

AGENDA ITEM

Additional Information:

President's Delegated Faculty Tenure Conferral Report

May 7, 2024, through April 28, 2025

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

Faculty Tenure Conferrals at Elizabeth City State University:

- four tenure conferrals

Faculty Tenure Conferrals at Fayetteville State University:

- four tenure conferrals

Faculty Tenure Conferrals at North Carolina Central University:

- 10 tenure conferrals



**President's Delegated Faculty Tenure Conferral Report
May 7, 2024, through April 28, 2025**

Actions effective 4/28/2025

North Carolina Central University

Tenure Conferrals

- Helen Lupton-Smith, full professor, counseling and higher education
- Tennyson Joseph, associate professor, political science
- Sean Tikkun, associate professor, curriculum and instruction
- Monique Holsey-Hyman, associate professor, social work
- Andrae Banks, associate professor, social work
- Arwin Smallwood, full professor, history
- Charity Watkins, associate professor, social work
- Schnequa Diggs, associate professor, public administration
- Tryan McMickens, full professor, counseling and higher education
- Siobahn Day Grady, associate professor, library and information sciences

Actions effective 6/19/2024

Elizabeth City State University

Tenure Conferrals

- Jennifer Brown, associate professor, kinesiology
- John Stiles, associate professor, music and visual arts
- Latif Tarik, associate professor, English, history, & interdisciplinary studies
- Chandra Asthana, associate professor, aviation and emergency management

Actions effective 6/11/2024

Fayetteville State University

Tenure Conferrals

- Aprel Ventura, associate professor, nursing
- Longfei Wu, associate professor, mathematics and computer science
- Christy Swinson, associate professor, nursing
- Misty Stone, associate professor, nursing

AGENDA ITEM

Additional Information: Annual Report on Delegated HR Actions

Section 200.6 I.A.3 of the UNC Policy Manual, *Policy on Delegation of Authority to the President*, requires that the president shall report to the Board of Governors in writing at least annually personnel actions taken under the president's delegated authority. The following is a summary of delegated actions taken by the president in the past 12 months.

CHANGES IN DELEGATED AUTHORITY FROM THE PRESIDENT TO THE CAMPUSES

The University of North Carolina Board of Governors has delegated to the president or his designee the ability to approve certain salary increases that constituent institutions are not permitted to authorize without Board pre-authorization. The approved salary increase pre-authorizations are reported back to the committee annually. Please note that salary increases are listed at the percentage and dollar amount approved by the UNC System Office. These do not necessarily represent the final increase amounts or indicate that the increases have been fully implemented; institutions may opt to finalize a lesser amount or implement the action with a later effective date based on operational need. These salary increases include:

1. For senior academic and administrative officers (SAAO) employees, all promotional increases; all permanent non-promotional increases that do not exceed both 10 percent of the June 30 salary and the 75th percentile of the range; and all temporary salary adjustments. Please note that all SAAO-I salary increases for chancellors, as well as the CEO of UNC Healthcare and the CEO of PBS North Carolina, require pre-approval from the Board of Governors.
2. The president has latitude to approve any urgent SAAO retention in consultation with the committee chair.
3. For any SAAO or non-SAAO strategic positions, permanent appointments, interim appointments, and extensions for interim appointments extending beyond 120 days. Non-SAAO strategic positions are:
 - a. Chief audit officer, or equivalent designation.
 - b. Chief human resources officer, or equivalent designation.
 - c. Chief of police, or equivalent designation.
 - d. Associate vice chancellor for Finance, or equivalent designation.
 - e. Chief research officer, or equivalent designation.
 - f. Chief advancement officer, or equivalent designation.
 - g. Chief student affairs officer, or equivalent designation.
4. For Exempt Professional Staff (EPS) employees, permanent non-promotional salary increases that exceed a base salary of \$125,000 and also either exceed 10 percent of the June 30 salary or the 75th percentile of the range, or both. Also, all temporary salary adjustments exceeding a duration of 36 months and/or over \$50,000 annually above the June 30 base salary. Please note that while institutions have broad latitude for most EPS requests within the established salary range, there is an exception for all head coaches and

associate/assistant coaches. Head and associate/assistant coach increases for permanent non-promotional events that exceed 25 percent of the June 30 salary and \$25,000 will require pre-approval from the committee.

5. For faculty employees, permanent salary increases for distinguished professors (only at institutions without management flexibility), academic department chair or department head increases greater than \$50,000 annually above the June 30 total compensation, clinical department chair/head/division head appointments within a school of medicine or dentistry increases greater than \$75,000 annually for the duration of such appointment, and temporary salary adjustments exceeding a duration of 36 months and/or over \$50,000 annually above the June 30 base salary.

SUMMARY OF ALL EHRA SYSTEM OFFICE APPOINTMENTS AND POSITION ELIMINATIONS

UNC System (all EHRA Positions)

UNC System Office

24 vacant positions eliminated

19 hires in vacant positions

16 hires in new positions

PBS

0 vacant positions eliminated

6 hires in vacant positions

1 hire in new positions

NCSEAA

0 vacant positions eliminated

5 hires in vacant positions

0 hires in new positions

University of North Carolina System Office Appointments

UNC System Office

- Jordan Watzlavick Rodriguez, Higher Education BI Analyst
- Alice Fleck, Director for Data Governance
- Junhua Wang, AWS Data Engineer (ETL Specialist)
- Jennifer Myers, Chief Audit Officer
- Magdalena Sicknick, Applications Developer
- Elysia Lash, Project Manager & Business Analyst
- Kendall Price, Business Services Coordinator

- Lida Vang, Technology Support Analyst
- Roland Ndah, AWS Network Engineer
- Shelby Armentrout, Deputy COO/System Office
- Anna Helms, AVP for State Government Relations
- Jason Fleck, Higher Ed IT Analyst
- Andrea Poole, Chief of Staff / System Office
- Lucas Stewart, SAS Programmer/Analyst
- Dylan Morris, Director of Operational Policy and Analysis
- Benjamin Sweezy, Process Improvement Consultant
- Ashton Clemmons, Associate Vice President for P12 Strategy and Policy
- Bradley Ballou, Vice President for Executive Leadership and Management
- Regina Holmes, Human Resources Consultant
- Jonathan Fischer, Oracle Database Administrator
- Kathryn Edwards, Senior Sponsored Research Administrator
- Andrew Stephenson, UNC System Public Safety Training Director
- Felicia Moore-Robinson, Benefits Consultant
- Amber Pope, Benefits Specialist
- Canyon Bosler, Strategic Research Fellow for ROI
- David Schutt, Oracle Database Administrator
- Samuel Nanse, IT Security Administrator
- Jennifer Meads, Payroll Analyst
- Gregory Diagonale, Associate Vice President of UNC Retirement Plan Administration and Compliance
- Brian Walker, Auditor II
- Kristian Spinks, Leave Specialist
- Lashuane Allen, Leave Consultant
- Peleg Meron, Network Services Engineer
- Gerald Leapheart, Insurance Plan Manager
- Kemora Brownlee, Leave Consultant

PBS NC

- Thomas Patti, Broadcast IT Specialist
- Pooja Chilukuri, Business Services Coordinator
- Raimundo Larrain Hurtado, Education Services Program Manager
- Jenifer Hughey, Development Producer
- Brooke Bust-Webber, Membership Manager
- Caitlin Dutton-Reaver, Project Manager, Learning Productions
- Clifton Bumgardner, Producer/Director

NCSEAA

- David Salgado, Data Analyst
- Kyndall Boxell, Data Analyst
- Bouchra Benboussetta, Attorney
- Ellen Rockefeller, Deputy Director of Finance
- Alexander Granados, Associate Director of Communications

INSTITUTIONAL SAAO APPOINTMENTS AND POSITION ELIMINATIONS***UNC System Institutions SAAO Position Actions*****UNC Institutions**

16 vacant positions eliminated

Six positions created

Seven position reclassifications

New or Modified UNC System SAAO Positions or Appointments**Appalachian State University**

- Reclassification of SAAO to Executive Vice Chancellor and Chief Operating Officer.

Elizabeth City State University

- Reclassification of SAAO to General Counsel.
- New SAAO position. Vice Chancellor for Operations.

Fayetteville State University

- New SAAO position. Vice Chancellor for Strategic Enrollment & Student Success.
- Reclassification of SAAO to Vice Chancellor for Innovation and Information Technology.
- Reclassification of SAAO to Vice Chancellor for Finance and Administration and Chief Financial Officer.
- Reclassification of SAAO to Chief Operating Officer.

North Carolina Central University

- New SAAO position. Executive Vice Chancellor.

UNC System Office

- New SAAO position. Vice President for Executive Leadership and Management.
- Reclassification of EPS to Chief of Staff to the PBS NC CEO.

University of North Carolina Asheville

- Reclassification of SAAO to Executive Vice Chancellor for Budget & Finance and Chief Operating Officer.

University of North Carolina at Pembroke

- New SAAO position. Dean of Optometry.

Winston-Salem State University

- New SAAO position. Dean of the Graduate School.

EHRA SALARY ADJUSTMENTS REQUIRING APPROVAL OF THE PRESIDENT OR DESIGNEE

May 7, 2024 to April 27, 2025

Total Salary Increases by Employee Type	Increases This Period	Total Employees	Percent of Total
EHRA Non-Faculty	167	16,299	1.02%
EHRA Faculty	29	15,057	0.19%
TOTAL	196	31,356	0.63%

Category of Salary Approval	Increases This Period
Promotion from National Recruitment: <i>Selected for externally recruited job vacancy</i>	49
Promotion from Campus-Only Posting or EHRA Waiver: <i>Selected for internally recruited job vacancy</i>	14
Retention: <i>Proven recruitment activity from another employer</i>	12
Additional Duties: <i>Reclassification of job or permanent additional duties</i>	42
Temporary Additional Duties: <i>Temporary Increase in Job Duties or Responsibilities</i>	22
Market or Equity Increase: <i>Bringing salary in line with existing range or peer employees.</i>	19
Other: <i>Distinguished Professorship, Salary Range Extension, 120 Day Notice</i>	38
TOTAL	196

Total Salary Increases By Institution	Increases This Period	EHRA Faculty	EHRA Non-Faculty
Appalachian State University	9	1	8
East Carolina University	15	2	13
Elizabeth City State University	8	0	8
Fayetteville State University	14	6	8
NC State University	18	0	18
North Carolina Agricultural and Technical State University	14	3	11
North Carolina Arboretum	1	0	1
North Carolina Central University	7	0	7
North Carolina School of Science and Mathematics	4	4	0
University of North Carolina Asheville	3	0	3
University of North Carolina at Charlotte	9	1	8
University of North Carolina at Chapel Hill	52	9	43
University of North Carolina at Greensboro	19	3	16
University of North Carolina at Pembroke	5	0	5
University of North Carolina School of the Arts	2	0	2
University of North Carolina Wilmington	4	0	4
Western Carolina University	2	0	2
Winston-Salem State University	10	0	10
TOTAL	196	29	167