

## AGENDA ITEM

Additional Information:

Faculty Recruitment and Retention Fund Utilization Under Delegated Authority to the President

### **Faculty Retention and Recruitment Fund Expenditures May 1, 2023, through May 6, 2024:**

- East Carolina University, four approved requests
- Elizabeth City State University, one approved request
- North Carolina Agricultural and Technical State University, one approved request
- North Carolina Central University, one approved request
- NC State University, 14 approved requests
- University of North Carolina Asheville, three approved requests
- University of North Carolina at Chapel Hill, 32 approved requests
- University of North Carolina at Charlotte, 20 approved requests
- University of North Carolina at Greensboro, 12 approved requests
- University of North Carolina Wilmington, six approved requests
- University of North Carolina School of the Arts, five approved requests
- Western Carolina University, one approved request

### **Remaining Balance of Fund**

Note: Permanent adjustments to salary may be accomplished only with recurring funds. However, nonrecurring funds may be used for retention bonuses, research equipment and facilities, and other one-time inducements to counter outside offers. The remaining balances are:

**\$0** in nonrecurring funds

**\$18,535,813** in recurring funds



**Report: Faculty Recruitment and Retention Fund Utilization  
Under the Delegated Authority to the President  
May 1, 2023, through May 6, 2024**

**East Carolina University**

April Blakeslee, associate professor in the Department of Biology, \$9,054 from the Faculty Recruitment and Retention Fund with ECU funding the cost of benefits  
(\$99,600 **from** \$90,546 effective November 27, 2023)

Kirstin Squint, associate professor in the Department of English, \$4,153 from the Faculty Recruitment and Retention Fund with ECU funding the cost of benefits  
(\$83,000 **from** \$78,847 effective March 11, 2024)

Kristen Myers, professor in the Department of Sociology, \$11,585 from the Faculty Recruitment and Retention Fund with ECU funding the cost of benefits  
(\$166,049 **from** \$154,464 effective March 12, 2024)

David Chalcraft, professor in the Department of Biology, \$15,609 from the Faculty Recruitment and Retention Fund with ECU funding the cost of benefits  
(\$151,344 **from** \$135,735 effective April 12, 2024)

**Elizabeth City State University**

Jason Hughes, assistant professor in the Department of Business, Accounting, and Sport Management, \$4,433 from the Faculty Recruitment and Retention Fund with Elizabeth City State University funding the cost of benefits  
(\$70,000 **from** \$65,567 effective May 10, 2023)

**North Carolina Agricultural and Technical State University**

Harvey Long, assistant professor in the Department of Library Services, \$5,422 from the Faculty Recruitment and Retention Fund with North Carolina A&T State University funding the cost of benefits  
(\$65,000 **from** \$59,578 effective November 15, 2023)

**North Carolina Central University**

Timothy Mulrooney, professor in the Department of Environmental, Earth, and Geospatial Sciences, \$33,596 from the Faculty Recruitment and Retention Fund with NC Central University funding the cost of benefits  
(\$117,588 **from** \$83,992 effective July 21, 2023)

**NC State University**

Erika Gruber-Hollingshead, assistant professor in the Department of Clinical Pathology, \$5,818 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits  
(\$134,182 **from** \$128,364 effective May 10, 2023)

Dmitriy Anistratov, professor in the Department of Nuclear Engineering, \$24,951 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits  
(\$165,049 from \$140,098 effective May 10, 2023)

Lauren Schnabel, associate professor in the Department of Clinical Sciences, \$5,069 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits  
(\$164,930 from \$159,861 effective May 19, 2023)

Margaret Gruen, associate professor in the Department of Clinical Sciences, \$11,185 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits  
(\$158,814 from \$147,629 effective May 19, 2023)

Srdjan Lukic, professor in the Department of Electrical and Computer Engineering, \$14,648 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits  
(\$163,552 from \$148,904 effective May 19, 2023)

Ge Yang, professor in the Department of Nuclear Engineering, \$28,061 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits  
(\$151,939 from \$123,878 effective May 22, 2023)

Gustavo Machado, assistant professor in the Department of Epidemiology, \$5,296 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits  
(\$131,504 from \$126,208 effective June 14, 2023)

Chien Ching Lilian Hsiao, assistant professor in the Department of Chemical and Biomolecular Engineering, \$14,000 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits  
(\$134,856 from \$120,856 effective July 18, 2023)

Wei-chen Chang, associate professor in the Department of Chemistry, \$15,348 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits  
(\$124,652 from \$109,304 effective September 1, 2023)

Lorena Bociu, professor in the Department of Mathematics, \$13,904 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits  
(\$136,095 from \$122,191 effective September 1, 2023)

Joshua Pierce, professor in the Department of Chemistry, \$20,000 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits  
(\$203,111 from \$183,111 effective September 6, 2023)

Huiling Ding, professor in the Department of English, \$5,000 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits  
(\$107,141 from \$102,141 effective October 3, 2023)

Katharina Stapelmann, associate professor in the Department of Nuclear Engineering, \$11,167 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits  
(\$128,477 from \$117,310 effective November 2, 2023)

Abhinav Gupta, professor in the Department of Civil, Construction, and Environmental Engineering, \$10,968 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits (\$150,232 from \$139,264 effective March 13, 2024)

**University of North Carolina Asheville**

Keith Cox, associate professor in the Department of Psychology, \$12,000 from the Faculty Recruitment and Retention Fund with UNC Asheville funding the cost of benefits (\$91,151 from \$79,151 effective August 21, 2023)

Jinhua Li, professor in the Department of International Studies, \$7,500 from the Faculty Recruitment and Retention Fund with UNC Asheville funding the cost of benefits (\$97,443 from \$89,943 effective September 22, 2023)

Aubri Rote, professor in the Department of Health and Wellness, \$8,500 from the Faculty Recruitment and Retention Fund with UNC Asheville funding the cost of benefits (\$105,979 from \$97,479 effective March 29, 2024)

**University of North Carolina at Chapel Hill**

Luca Flabbi, professor in the Department of Economics, \$19,301 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits (\$214,000 from \$194,699 effective May 15, 2023)

Samarjit Chakraborty, distinguished professor in the Department of Computer Science, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits (\$213,651 from \$193,651 effective May 16, 2023)

Yaiza Canzani Garcia, associate professor in the Department of Mathematics, \$19,645 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits (\$126,500 from \$106,855 effective May 30, 2023)

Serenella Iovino, professor in the Department of Romance Studies, \$12,851 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits (\$141,300 from \$128,449 effective June 5, 2023)

Sara Smith, professor in the Department of Geography, \$4,414 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits (\$139,000 from \$134,586 effective June 5, 2023)

Jane Thrailkill, professor in the Department of English and Comparative Literature, \$9,149 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits (\$127,000 from \$117,851 effective June 5, 2023)

Sarah Roberts, associate professor in the Department of Political Science, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits (\$136,619 from \$116,619 effective June 5, 2023)

Katherine Newhall, associate professor in the Department of Mathematics, \$11,465 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits (\$120,000 from \$108,535 effective June 7, 2023)

Rudolf Colloredo-Mansfeld, professor in the Department of Anthropology, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$167,968 **from** \$147,968 effective June 7, 2023)

Jaye Cable, professor in the Department of Earth, Marine, and Environmental Sciences, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$194,371 **from** \$174,371 effective June 21, 2023)

John Sweet, professor in the Department of History, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$135,180 **from** \$115,180 effective June 21, 2023)

Scott Duxbury, assistant professor in the Department of Sociology, \$15,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$115,602 **from** \$100,602 effective July 17, 2023)

Miyuki Hino, assistant professor in the Department of City and Regional Planning, \$18,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$115,000 **from** \$97,000 effective July 17, 2023)

Gianmarco Pinton, associate professor in the Department of Biomedical Engineering, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$131,691 **from** \$111,691 effective July 17, 2023)

Richard Rimanyi, professor in the Department of Mathematics, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$151,348 **from** \$131,348 effective August 21, 2023)

Sara Algae, professor in the Department of Psychology and Neuroscience, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$145,000 **from** \$125,000 effective August 21, 2023)

Daniel Crona, associate professor in the Department of Pharmacotherapy & Experimental Therapeutics, \$10,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$153,483 **from** \$143,483 effective November 8, 2023)

Fabian Heitsch, professor in the Department of Physics and Astronomy, \$18,211 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$142,253 **from** \$124,042 effective November 8, 2023)

Michael Emch, distinguished professor in the Department of Geography, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$229,466 **from** \$209,466 effective December 15, 2023)

Gabriel Bump, assistant professor in the Department of English and Comparative Literature, \$12,120 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$100,000 **from** \$87,880 effective December 15, 2023)

Shannon Gonzalez, assistant professor in the Department of Sociology, \$11,999 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$116,410 **from** \$104,411 effective January 17, 2024)

Desire Kedagni, assistant professor in the Department of Economics, \$13,200 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$164,000 **from** \$150,800 effective January 17, 2024)

Taylor Cowdery, associate professor in the Department of English and Comparative Literature, \$8,520 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$105,000 **from** \$96,480 effective February 27, 2024)

Tanya Shields, associate professor in the Department of English and Comparative Literature, \$10,953 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$115,500 **from** \$104,547 effective February 27, 2024)

Heidi Kim, professor in the Department of English and Comparative Literature, \$14,153 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$135,000 **from** \$120,847 effective February 27, 2024)

Matthew Kotzen, professor in the Department of Philosophy, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$149,205 **from** \$129,205 effective February 28, 2024)

Mark Toles, associate professor in the School of Nursing, \$19,993 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$177,798 **from** \$157,805 effective March 13, 2024)

Cheryl Giscombe, professor in the School of Nursing, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$241,486 **from** \$221,486 effective April 3, 2024)

Deborah Jones, professor in the Department of Psychology and Neurosciences, \$15,206 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$160,027 **from** \$144,821 effective April 5, 2024)

Martin Wannam, assistant professor in the Department of Art and Art History, \$6,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$88,000 **from** \$82,000 effective April 5, 2024)

Shakirah Hudani, assistant professor in the Department of African, African-America and Diaspora Studies, \$11,028 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$107,500 **from** \$96,472 effective April 8, 2024)

Lisa Pearce, professor in the Department of Sociology, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits  
(\$154,595 **from** \$134,595 effective April 18, 2024)

**University of North Carolina at Charlotte**

Susan McLennon, professor in the School of Nursing, \$10,169 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$200,000 **from** \$189,831 effective May 22, 2023)

Thomas Nicholas, associate professor in the Department of Engineering Technology and Construction Management, \$15,300 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$126,358 **from** \$111,058 effective May 30, 2023)

Zhijian Pei, professor in the Department of Mechanical Engineering and Engineering Science, \$15,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$202,000 **from** \$187,000 effective June 26, 2023)

Ayman El-Baz, distinguished professor in the Department of Electrical and Computer Engineering, \$20,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$215,000 **from** \$195,000 effective June 26, 2023)

Emek Ergun, associate professor in the Department of Global Studies, \$10,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$100,964 **from** \$90,964 effective September 26, 2023)

Stephanie Norander, professor in the Department of Communication Studies, \$20,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$123,058 **from** \$103,058 effective November 17, 2023)

Maisha Cooper, assistant professor in the Department of Criminal Justice and Criminology, \$10,238 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$90,000 **from** \$79,762 effective December 4, 2023)

Eric Hoenes del Pinal, associate professor in the Department of Religious Studies, \$19,500 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$104,891 **from** \$85,391 effective December 5, 2023)

Danillo Augusto, assistant professor in the Department of Biological Sciences, \$16,398 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$109,998 **from** \$93,600 effective December 15, 2023)

Justin Grandinetti, assistant professor in the Department of Communication Studies, \$10,601 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$91,680 **from** \$81,079 effective December 18, 2023)

Camille Endacott, assistant professor in the Department of Communication Studies, \$5,568 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$91,680 **from** \$86,112 effective January 16, 2024)

Alyssa McGonagle, associate professor in the Department of Psychological Science, \$12,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$114,003 **from** \$102,003 effective January 18, 2024)

Sonya Ramsey, professor in the Department of History, \$17,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$123,082 **from** \$106,082 effective January 26, 2024)

Xue Guo, assistant professor in the Department of Business Information Systems and Operations Management, \$20,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$185,496 **from** \$165,496 effective February 21, 2024)

Mara Hollander, assistant professor in the Department of Public Health Sciences, \$5,424 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$101,104 **from** \$95,680 effective February 23, 2024)

David Dalton, associate professor in the Department of Languages and Cultural Studies, \$10,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$106,930 **from** \$96,930 effective April 11, 2024)

Chandler Lutz, associate professor in the Department of Finance, \$20,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$295,000 **from** \$275,000 effective April 16, 2024)

Jeanette Bennett, associate professor in the Department of Psychological Sciences, \$15,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$109,474 **from** \$94,474 effective April 17, 2024)

Carlos Cruz, associate professor in the Department of Theatre, \$8,182 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$104,783 **from** \$96,601 effective April 19, 2024)

Bao-Hua Song, professor in the Department of Biological Sciences, \$19,500 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits  
(\$127,925 **from** \$108,425 effective April 25, 2024)

**University of North Carolina at Greensboro**

Theresa Bickham, assistant professor in the Department of Music, \$2,308 from the Faculty Recruitment and Retention Fund with \$1,900 going toward salary and \$408 toward funding the cost of benefits, with UNC Greensboro funding any remaining cost of benefits  
(\$70,857 **from** \$68,957 effective May 1, 2023)

Jennifer Erausquin, associate professor in the Department of Public Health Education, \$28,802 from the Faculty Recruitment and Retention Fund with \$23,709 going toward salary and \$5,093 toward funding the cost of benefits, with UNC Greensboro funding any remaining cost of benefits  
(\$106,088 **from** \$82,379 effective May 10, 2023)



Kasia Ozga, assistant professor in the School of Art, \$4,859 from the Faculty Recruitment and Retention Fund with \$4,000 going toward salary and \$859 toward funding the cost of benefits, with UNC Greensboro funding any remaining cost of benefits  
(\$68,000 **from** \$64,000 effective May 30, 2023)

Kelley O'Brien, assistant professor in the School of Art, \$1,300 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits  
(\$72,074 **from** \$70,774 effective June 26, 2023)

Christopher Wahlheim, associate professor in the Department of Psychology, \$3,305 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits  
(\$90,000 **from** \$86,695 effective September 12, 2023)

David Aarons, assistant professor in the Department of Music, \$3,500 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits  
(\$69,699 **from** \$66,199 effective January 2, 2024)

Annie Jeng, assistant professor in the Department of Music, \$2,000 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits  
(\$72,689 **from** \$70,689 effective January 31, 2024)

Emily Voelker, assistant professor in the Department of Art, \$5,000 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits  
(\$71,199 **from** \$66,199 effective February 8, 2024)

Steve Haines, professor in the Department of Music, \$8,170 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits  
(\$115,000 **from** \$106,830 effective February 16, 2024)

Kierra Sattler, assistant professor in the Department of Human Development and Family Studies, \$3,263 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits  
(\$89,321 **from** \$86,058 effective February 19, 2024)

Jared McGuirt, associate professor in the Department of Nutrition, \$10,545 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits  
(\$93,100 **from** \$82,555 effective March 13, 2024)

Rebecca MacLeod, professor in the Department of Music, \$6,000 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits  
(\$99,681 **from** \$93,681 effective April 5, 2024)

#### **University of North Carolina Wilmington**

Jacob Warner, assistant professor in the Department of Biology & Marine Biology, \$15,654 from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits  
(\$88,620 **from** \$72,966 effective November 16, 2023)

Deepak Rauniyar, assistant professor in the Department of Film Studies, \$3,000 from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits  
(\$73,588 **from** \$70,588 effective December 8, 2023)

Danielle Daidone, assistant professor in the Department of World Languages and Cultures, \$6,953 from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits  
(\$71,500 **from** \$64,547 effective January 30, 2024)

William Opoku-Agyeman, associate professor in the School of Health and Applied Human Sciences, \$12,000 from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits  
(\$120,505 **from** \$108,505 effective February 27, 2024)

Minoo Modaresnezhad, associate professor in the Cameron School of Business, \$7,000 from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits  
(\$141,678 **from** \$134,678 effective March 27, 2024)

Dominic Talanca, associate professor in the Department of Music, \$7,588 from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits  
(\$73,000 **from** \$65,412 effective May 6, 2024)

**University of North Carolina School of the Arts**

Edward Kraus, associate professor in the School of Design and Production, \$10,000 from the Faculty Recruitment and Retention Fund with University of North Carolina School of the Arts funding the cost of benefits  
(\$82,000 **from** \$72,000 effective May 5, 2023)

Johan Teng, assistant professor in the School of Design and Production, \$5,000 from the Faculty Recruitment and Retention Fund with UNCSA funding the cost of benefits  
(\$68,000 **from** \$63,000 effective May 5, 2023)

Robert Young, associate professor in the School of Music, \$13,000 from the Faculty Recruitment and Retention Fund with UNCSA funding the cost of benefits  
(\$85,819 **from** \$72,819 effective December 13, 2023)

Carl Forsman, professor in the School of Drama, \$9,702 from the Faculty Recruitment and Retention Fund with UNCSA funding the cost of benefits  
(\$109,000 **from** \$99,298 effective February 7, 2024)

Jennifer King, assistant professor in the Department of Biological Sciences, \$10,000 from the Faculty Recruitment and Retention Fund with UNCSA funding the cost of benefits  
(\$80,000 **from** \$70,000 effective March 21, 2024)

**Western Carolina University**

Nicholas Passalacqua, associate professor in the Department of Anthropology and Sociology, \$15,000 from the Faculty Recruitment and Retention Fund with WCU funding the cost of benefits  
(\$105,444 **from** \$90,444 effective March 28, 2024)

## AGENDA ITEM

Additional Information:

President's Delegated Faculty Promotion and Tenure Conferral Report

May 1, 2023, through May 6, 2024

Authority has been delegated to the president to approve faculty promotions and confer tenure for institutions without management flexibility.

**Faculty Promotion and Tenure Conferrals at Elizabeth City State University:**

- two tenure conferrals

**Faculty Promotion and Tenure Conferrals at North Carolina Central University:**

- eight tenure conferrals



**President's Delegated Faculty Promotion and Tenure Conferral Report  
May 1, 2023, through May 6, 2024**

***Actions effective 6/14/2023***

**Elizabeth City State University**

**Tenure Conferrals**

- Mohamed Elbakary, associate professor, computer science
- Karra Shimabukuro, associate professor, English

***Actions effective 3/25/2024***

**North Carolina Central University**

**Tenure Conferrals**

- Tanisha Burford, associate professor, psychology
- Carressa Gerald, associate professor, environmental, earth and geospatial sciences
- Garrett Johnson, associate professor, mathematics and physics
- Yolanda Keller-Bell, associate professor, communication sciences and disorders
- Amy Linder, associate professor, kinesiology and recreation administration
- Fernando Patterson, associate professor, business
- Bin Xu, associate professor, pharmaceutical sciences
- Ruixia Yan, associate professor, communication sciences and disorders

## AGENDA ITEM

### Additional Information:

New University of North Carolina System Office and SAAO-I Appointments Under Delegated Authority to the President

The president has delegated authority to appoint and fix the compensation of senior academic and administrative officers and other employees exempt from the State Human Resources Act serving at the UNC System Office, as well as to create senior academic and administrative officer positions (previously called Tier I) within the System.

#### **UNC System Office Appointments:**

- 21 personnel appointments that are state funded
- Five personnel appointments that are state and non-state funded
- 12 personnel appointments that are non-state funded

#### **System SAAO-I Appointments**

- One SAAO-I position creation
- 13 SAAO-I position reclassifications



## **President's Delegated Personnel Actions Report**

The following actions have been approved by the president pursuant to Section 200.6 of the UNC Policy Manual during the period of May 8, 2023, to May 8, 2024.

### ***University of North Carolina System Office***

#### **Appointments**

##### **State Funds:**

- Hanna Ahmad, Accountant, (PBS NC), November 13, 2023, \$72,000, vacant position
- Alyssa Demanche, Digital Platform Manager (PBS NC), June 29, 2023, \$65,500, vacant position
- Rebekah Anderson, Windows System Administrator (System Office), July 17, 2023, \$83,000, new position
- Ahmed Ayad, Lean Improvement Consultant (System Office), January 22, 2024, \$98,000, new position
- Sooji Kim, Strategic Research Fellow (System Office), July 31, 2023, \$70,000, new position
- Katherine Restrepo, Senior Advisor of Health Affairs (System Office), November 27, 2023, \$150,000, new position
- Brandy Andrews, Vice President for University Finance, (System Office), June 22, 2023, \$185,000, vacant position
- Wesley Armstrong, Director of Financial Aid Operations and Technology (System Office), October 23, 2023, \$130,000, vacant position
- Samantha Bradley, SAS Programmer/Analyst (System Office), September 5, 2023, \$96,021 vacant position
- Jaymie Glover, Business Officer (System Office), January 1, 2024, \$72,000 vacant position
- TiJuana Harris, Director of Client Relations and Product (System Office), July 31, 2023, \$105,000, vacant position
- Samantha Jenkins, Assistant General Counsel (System Office), February 26, 2024, \$85,000, vacant position
- Tio Jones, O365 System Administrator (System Office), January 8, 2024, \$85,000, vacant position
- Hallie Knuffman, Vice President for Academic Initiatives (System Office), October 16, 2023, \$200,000, vacant position
- Aparna Ravichander, IT Project Manager II (System Office), August 14, 2023, \$120,000, vacant position
- Dmitrii Rusakov, Applications Developer (System Office), September 25, 2023, \$103,376, vacant position
- Joseph Self, Network Engineer (System Office), December 11, 2023, \$85,000, vacant position
- Imran Shaw, Banner Developer (System Office), July 17, 2023, \$110,000, vacant position
- Mary Varghese, Senior Associate Vice President of Strategy & Policy (System Office), November 6, 2023, \$190,000, vacant position
- Amber Vitale, Auditor (System Office), June 26, 2023, \$85,000, vacant position
- Andrew Wallace, Director of Media Relations (System Office), June 26, 2023, \$112,000, vacant position

#### State and Non-State Funds:

- Isabella Daniels, Educational Engagement Producer (PBS NC), February 19, 2024, \$62,812, new position
- Scott Murray, Director of Executive Search and Leadership (System Office), April 1, 2024, \$107,640, vacant position
- Steven Latino, Linux/Windows Systems Administrator (System Office), July 24, 2023, \$87,000, vacant position
- Lauren Lampron, North Carolina Principal Fellows Program (System Office), October 23, 2023, \$125,000, vacant position
- Tameka Robinson, Insurance Plan Manager (System Office), February 5, 2024, \$86,000, vacant position

#### Non-State Funds:

- Jacob Falkiewicz, Senior Sponsored Research Administrator (System Office), June 12, 2023, \$82,500, new position
- Vicky Steward, Vendor Risk Management Program Manager (System Office), September 6, 2023, \$120,000, new position
- Ivy Taylor, Senior Advisor for Associated Real Estate Development (System Office), March 4, 2024, \$220,000, new position
- Michael Hosig, Banner Developer (System Office), March 25, 2024, \$112,000, vacant position
- Benjamin Turnmire, Director of University Supporting Services (System Office), November 13, 2023, \$120,000, vacant position
- Ernest Cuthbertson, UNC System Public Safety Training Direct (System Office), July 10, 2023, \$101,000, vacant position
- James Mieczkowski, Program Development Producer (PBS NC), March 11, 2024, \$66,500, new position
- Elizabeth Gwinn, Director of Development Operations (PBS NC), February 20, 2024, \$107,000, vacant position
- Padma Tumu, IT Business Systems Analyst II (NCSEAA), July 31, 2023, \$85,000, new position
- Holly Bodner, Public Communications Specialist (NCSEAA), March 4, 2024, \$80,000, vacant position
- Brooke Lee, Auditor (NCSEAA), May 22, 2023, \$70,000, vacant position
- Nideara Pettus, K12 School Support Manager (NCSEAA), March 18, 2024, \$69,000, vacant position

### **UNC System Institutions**

#### **New or Modified UNC System SAAO-I Positions or Appointments**

##### **East Carolina University**

Reclassification from SAAO-I (vice chancellor, research, economic development and engagement and chief research officer) to SAAO-I (chief research officer).

##### **Elizabeth City State University**

Reclassification from SAAO-I (vice chancellor of student affairs and university advancement) to SAAO-I (vice chancellor of student affairs).

Reclassification from SAAO-I (vice chancellor of student affairs and university advancement) to SAAO-I (vice chancellor of university advancement).

**Fayetteville State University**

Reclassification from SAAO-I (vice chancellor of information technology and telecommunication services and chief information officer) to SAAO-I (vice chancellor for information technology services and chief information officer).

**North Carolina Agricultural and Technical State University**

Reclassification from SAAO-I (general counsel) to SAAO-I (vice chancellor and general counsel).

Reclassification from SAAO-II (vice provost for graduate research and dean of the graduate college) to SAAO-I (dean of the graduate college).

**NC State University**

Reclassification from SAAO-I (vice chancellor for finance and administration) to SAAO-I (executive vice chancellor for finance and administration).

**UNC System Office**

Reclassification from SAAO-I (senior vice president academic and regulatory affairs) to SAAO-I (vice president for academic and regulatory affairs).

Reclassification from SAAO-I (assistant vice president for university benefits and retirement) to SAAO-I (associate vice president for university benefits and retirement).

Reclassification from SAAO-I (assistant vice president undergraduate education) to SAAO-I (associate vice president undergraduate programs).

Reclassification from SAAO-I (vice president for cybersecurity and IT strategy) to SAAO-I (senior advisor for associated real estate).

**University of North Carolina at Chapel Hill**

Reclassification from SAAO-II (executive director of Innovate Carolina and chief innovation officer) to SAAO-I (vice chancellor for innovation).

**University of North Carolina at Charlotte**

New SAAO-I position. Dean of the College of Natural Sciences and Mathematics.

This new position is the result of a decision to reorganize the College of Liberal Arts and Sciences into two new colleges. This new position will be the dean of the newly formed College of Natural Sciences and Mathematics. It is anticipated that the establishment of a new College of Natural Sciences and Mathematics will encourage and support increased grant-seeking by science and math faculty, support focused leadership in these areas that will promote student success, and allow for more focused community engagement. These disciplinary advantages will also be present in the new College of Humanities and Social Sciences.

**University of North Carolina at Pembroke**

Reclassification from SAAO-I (vice chancellor for advancement) to SAAO-I (vice chancellor for advancement and president of the university foundation).