

Resignation/Retirement Terms of Selected UNC Chancellors (Chronological by President)

PRESIDENT WILLIAM FRIDAY

1973 – Jack Carlton, Western Carolina University

- Vacated office 9/10/73. On that date became an Assistant to the President “at his present salary” as Chancellor. BOG approved August 30, 1973.

1973 – Robert Ward, NC School of the Arts

- Stepped down as Chancellor and received a 3-month leave of absence with pay 10/15/73 – 1/15/74. (Salary rate unclear, but assumed it was his current salary as Chancellor)

1981-82 – Thomas B. Brewer, East Carolina University

- Gave notice of resignation 9/81. Requested leave of absence with pay (assumed to be at current chancellor salary), effective 1/11/82. Accepted position in Georgia shortly thereafter.

1983 – Robert Suderburg, NC School of the Arts

- Granted leave of absence with pay for 1 year (9/1/83 – 8/31/84), to be paid from non-state funds. Suderberg resigned and did not return to NCSA.

PRESIDENT C.D. SPANGLER, JR.

1987 – Charles A. Lyons, Jr., Fayetteville State University

- Granted leave of absence with full pay for 1 year to serve as Special Adviser on Educational Policy to the President of AASCU, beginning 1/1/88. Resigned as Chancellor effective that date. Agreed that he could return to FSU as a professor of political science after the year’s leave. May have returned for a brief period.

1989 – Jane Milley, NC School of the Arts

- Announced in March 1989 that she would resign effective June 30. Granted 6-month leave at full Chancellor’s salary, ending December 31, 1989. Cost of the leave ultimately borne by the Office of the President. Per BOG action, was to be granted a 3-year contract as an instructor in the NCSA School of Music. [NOTE: Milley accepted a post in California and did not return to NCSA.]

1989 – Bruce Poulton, NC State University

- Announced in August 1989 that he would step down from the post on September 30. Granted a 6-month leave of absence at the Chancellor’s salary he had been paid during the 1988-89 year, ending March 31, 1990. [NOTE: Poulton became director of NCSU Literacy Systems Center.]

1993 – **Samuel Schuman, UNC Asheville**

- Announced in August 1993 that he would step down as chancellor December 31. Remained at UNCA for about a year as a professor of literature and language. No indication that any paid leave of absence was granted.

1994 – **Myron L. Coulter, Western Carolina University**

- Received paid 6-month leave of absence (beginning 7/1/94) at his current Chancellor's salary to prepare for teaching duties following retirement. After his leave, his salary and duties as a professor were to be set "through normal institutional processes." Began teaching in January 1995.

1994 – **Cleon Thompson, Winston-Salem State University**

- Resigned effective 6/30/95 to take a position at NC State University for 2 years (through 6/30/97) at his current chancellor's salary "either by an institutional budget appropriation allocation or some other source available to the President." Funds were provided to NCSU by the President's Office.

1994 – **William E. Moran, UNC Greensboro**

- Retired as chancellor effective 8/15/94 and began 6-month leave (assumed without verification to be at chancellor's salary). His full-time salary for nine months' service was to be based upon his salary as chancellor, including any salary increment awarded through the 1994-95 salary increase process, and then converted from a 12-month to 9-month basis. [NOTE: After stepping down, Moran actually took a 2-year leave of absence to work in private industry and returned in January 1996 as a ¾-time professor in the School of Business.]

1994-99 – **Lloyd V. Hackley, Fayetteville State University**

- Granted a 2-year unpaid leave of absence (January 1995-January 1997) as an employee appointed to full-time public office (President of the NC Community College System). In August 1996, BOG approved an exception and his request to extend the unpaid leave for an additional 2 years. [NOTE: Hackley did not serve as CC President for the full length of the approved unpaid leave and did not return to FSU.]

1995 – **Jimmy R. Jenkins, Elizabeth City State University**

- Given a special assignment with pay "at his current salary rate" (\$98,600) for a 6-month period to prepare to return to teaching. Salary during leave period was reimbursed by the President's Office. Upon assuming teaching duties as a full professor on March 1, 1996, his salary would be set at \$78,000 on a 9-month basis and paid by ECSU. Allowed to live in the Chancellor's residence for up to 60 days after retirement. Was also given a one-time payment of \$14,000 on or after 9/2/95 (\$9,000 as severance pay from his position and Chancellor / \$5,000 as a "housing severance from the Chancellor's residence"). President's Office was to reimburse ECSU for the \$14,000.

1995 – Paul Hardin, UNC-Chapel Hill

- Announced in January 1994 that he would retire as Chancellor on June 30, 1995. Received 6-month leave with pay at current Chancellor's salary. After leave, pay and duties were to be set through normal institutional processes.

PRESIDENT MOLLY BROAD

1999 – Edward B. Fort, NC A&T State University

- Retired June 30, 1999. Granted 6-month leave of absence with pay at current Chancellor salary. Campus was to provide funds for the leave. Salary and duties thereafter to be set through normal institutional processes with funds provided by A&T. The A&T BOT recommended that he be named to the Edward B. Fort Distinguished Professorship in Education effective January 1, 2000.

1999 – Joseph Oxendine, UNC Pembroke

- Retired June 30, 1999. Granted a 6-month leave of absence with pay at current Chancellor salary. President's Office transferred funds to UNCP to cover the expense of the leave. Thereafter, his salary and duties were to be determined through normal institutional processes, with funds provided by the campus from salary funds available. [NOTE: Oxendine taught half time and was paid 50% of the top nine-month salary for a UNCP full professor.]

2000-2001 – Richard Eakin, East Carolina University

- Announced in April 2000 his plans to retire in 2001 with the arrival of a successor. Retired July 31, 2001. Granted research leave at Chancellor's salary from date of retirement to December 31, 2001. Offered an appointment as a University Professor for an initial term not to exceed 5 years, with term appointment subject to renewal by mutual agreement. Initial faculty salary to be 9/12 of the salary he was paid at time of retirement as Chancellor, to be adjusted annually thereafter by the percentage increase granted by the General Assembly for members of the teaching faculty. Supplemental retirement program established by the BOT by agreement dated 12/8/95 and subsequently amended to vest on the date of his retirement.

2002 – James Leutze, UNC Wilmington

- Resignation effective July 1, 2003. Granted 1-year research leave at ending Chancellor's salary. Option to return to a tenured faculty position full time or to retire, thus relinquishing tenured status. Could participate in phased retirement plan. If he did not exercise his option to retire, initial salary as a full-time faculty member to be 60% of previous year's salary. Salary (either in phased retirement or full-time) could be supplemented annually in an amount approved by the BOT to be paid from non-state sources. BOT to grant him Chancellor Emeritus status and provide office space and support customarily provided to persons holding that status. Terms to be public.

2002 – Willis McLeod, Fayetteville State University

- Resignation effective June 30, 2003. Granted 1-year research leave at ending Chancellor's salary. FSU to reimburse him (from non-state funds) for moving expenses to new residence in Fayetteville. Upon recommendation of the FSU BOT, to be appointed to an endowed, currently vacant distinguished professorship in the School of Education. Base salary in this faculty position (combination of state and endowment funds) to be 60% of the previous year's salary. BOT to grant him Chancellor Emeritus status and provide office space and support customarily provided to persons holding that status. Terms to be public.

2003 – Frank Borkowski, Appalachian State University

- Resignation effective June 30, 2003. To take vacation leave from June 11-30, 2003. Granted 1-year research leave at full current Chancellor salary. Effective July 1, 2004, could return to full-time tenured position as professor in the School of Music at 60% of current Chancellor's salary or retire, relinquishing tenured status.

2003 – William Muse, East Carolina University

- Resignation effective September 30, 2003. To take vacation leave from September 12-30, 2003. Granted 3-month research leave at full current Chancellor salary (\$230,000 per year), ending December 31, 2003. Effective January 1, 2004, could return to full-time tenured position as professor in the College of Business at a salary comparable to that of a full professor. [NOTE: Muse did not return to ECU.]

2005 – Wade Hobgood, NC School of the Arts

- Resignation effective June 30, 2005. Granted 1-year research leave at current Chancellor salary. Because NCSA did not offer degree programs in his academic field, the President agreed to facilitate his transition to an appropriate faculty position at another UNC campus. The UNC Asheville BOT offered Hobgood a 4-year contract as a professor in the Department of Mass Communication, his field of specialty, where he was to teach a regular faculty course load. His starting salary was to be 60% of his ending Chancellor salary. The Office of the President agreed to pay a portion of his salary during his initial 4-year faculty contract at UNCA. If the contract is renewed, UNCA would take full responsibility for funding this position.

2005 – James Woodward, UNC Charlotte

- Announced in the spring of 2004 that he would retire as chancellor on June 30, 2005. Granted a 1-year research leave at full ending Chancellor salary. Effective July 1, 2006, to assume a full-time tenured faculty position in the UNCC Department of Engineering at 60% of ending administrative salary.

PRESIDENT ERSKINE BOWLES

2007 – **T. J. Bryan, Fayetteville State University**

- Resignation effective July 23, 2007. Granted research leave at 2006-07 chancellor salary, ending December 31, 2007. Effective January 1, 2008, could assume tenured faculty position at 60% of ending Chancellor salary through the end of the spring 2008 semester, with normal departmental duties as determined by the provost and vice chancellor for academic affairs in consultation with the dean of the College of Humanities and Social Sciences and the chair of the English and Foreign Language Department. As of the beginning of the fall 2008 semester, to hold a 9-month faculty position at the normal salary for her discipline.

2008 – **Patricia Sullivan, UNC Greensboro**

- Retired effective June 30, 2008. Granted a 1-year research leave at full ending Chancellor salary (\$301,952). Effective fall 2009, entitled to assume tenured faculty position at 60% of ending administrative salary. NO FORMAL DOCUMENTATION.

2008 – **James Moeser, UNC-Chapel Hill**

- Retired effective June 30, 2008. Granted a 1-year research leave at full ending Chancellor salary (\$390,835). Effective fall 2009, entitled to assume tenured faculty position at 60% of ending administrative salary. NO FORMAL DOCUMENTATION.

2009 – **Stanley Battle, NC A&T State University**

- Resignation effective June 30, 2009 (later amended to June 8, 2009). Granted 6-month research leave at 2008-09 chancellor salary (\$273,156 per year), ending December 31, 2009. Effective January 1, 2010, under terms of resignation may assume tenured faculty position at normal salary for his discipline, with normal departmental duties as determined by the provost and vice chancellor for academic affairs in consultation with the dean of the College of Arts and Sciences and the chair of the School of Sociology and Social Work. Terms to be public.

2009 – **James Oblinger, NC State University**

- Resignation effective June 8, 2009. President has recommended a 6-month research leave at full ending Chancellor salary (\$420,000 per year). At conclusion of leave, to assume his tenured faculty position as a professor of food science at normal salary for his discipline, with normal departmental duties