

SALARY PROCOTOLS FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES 2009-2010

I. General Policy

The 2009 Session of the North Carolina General Assembly did not provide any appropriation to the Board of Governors for salary increases for 2009-2010 for faculty and other employees who are exempt from the State Personnel Act. The General Assembly did provide limited exceptions for salary adjustments which are detailed in the attached salary memorandum and referenced in Appendix A of the salary memorandum.

While the General Assembly accepted the campus-based tuition increases approved by the Board of Governors for 2009-10, the request from the Board was to use the funds for financial aid and other critical needs and did not include the use of any campus-based tuition increases for faculty salary increases.

II. Protocols for Salary Adjustments and Increases, 2009-2010

A. Limitations and Conditions for Salary Adjustments

Salary adjustments for 2009-10 are limited to the terms and conditions detailed in the salary memorandum. Additional limitations and conditions include the following:

1. Senior administrative officers' salaries must be set within ranges established by the President of The University of North Carolina (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.
2. Faculty salaries in Health Affairs are subject to the ceilings established by the President (Section II.C. below.)
3. 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, approved by the Board of Governors in February 2006.
4. Funds from foundations, trust funds, grants, or other non-state sources may be used to provide salary increases within limits set by the President that are detailed in the salary memorandum.
5. For those qualifying persons paid partially or entirely from medical faculty practice plans, any 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, if any qualify, may be paid from the medical faculty practice plans according to the availability of such funds without regard to the proportionate contribution from state sources.

**SALARY PROCOTOLS FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2009-2010**

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 2009–2010. 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 Policy 200.6 “*Delegation of Authority to the President*”, the administrative salary ranges were approved by the President and are based on current CUPA data for the peer institutions, as approved by the Board of Governors in February 2006.

Chancellors/President (<i>current salaries</i>)	<u>2008-2009</u>	<u>2009-2010</u>
North Carolina State University (\$420,000)	\$329,051-526,500	\$355,786-569,278
UNC-Chapel Hill (\$420,000)	329,051-526,500	355,786-569,278
East Carolina University (\$315,000)	273,868-438,205	290,259-464,431
North Carolina A & T State Univ. (\$300,000)	273,868-438,205	290,259-464,431
UNC-Charlotte (\$315,000)	273,868-438,205	290,259-464,431
UNC-Greensboro (\$315,000)	273,868-438,205	290,259-464,431
Appalachian State University (\$290,000)	223,585-357,749	236,979-379,180
North Carolina Central University (\$290,000)	223,585-357,749	236,979-379,180
UNC-Wilmington (\$300,000)	223,585-357,749	236,979-379,180
Western Carolina University (\$280,000)	223,585-357,749	236,979-379,180
Fayetteville State University (\$234,000)	173,913-278,271	185,044-296,080
UNC-Pembroke (\$236,250)	173,913-278,271	185,044-296,080
Winston-Salem State University (\$234,000)	173,913-278,271	185,044-296,080
UNC-Asheville (\$237,930)	242,184-387,508	272,164-435,479
UNC School of the Arts (\$236,000)	242,184-387,508	272,164-435,479
Elizabeth City State University (\$216,300)	164,506-263,220	181,385-290,226
North Carolina School of Science and Mathematics (\$245,000) (<i>salary is based on pre-existing contract</i>)	164,506-263,220	181,385-290,226
UNC-General Administration President (\$478,291)	388,280-621,270	419,828-671,748

Chief Academic Officers/Provosts (*current salaries*)

	<u>2008-2009</u>	<u>2009-2010</u>
North Carolina State University (\$281,996)	\$248,358-397,388	258,071-412,929
UNC-Chapel Hill (\$267,000)	248,358-397,388	258,071-412,929
East Carolina University (\$276,000)	186,981-299,180	195,059-312,106

**SALARY PROCOTOLS FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2009-2010**

North Carolina A & T State Univ. (\$192,816)	186,981-299,180	195,059-312,106
UNC-Charlotte (\$249,600)	186,981-299,180	195,059-312,106
UNC-Greensboro (\$264,576)	186,981-299,180	195,059-312,106
Appalachian State University (\$213,000)	151,813-242,910	152,866-244,595
North Carolina Central University (\$208,000)	151,813-242,910	152,866-244,595
UNC-Wilmington (\$145,367)	151,813-242,910	152,866-244,595
Western Carolina University (\$206,000)	151,813-242,910	152,866-244,595
Fayetteville State University (\$144,354)	120,811-193,305	128,023-204,843
UNC-Pembroke (\$161,665)	120,811-193,305	128,023-204,843
Winston-Salem State University (\$193,300)	120,811-193,305	128,023-204,843
UNC-Asheville (\$175,100)	142,329-227,735	155,507-248,819
UNC School of the Arts (\$150,000)	142,329-227,735	155,507-248,819
Elizabeth City State University (\$155,000)	111,088-177,747	127,771-204,441
North Carolina School of Science and Mathematics (\$120,686)	111,088-177,747	127,771-204,441
Senior Vice President for Academic Affairs UNC- General Administration (\$255,000)	293,063-468,917	304,524-487,256

Chief Research/Graduate Officers (*current salaries*)

	<u>2008-2009</u>	<u>2009-2010</u>
North Carolina State University (\$227,500) Vice Chancellor-Research & Graduate Studies	\$215,325-344,532	\$229,281-366,863
UNC-Chapel Hill (\$315,000) Vice Chancellor- Research & Economic Development	215,325-344,532	229,281-366,863
East Carolina University (\$210,550) Vice Chancellor for Research and Graduate Studies	174,722-279,566	172,818-276,519
North Carolina A & T State Univ. (\$211,814) Vice Chancellor-Research & Economic Development	174,722-279,566	172,818-276,519
UNC-Charlotte (\$185,400) Vice Chancellor-Research & Federal Relations	174,722-279,566	172,818-276,519

**SALARY PROCOTOLS FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2009-2010**

UNC-Greensboro (\$183,480) Vice Chancellor for Research and Economic Development	(new)	172,818-276,519
--	-------	-----------------

North Carolina Central University (\$180,000) Vice Chancellor for Graduate Education & Research	(new)	\$181,361-290,190
---	-------	-------------------

UNC-General Administration (\$236,900) Vice President for Research and Sponsored Programs	254,083-406,548	\$270,552-432,898
---	-----------------	-------------------

Chief Finance Officers (<i>current salaries</i>)	<u>2008-2009</u>	<u>2009-2010</u>
---	-------------------------	-------------------------

North Carolina State University (\$260,000)	\$209,700-335,533	\$214,347-342,968
UNC-Chapel Hill (\$340,000)	209,700-335,533	214,347-342,968

East Carolina University (\$251,000)	163,481-261,579	172,303-275,695
North Carolina A & T State Univ. (\$177,840)	163,481-261,579	172,303-275,695
UNC-Charlotte (\$207,500)	163,481-261,579	172,303-275,695
UNC-Greensboro (\$225,509)	163,481-261,579	172,303-275,695

Appalachian State University (\$169,600)	138,069-220,918	148,223-237,165
North Carolina Central University (\$190,000)	138,069-220,918	148,223-237,165
UNC-Wilmington (\$175,440)	138,069-220,918	148,223-237,165
Western Carolina University (\$185,400)	138,069-220,918	148,223-237,165

Fayetteville State University (\$155,000)	111,981-179,175	122,827-196,530
UNC-Pembroke (\$156,450)	111,981-179,175	122,827-196,530
Winston-Salem State University (\$162,400)	111,981-179,175	122,827-196,530

UNC-Asheville (\$150,000)	137,075-219,328	156,282-250,061
UNC School of the Arts	137,075-219,328	156,282-250,061

Elizabeth City State University (\$140,000)	95,644-153,036	94,146-150,640
North Carolina School of Science and Mathematics (\$120,092)	95,644-153,036	94,146-150,640

UNC-General Administration (\$209,456) Vice President-Finance	247,446-395,928	\$252,930-404,702
--	-----------------	-------------------

Chief Human Resources Officers (<i>current salaries</i>)	<u>2008-2009</u>	<u>2009-2010</u>
---	-------------------------	-------------------------

North Carolina State University (\$181,600)	\$154,584-247,344	163,845-262,161
UNC-Chapel Hill (\$219,000)	154,584-247, 344	163,845-262,161

**SALARY PROCOTOLS FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2009-2010**

East Carolina University	97,500-156,005	104,749-167,605
North Carolina A & T State Univ. (\$168,000)	97,500-156,005	104,749-167,605
UNC-Charlotte	97,500-156,005	104,749-167,605
UNC-Greensboro	97,500-156,005	104,749-167,605
Appalachian State University	80,134-128,218	82,011-131,223
North Carolina Central University	80,134-128,218	82,011-131,223
UNC-Wilmington	80,134-128,218	82,011-131,223
Western Carolina University	80,134-128,218	82,011-131,223
Fayetteville State University	73,755-118,012	74,509-119,219
UNC-Pembroke	73,755-118,012	74,509-119,219
Winston-Salem State University	73,755-118,012	74,509-119,219
UNC-Asheville	92,703-148,330	97,526-156,048
UNC School of the Arts	92,703-148,330	97,526-156,048
Elizabeth City State University (\$97,760)	76,106-121,744	61,328-98,128
North Carolina School of Science and Mathematics	76,106-121,744	61,328-98,128
UNC General Administration (\$140,070) Vice President for Human Resources	182,410-291,866	193,337-309,351

Chief Information Officers (<i>current salaries</i>)	<u>2008-2009</u>	<u>2009-2010</u>
North Carolina State University (\$270,000) Vice Chancellor for Information Technology	\$180,828-289,335	183,310-293,307
UNC-Chapel Hill (\$278,100) Vice Chancellor for Information Technology and CIO (Chief Information Officer)	\$180,828-289,335	183,310-293,307
North Carolina A & T State Univ. (\$176,748) Vice Chancellor - Information Technology & Chief Information Officer	\$144,804-231,694	140,992-225,596
UNC Charlotte (\$190,000) Vice Chancellor for Information Technology	(new)	140,992-225,596
UNC-Greensboro (\$205,950) Vice Chancellor-Information Technology Services	\$144,804-231,694	140,992-225,596
UNC-Wilmington (\$161,005) Vice Chancellor-Information	\$103,587-165,745	109,751-175,607

SALARY PROCOTOLS FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES

2009-2010

Technology Systems & Associate Provost

Western Carolina University (\$144,612) Chief Information Officer	\$103,587-165,745	109,751-175,607
Fayetteville State University (\$126,000) Vice Chancellor for Information Technology and Telecommunications	\$ 89,989-143,988	\$ 92,160-147,461
UNC-General Administration (\$236,000) Vice President for Information Resources	\$213,377-341,415	\$216,306-346,102

Chief Student Affairs Officers (*current salaries*) **2008-2009** **2009-2010**

North Carolina State University (\$173,250) UNC-Chapel Hill (\$236,000)	\$160,606-256,978 160,606-256,978	\$166,749-266,807 166,749-266,807
East Carolina University (\$183,750)	132,311-211,706	137,176-219,490
North Carolina A & T State Univ. (\$178,464)	132,311-211,706	137,176-219,490
UNC-Charlotte (\$180,250)	132,311-211,706	137,176-219,490
UNC-Greensboro (\$183,476)	132,311-211,706	137,176-219,490
Appalachian State University (\$159,318)	119,210-190,743	124,558-199,300
North Carolina Central University (\$179,000)	119,210-190,743	124,558-199,300
UNC-Wilmington (\$162,666)	119,210-190,743	124,558-199,300
Western Carolina University (\$144,200)	119,210-190,743	124,558-199,300
Fayetteville State University (\$133,000)	101,482-162,377	105,218-168,355
UNC-Pembroke (\$141,000)	101,482-162,377	105,218-168,355
Winston-Salem State University (\$142,152)	101,482-162,377	105,218-168,355
UNC-Asheville (\$113,247)	111,982-179,177	117,618-188,195
UNC School of the Arts (\$122,304)	111,982-179,177	117,618-188,195
Elizabeth City State University (\$114,941)	92,132-147,417	94,663-151,467
North Carolina School of Science and Mathematics (\$120,092)	92,132-147,417	94,663-151,467

Chief Development Officers (*current salaries*) **2008-2009** **2009-2010**

North Carolina State University (\$288,750) UNC-Chapel Hill (\$349,800)	\$206,559-330,506 206,559-330,506	\$223,365-357,397 223,365-357,397
East Carolina University (\$223,881)	149,514-239,232	159,779-255,655
North Carolina A & T State Univ. (\$178,464)	149,514-239,232	159,779-255,655
UNC-Charlotte (\$210,150)	149,514-239,232	159,779-255,655
UNC-Greensboro (\$223,200)	149,514-239,232	159,779-255,655

**SALARY PROCOTOLS FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2009-2010**

Appalachian State University (\$185,500)	128,634-205,822	135,603-216,972
North Carolina Central University (\$156,000)	128,634-205,822	135,603-216,972
UNC-Wilmington (\$146,804)	128,634-205,822	135,603-216,972
Western Carolina University (\$154,500)	128,634-205,822	135,603-216,972
Fayetteville State University (\$140,000)	100,182-160,297	107,086-171,344
UNC-Pembroke (\$143,000)	100,182-160,297	107,086-171,344
Winston-Salem State University (\$150,000)	100,182-160,297	107,086-171,344
UNC-Asheville (\$141,125)	141,125-225,807	150,044-240,079
UNC School of the Arts (\$171,600)	141,125-225,807	150,044-240,079
Elizabeth City State University (\$125,000)	112,392-179,834	104,641-167,431
North Carolina School of Science and Mathematics (\$102,033)	112,392-179,834	104,641-167,431

Varied Vice Chancellor, Vice President and other Titles <i>(current salaries)</i>	<u>2008-2009</u>	<u>2009-2010</u>
North Carolina State University (\$193,500) Vice Chancellor and General Counsel	\$176,549-282,489	\$195,831-313,341
UNC-Chapel Hill (\$291,200) Vice Chancellor and General Counsel	\$176,549-282,489	\$195,831-313,341
North Carolina State University (\$217,750) Vice Chancellor for University Extension and Engagement	\$170,375-272,610	\$176,956-283,140
UNC-Chapel Hill (\$717,600) Vice Chancellor & Dean-Medical Affairs	\$514,546-823,303	\$504,459-807,164
East Carolina University (\$130,000) Chief of Staff	\$150,065-240,113	\$155,767-249,237
North Carolina A & T State Univ. (\$128,000) Chief of Staff	\$150,065-240,113	\$155,767-249,237
UNC-Charlotte (\$144,240) Vice Chancellor for University Relations and Community Affairs	\$107,039-171,269	\$106,862- 170,985
Appalachian State University (\$149,000) Chief of Staff	\$115,241-184,392	\$119,620-191,399

**SALARY PROCOTOLS FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2009-2010**

UNC-Wilmington (\$150,828) Chief of Staff	\$115,241-184,392	\$119,620-191,399
UNC-Wilmington (\$142,771) Vice Chancellor-Public Service & Ext. Ed. & Associate Provost	\$100,341-160,552	\$103,594-165,756
Western Carolina University (\$138,087) Chief of Staff	\$115,241-184,392	\$119,620-191,399
Fayetteville State University (\$184,000) Vice Chancellor and Chief of Staff	\$103,810-166,102	\$107,755-172,414
UNC-Pembroke (\$122,000) Vice Chancellor for Enrollment Management	\$ 77,088-123,345	\$ 78,908-126,257
UNC-Pembroke (\$111,050) Vice Chancellor for University and Community Relations	\$ 66,755-106,812	\$ 68,250-109,204
Winston Salem State University (\$175,000) Executive Vice Chancellor for Strategic and Management Initiatives	n/a	n/a
UNC-Asheville (\$121,176) Chief of Staff	\$117,647-188,241	\$122,118-195,394
North Carolina School of Science (\$103,439) and Mathematics Vice Chancellor for Distance Education and Extended Programs	\$ 73,613-117,785	\$ 73,430-117,492
North Carolina School of Science (\$124,615) and Mathematics Chief of Staff	\$ 56,687-90,702	\$ 85,060-136,101
UNC General Administration (\$140,400) Vice President for Communications	\$201,042-321,679	\$208,808-334,105
UNC- General Administration (\$251,402) Chief of Staff	\$259,704-415,541	\$163,875-262,209
UNC-General Administration (vacant) Vice President for Academic Planning /University School Programs	\$169,553-271,295	\$207,194-331,522

**SALARY PROCOTOLS FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2009-2010**

UNC-General Administration (\$228,375) Vice President and General Counsel	\$208,328-333,337	\$231,081-369,743
UNC-General Administration (\$135,000) Vice President/Government Relations	\$155,057-248,100	\$160,239-256,392
UNC-General Administration (\$114,639) Vice President/Federal Relations	\$129,090-206,552	\$130,774-209,246
UNC-General Administration (\$108,456) Secretary of the University	\$100,943-159,853	\$ 89,577-143,328

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>2008-2009</u>	<u>2009-2010</u>
Professor and Chair, Division Chief or Center Director	\$1,665,000	\$1,444,000
Chief	680,000	716,000
Professor	605,000	680,000
Associate Professor	567,000	655,000
Assistant Professor	460,000	478,000
Instructor	452,000	452,000
 Cardiothoracic Surgery		
Professor and Chair, Division Chief or Center Director	\$1,116,000	\$1,172,000
Chief	818,000	900,000
Professor	588,000	621,000
Associate Professor	490,000	490,000
Assistant Professor	370,000	370,000
Instructor	315,000	315,000
 All Other Departments		
Professor and Chair, Division Chief or Center Director	\$ 651,000	\$ 651,000

SALARY PROCOTOLS FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES

2009-2010

Chief	417,000	440,000
Professor	390,000	430,000
Associate Professor	352,000	368,000
Assistant Professor	346,000	346,000
Instructor	329,000	329,000

Department of Allied Health Sciences

Chair (Dean equivalent)	\$ 233,206	\$ 256,526
Division Director (Chair equivalent)	173,097	190,406
Professor	150,146	162,971
Associate Professor	116,513	128,164
Assistant Professor	113,346	120,713
Instructor	89,422	96,039

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>2008-2009</u>	<u>2009-2010</u>
School of Dentistry		
Professor and Chair	\$ 495,000	\$ 505,000
Professor	450,000	475,000
Associate Professor	440,000	440,000
Assistant Professor	375,000	375,000
Instructor	225,000	225,000
School of Public Health		
Professor and Chair	\$ 448,000	470,400
Professor	424,600	445,830
Associate Professor	305,250	320,513
Assistant Professor	230,450	241,973
Instructor	157,850	165,743

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 salary memorandum provides advice to each campus to determine appropriate salary ranges for faculty based on peer data, as identified by the Board of Governors in February 2006, and disciplinary comparisons.

**SALARY PROCOTOLS FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2009-2010**

III. Procedures for Review and Approval

1. Consistent with the foregoing requirements and Appendix A of the salary memorandum, the Chancellors shall present their salary increase recommendations, where consistent with salary memorandum for 2009-10, 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 to the President for approval. 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 September 4, 2009 to ensure time for review by the President. Please use the attached form, “*Recommended Salary Increases for Senior Academic and Administrative Officers – 2009-2010,*” 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 – 2009-2010” (Attachment A) for information purposes only, by September 30, 2009.**

Final approval of all salary increases has been 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 2008-2009 salary with the exception of salary increases in excess of \$10,000 or more and 15% or more for faculty members who are receiving salary increases funded through the Faculty Recruitment and Retention Fund. Please use the attached Personnel Action Form 100, “*Personnel Action Requiring Approval of the President or the Board of Governors,*” for this purpose (*Attachment B.*) Recommendations must be received by the President by September 4, 2009.

3. 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 September 18, 2009 deadline.

4. The President is authorized to delegate to the Chancellors of all campuses approval of all increases that are below 15% AND \$10,000 are paid entirely from grants or contracts, or other non-appropriated funds consistent with the terms and conditions detailed in the salary memorandum.

5. Salary increases for 2009-2010 shall not be reflected in any payrolls until the institution has been authorized to do so by the President.

**SALARY PROCOTOLS FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2009-2010**

6. Salaries for any individual that lead to a salary level of 15% or more AND \$10,000 or more over the approved salary for 2008-2009 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 AND 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. However, any such adjustment for 2009-10 must be consistent with the salary memorandum.
- d. Salary increases in excess of \$10,000 or more and 15% or more for faculty members who are receiving salary increases funded through the Faculty Recruitment and Retention Fund.

IV. Term of Protocols

These Salary Protocols rescind the earlier Salary Protocols and will remain in effect until the President adopts Salary Protocols for 2010-2011, or otherwise modifies or rescinds these Protocols.

Attachment B

PERSONNEL ACTION REQUIRING APPROVAL OF THE PRESIDENT OR BOARD OF GOVERNORS

This form is designed for submitting all personnel requests that require the President's or BOG approval. This form can be found at: http://www.northcarolina.edu/hr/hr_council/EPA_Res_Info.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% or more 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% or more AND \$10,000 or more:

Salary as of June 30, 2009: \$ _____ 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 \$ _____