address merit, market and equity issues.
3. Senior administrative officers' salaries must be set within ranges established by the Board of Governors (Section II.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 II.C. below). UNC-CH and ECU are each allowed five exceptions to the ceilings. A separate memo must document the exceptions.
5. Salaries for tenured and tenure-track faculty members should be consistent with peer salaries and disciplinary comparisons. The peers for each campus are those identified in the 2005-06 peer study and approved by the Board in February 2006.
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 2006–2007. Salary ranges for deans are not included. Salaries for deans and configurations of colleges and schools vary too much to set system-wide salary ranges. Each institution should have defensible salaries for deans based on discipline and national peer data. Pursuant to a delegation of authority granted by the Board of Governors on June 9, 2006, the administrative salary ranges were approved by the Committee on Personnel and Tenure on July 20, 2006 and are based on current CUPA data for the new peer institutions approved by the Board of Governors in February 2006.

Chancellors/President	<u>2005-2006</u>	<u>2006-2007</u>
North Carolina State University	\$318,528-537,559	\$315,668-505,086
UNC-Chapel Hill	318,528-537,559	315,668-505,086
East Carolina University	222,933-356,705	224,834-359,748
UNC-Charlotte	222,933-356,705	224,834-359,748
UNC-Greensboro	222,933-356,705	224,834-359,748
North Carolina A&T State University	222,933-356,705	224,834-359,748
Appalachian State University	160,590-256,953	175,819-281,320
North Carolina Central University	160,590-256,953	175,819-281,320
UNC-Wilmington	160,590-256,953	175,819-281,320
Western Carolina University	150,411-240,666	175,819-281,320
Fayetteville State University	150,411-240,666	150,137-240,228
UNC-Pembroke	150,411-240,666	150,137-240,228
Elizabeth City State University	132,593-214,741	156,666-250,674
Winston-Salem State University	132,593-214,741	156,666-250,674
UNC-Asheville	192,609-308,185	216,646-346,646
North Carolina School of the Arts	192,609-308,185	216,646-346,646
President	375,863-634,320	372,488-596,001
UNC-General Administration		

Chief Academic Officers/Provosts	<u>2005-2006</u>	<u>2006-2007</u>
North Carolina State University	\$240,712-391,450	\$243,418-389,483
UNC-Chapel Hill	240,712-391,450	243,418-389,483
East Carolina University	158,536-273,843	165,062-264,109
UNC-Charlotte	158,536-273,843	165,062-264,109
UNC-Greensboro	158,536-273,843	165,062-264,109
North Carolina A & T State University	158,536-273,843	165,062-264,109
Appalachian State University	118,155-189,054	128,777-206,050
North Carolina Central University	118,155-189,054	128,777-206,050
UNC-Wilmington	118,155-189,054	128,777-206,050
Western Carolina University	106,971-171,160	128,777-206,050
Fayetteville State University	106,971-171,160	107,430-171,895
UNC-Pembroke	106,971-171,160	107,430-171,895
Elizabeth City State University	97,984-156,781	99,263-158,826
Winston-Salem State University	97,984-156,781	99,263-158,826

UNC-Asheville	125,952-201,530	127,399-203,846
North Carolina School of the Arts	125,952-201,530	127,399-203,846
Senior Vice President for Academic Affairs UNC- General Administration	284,040-461,911	287,234-459,590
Chief of Staff UNC- General Administration	(new)	241,989-387,196

Chief Finance Officers

2005-2006

2006-2007

North Carolina State University UNC-Chapel Hill	\$186,133-317,115 186,133-317,115	\$188,798-302,087 188,798-302,087
East Carolina University UNC-Charlotte UNC-Greensboro North Carolina A & T State University	129,278-225,852 129,278-225,852 129,278-225,852 129,278-225,852	139,436-223,106 139,436-223,106 139,436-223,106 139,436-223,106
Appalachian State University North Carolina Central University UNC-Wilmington Western Carolina University	102,851-169,501 102,851-169,501 102,851-169,501 96,193-153,914	112,648-180,243 112,648-180,243 112,648-180,243 112,648-180,243
Fayetteville State University UNC-Pembroke	96,193-153,914 96,193-153,914	97,112-155,385 97,112-155,385
Elizabeth City State University Winston-Salem State University	78,104-140,238 78,104-140,238	97,824-156,523 97,824-156,523
UNC-Asheville North Carolina School of the Arts	117,390-198,703 117,390-198,703	118,397-189,442 118,397-189,442
Vice President-Finance UNC-General Administration	219,637-374,195	222,782-356,463

Chief Student Affairs Officers

2005-2006

2006-2007

North Carolina State University UNC-Chapel Hill	\$141,304-226,094 141,304-226,094	\$145,196-232,322 145,196-232,322
East Carolina University UNC-Charlotte UNC-Greensboro North Carolina A & T State University	116,876-187,008 116,876-187,008 116,876-187,008 116,876-187,008	120,651-193,048 120,651-193,048 120,651-193,048 120,651-193,048

Appalachian State University	99,991-159,991	102,382-163,817
North Carolina Central University	99,991-159,991	102,382-163,817
UNC-Wilmington	99,991-159,991	102,382-163,817
Western Carolina University	93,003-148,810	102,382-163,817
Fayetteville State University	93,003-148,810	90,546-144,878
UNC-Pembroke	93,003-148,810	90,546-144,878
Elizabeth City State University	78,289-126,979	84,325-134,925
Winston-Salem State University	78,289-126,979	84,325-134,925
NC-Asheville	90,941-157,602	111,927-179,090
North Carolina School of the Arts	90,941-157,602	111,927-179,090

Chief Development Officers

2005-2006

2006-2007

North Carolina State University	\$186,793-298,879	\$181,821-290,924
UNC-Chapel Hill	186,793-298,879	181,821-290,924
East Carolina University	115,534-209,555	136,026-217,649
UNC-Charlotte	115,534-209,555	136,026-217,649
UNC-Greensboro	115,534-209,555	136,026-217,649
North Carolina A & T State University	115,534-209,555	136,026-217,649
Appalachian State University	103,061-164,903	108,956-174,335
North Carolina Central University	103,061-164,903	108,956-174,335
UNC-Wilmington	103,061-164,903	108,956-174,335
Western Carolina University	90,652-145,049	108,956-174,335
Fayetteville State University	90,652-145,049	87,847-140,560
UNC-Pembroke	90,652-145,049	87,847-140,560
Elizabeth City State University	79,978-134,301	90,454-144,732
Winston-Salem State University	79,978-134,301	90,454-144,732
UNC-Asheville	119,136-190,625	118,925-190,287
North Carolina School of the Arts	119,136-190,625	118,925-190,287

Chief Information Officers

2005-2006

2006-2007

UNC-Chapel Hill Vice Chancellor-Information Tech.	\$179,146-286,644	\$188,080-300,939
UNC-Greensboro Vice Chancellor-Information Technology and Planning	\$112,267-198,956	\$133,022-212,843

North Carolina A & T State University Vice Chancellor - Information Technology & Chief Information Officer	\$112,267-198,956	\$133,022-212,843
UNC-Wilmington Vice Chancellor-Information Technology Systems & Associate Provost	\$ 91,807-146,897	\$ 92,747-148,401
Vice President for Information Resources UNC-General Administration	211,393-338,240	\$221,934-355,107

Chief Research/Graduate Officers	<u>2005-2006</u>	<u>2006-2007</u>
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North Carolina State University Vice Chancellor-Research & Graduate Studies	\$186,363-298,191	\$191,366-306,196
UNC-Chapel Hill Vice Chancellor-Grad. Studies & Res.	\$186,363-298,191	\$191,366-306,196
East Carolina University Vice Chancellor for Research, Economic Development and Community Engagement	\$137,889-248,335	\$150,198-240,325
North Carolina A & T State University Vice Chancellor-Research	\$137,889-248,335	\$150,198-240,325
UNC-Charlotte Vice Chancellor-Research & Fed. Relations	\$137,889-248,335	\$150,198-240,325
Vice President for Research and Sponsored Programs UNC-General Administration	\$219,908-351,865	\$225,811-361,311

Varied Vice Chancellor and Vice President Titles	<u>2005-2006</u>	<u>2006-2007</u>
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North Carolina State University Vice Chancellor for University Extension & Engagement	\$139,356-222,977	\$138,278-221,253
North Carolina State University Vice Chancellor and General Counsel	\$155,180-272,601	\$161,296-258,083
UNC-Chapel Hill Vice Chancellor & Dean-Medical Affairs	\$288,861-645,558	\$462,350-739,786

UNC-Charlotte Vice Chancellor for University Relations and Community Affairs	(new)	\$92,269-147,636
UNC-Wilmington Vice Chancellor-Public Service & Ext. Ed. & Associate Provost	\$82,090-131,348	\$87,491-139,990
UNC-Pembroke Vice Chancellor for Enrollment Management	\$ 80,200-128,324	\$71,485-114,380
UNC-Pembroke Vice Chancellor for University and Community Relations	\$ 58,255-93,211	\$63,933-102,296
UNC-General Administration Vice President for Academic Planning	\$163,849-262,168	\$162,122-259,404
UNC-General Administration Vice President and General Counsel	183,113-321,670	\$190,329-304,538
UNC-General Administration Vice President/Government Relations	134,028-214,452	\$137,692-220,315
UNC-General Administration Secretary of the University	92,813-148,507	\$97,061-153,705
UNC-General Administration Vice President-University/School Programs	163,849-262,168	\$162,122-259,404

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

	<u>2005-2006</u>	<u>2006-2007</u>
Professor and Chair, Division Chief or Center Dir.	\$813,000	\$1,284,000
Chief	605,000	616,000
Professor	439,000	469,000
Associate Professor	423,000	461,000
Assistant Professor	346,000	374,000
Instructor	270,000	302,000

Cardiothoracic Surgery

Professor and Chair, Division Chief or Center Director	\$941,000	\$1,001,000
Chief	741,000	817,000
Professor	529,000	612,000
Associate Professor	475,000	490,000
Assistant Professor	309,000	323,000
Instructor	255,000	248,000

All Other Departments

Professor and Chair, Division Chief or Center Director	\$522,000	\$ 551,000
Chief	278,000	303,000
Professor	275,000	288,000
Associate Professor	257,000	287,000
Assistant Professor	225,000	252,000
Instructor	160,000	206,000

Department of Allied Health Sciences

Professor & Chair (Dean equivalent)	\$202,242	\$216,095
Chief (Chair equivalent)	159,826	147,041
Professor	125,503	123,314
Associate Professor	103,930	114,787
Assistant Professor	118,384	100,873
Instructor	73,238	77,257

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>2005-2006</u>	<u>2006-2007</u>
School of Dentistry		
Professor and Chair	\$445,000	\$455,000
Professor	430,000	440,000
Associate Professor	395,000	415,000
Assistant Professor	360,000	375,000
Instructor	210,000	225,000
School of Public Health		
Professor and Chair	\$370,000	\$388,500

Professor	350,000	367,500
Associate Professor	240,000	264,000
Assistant Professor	190,000	199,500
Instructor	130,000	136,500

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 by the Board of Governors in February 2006) and disciplinary comparisons.

III. 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. (*See Attachment A*)
2. Recommended salary increases for designated senior academic and administrative officers, and for all other EPA personnel in General Administration and 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 C.*) The Chancellors' recommendations for salary increases for senior academic and administrative officers must be received by the President by **August 18, 2006** to ensure time for review by the President, the Committee on Personnel and Tenure, and final action by the Board of Governors. Please use the attached form, "*Recommended Salary Increases for Senior Academic and Administrative Officers – 2006-2007*," for this purpose (*Attachment A.*) **Campuses with Management Flexibility to Appoint and Fix Compensation do not need to provide this information for approval and should submit the attached form, "*Recommended Salary Increases for Senior Academic and Administrative Officers – 2006-2007*" (*Attachment A*) for information purposes only, by September 29, 2006.**
3. Final approval of all salary increases other than those in II.B. is delegated to the President for all campuses without 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 AND \$10,000 or more over the 2005-2006 salary. Please use the attached PA Form 100, "*Personnel Action Requiring Approval of the Board of Governors*," for this purpose

(Attachment B.) Recommendations must be received by the President by **August 18, 2006**.

4. For faculty members in clinical departments of the schools of medicine, authority is delegated to the chancellor at those campuses with Management Flexibility to Appoint and Fix Compensation to approve guidelines and procedures as developed by the institutions, and to have final approval of all salary *decreases* recommended by the chancellor for faculty members in those departments. The approved guidelines and an annual summary of salary reductions for faculty members in clinical departments of the schools of medicine under this resolution shall be reported to the Committee. Submit this report by the **August 18, 2006** deadline.
5. The President is authorized to delegate to the Chancellors of all campuses approval of all increases that are below \$10,000 OR 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 2006-2007 shall not be reflected in any payrolls until the institution has been authorized to do so by the President.
7. Salaries for any individual that lead to a salary level of 15% or more AND \$10,000 or more over the approved salary for 2005-2006 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 \$10,000 OR 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.

IV. Faculty Recruiting and Retention Fund

Senate Bill 1741 also provides a University Faculty Recruiting and Retention Fund as follows:

§22.12(a1) - Of the funds appropriated to the Reserve for Compensation Increases for the 2006-2007 fiscal year, five million dollars (\$5,000,000) shall be used to establish a Faculty Recruiting and Retention Fund under the Office of the President of The University of North Carolina. Allocations from the fund shall be made for salary increases at the discretion of the President of The University of North Carolina only for the purpose of recruiting and retaining faculty members as necessary at constituent institutions. The President will issue guidelines for the use of these funds.

V. Term of Resolution

This Resolution rescinds earlier salary resolutions and will remain in effect until the Board of Governors adopts a salary resolution for 2007-2008, or otherwise modifies or rescinds this Resolution.

RECOMMENDED SALARY INCREASES FOR SENIOR ACADEMIC AND ADMINISTRATIVE OFFICERS - 2006 - 2007

Institution: _____

<u>Title</u>	<u>Name</u>	<u>Current Salary</u>	<u>Amount of Increase</u>	<u>Proposed Salary 7/1/06</u>	<u>% Increase</u>
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**Wherever non-state funds are included, please indicate amount and source*

Chancellor

Date

Attachment B

PERSONNEL ACTION REQUIRING APPROVAL OF THE BOARD OF GOVERNORS

This form is designed for submitting all personnel requests that require BOG approval. This form can be found at: <http://www.northcarolina.edu/content.php/hr/uniform.htm>

Name of Institution: _____

Name of Appointee: _____

Department: _____ College: _____

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

Indicate Type of Action: (select all that apply)

Administrative Appointment:

Reappointment:

New Faculty Appointment:

Conferral of Tenure:

Promotion:

*Salary Increase of 15% AND \$10,000 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% AND \$10,000 or more:

Salary as of June 30, 2006: \$ _____ 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:

4. Prior Recommendations/Personnel Actions:
(please check appropriate responses)

<u>Type</u>	<u>Number</u>	<u>Source</u>	<u>Recommended</u>	<u>Not Recommended</u>
Book	_____	Chair/Head	<input type="checkbox"/>	<input type="checkbox"/>
Edited Book	_____	Dean/Director	<input type="checkbox"/>	<input type="checkbox"/>
Chapter	_____	Provost/Vice Chancellor	<input type="checkbox"/>	<input type="checkbox"/>
Refereed Journal Article	_____	Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>
Other Journal Article	_____			
Juried Performance/Show	_____			
Non-Juried Performance/Show	_____			
Other (please provide description)	_____			

5. Membership in professional organizations:

6. Professional service on campus:

7. Professional service off campus: