

5. President’s Delegated Personnel Actions.....Junius Gonzales/Matthew Brody

**Situation:** This is an informational report provided to the Committee at each meeting pursuant to Policy 200.6

**Background:** Policy 200.6 delegates authority to the President to appoint and fix compensation of Senior Academic and Administrative Officers and other employees exempt from the State Personnel Act serving within the UNC General Administration. The policy also delegates authority for approval for salary increases of \$10,000 and 10% supported by the University of North Carolina Faculty Recruitment and Retention Fund.

**Assessment:** This month’s report includes the following:  
**State-Funded Positions:**  
There were three (3) personnel appointments at UNC General Administration which are state funded. These are all new positions.

**Delegation of Authority to President for Faculty Recruitment and Retention Funds**

Five (5) awards were made from the UNC Faculty Recruitment and Retention Fund during this reporting cycle which resulted in a salary of 10% over the June 30, 2015 salary. Three (3) institutions received awards.

**Fund Balance:** \$759,282

**Action:** This item is for information only.

**THE UNIVERSITY OF NORTH CAROLINA**  
**PRESIDENT'S DELEGATED PERSONNEL ACTIONS REPORT**

The following actions have been approved by the President pursuant to *Policy 200.6* during the period of December 1, 2015 to January 8, 2015:

**UNC General Administration**

**Appointments**

***State-Funded Positions***

Chris Chiron, Director of Employee Relations, Policy, and Development (New Position)  
(\$105,000, effective 12/1/2015)

*Position Summary: The Director of Employee Relations, Policy and Development serves as the lead employee relations and human resources policy subject matter expert for the University of North Carolina System with respect to employees both exempt from (EHRA) and subject to (SHRA) the State Human Resources Act. In the lead employee relations, the position incumbent has responsibility for coordinating and managing a wide range of employee relations programs to support the UNC constituent institutions and General Administration (GA) in the areas of dispute resolution, employee discipline, workplace investigations, performance management, and workplace climate. The incumbent also serves as the principle focal point in the Human Resources Division for policy development, review, and implementation within UNC GA and for University system-wide human resources policies. Responsibilities also include planning and implementing special programs or shared services in areas such as employee engagement, succession planning, and leadership development. This position serves as a subject matter expert for campus-based employee relations specialists and UNC General Administration staff, and convenes key human resources advisory groups, such as the employee relations network and the campus performance management coordinators. This position reports to the Associate Vice President for Human Resources.*

Debbie Dryer, Director of University Financial Reporting (New Position)  
(\$95,000, effective 12/7/2015)

*Position Summary: The Director of University Financial Reporting leads the UNC System financial reporting effort outlined in the UNC Smart initiative to produce consolidated and comprehensive financial reports for the UNC System. The Director is also responsible for reporting UNC financial information to the Federal Government through IPDEDS, Non-governmental agencies such as SHEEO and the SREB, State Government and the public. The Director works closely with controllers and financial reporting officers on each campus and leadership at respective State divisions to improve financial transparency of the University of North Carolina.*

John Dougherty, Staff Attorney (New Position)  
(\$60,000, effective 12/22/2015)

*Position Summary: The Staff Attorney will serve the University of North Carolina General Administration (UNCGA) and will engage in a wide-ranging, intellectually challenging, fast-paced, and demanding practice in an educational setting. The Staff Attorney will report to the Vice President for Legal Affairs (Deputy General Counsel) and work closely with senior attorneys in the Legal Affairs Division at UNC General Administration, to provide legal advice and counsel to the officers of UNC-General Administration, UNC constituent institutions, and affiliated entities. In addition the Staff Attorney will work directly for the Sr. VP and General Counsel on sensitive and high profile projects, as needed.*

**Delegation of Authority to President for Faculty Retention and Recruitment Funds**

**University of North Carolina Charlotte**

Dr. Andrew Hartley, Distinguished Professor of Shakespeare Studies, \$20,000 from the Faculty Recruitment and Retention Fund and \$34,225 from UNC Charlotte's own funding sources plus the cost of benefits.

(\$180,000 **from** \$125,775 effective 11/30/2015)

**University of North Carolina Greensboro**

Dr. Emily Levine, Assistant Professor in the Department of History, \$6,210 from the Faculty Recruitment and Retention Fund

(\$68,312 **from** \$62,102 effective 12/29/2015)

**University of North Carolina Wilmington**

Dr. Christopher Prentice, Assistant Professor in the Department of Public and International Affairs, \$5,000 from the Faculty Recruitment and Retention Fund

(\$66,000 **from** \$61,000 effective 12/17/2015)

Dr. Jarrod Tany, Associate Professor in the Department of History, \$7,000 from the Faculty Recruitment and Retention Fund

(\$74,949 **from** \$67,949 effective 12/17/2015)

Dr. Nathaniel Grove, Professor in the Department of Chemistry, \$7,000 from the Faculty Recruitment and Retention Fund

(\$65,286 **from** \$58,286 effective 12/17/2015)