

AGENDA ITEM

Additional Information:

President's Delegated Faculty Tenure Conferral Report

April 29, 2025, through April 28, 2026

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:

- two tenure conferrals

Faculty Tenure Conferrals at Fayetteville State University:

- three tenure conferrals

Faculty Tenure Conferrals at North Carolina Central University:

- 10 tenure conferrals



President's Delegated Faculty Tenure Conferral Report
April 29, 2025, through April 23, 2026

Actions effective 5/9/2025

North Carolina Central University

Tenure Conferrals

- Leslie Johnson, associate professor, communication science and disorders

Actions effective 5/21/2025

Fayetteville State University

Tenure Conferrals

- Ganesh Bora, associate professor, chemistry, physics and materials science

Actions effective 6/19/2025

Fayetteville State University

Tenure Conferrals

- Meysam Manesh, associate professor, management, marketing, entrepreneurship, and fire & emergency services administration
- Tyechia Paul, associate professor, management, marketing, entrepreneurship, and fire & emergency services administration

Actions effective 7/31/2025

Elizabeth City State University

Tenure Conferrals

- Nicole Austin, associate professor, education
- Tina Craddock, associate professor, social sciences

Actions effective 2/19/2026

North Carolina Central University

Tenure Conferrals

- Karrie Dixon, professor, counseling and higher education
- Ontario Wooden, professor, counseling and higher education

Actions effective 4/14/2026

North Carolina Central University

Tenure Conferrals

- Carol Huynh, associate professor, criminal justice
- Dohyun Lee, associate professor, kinesiology and recreation administration
- Javier Alvarez-Jaimes, associate professor, language and literature
- Lindsey Costantini, associate professor, biology and biomedical sciences
- Michael Pearce, associate professor, mass communication
- Regina Williams, associate professor, counseling and higher education administration
- Taheera Blount, associate professor, counseling and higher education administration

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 a written report at least annually the 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 CAMPUS

No material changes to the delegation from the president to the chancellors were made during the year. All senior academic and administrative officer (SAAO) and non-SAAO strategic position actions must come to the president. The establishment of other highly compensated positions must also come to the president for approval. Institutions generally have broad latitude for most staff and faculty actions provided they occur within approved salary ranges.

SUMMARY OF ALL EHRA SYSTEM OFFICE APPOINTMENTS AND POSITION ELIMINATIONS

Effective April 27, 2025, through April 6, 2026

UNC System (all EHRA Positions)

	UNC System Office	PBS	SEAA	Total
Vacant Positions Eliminated	15	48	8	63
Hires in Backfilled Positions	20	0	3	23
Hires in New Positions	5	2	4	11
Hires in Expanded Shared Services	27			27

SAAO Actions by Institution:

Senior Academic and Administrative Officers are the Deans and Vice Chancellors of the University.

Campus	New Permanent Appointments	New Interim Appointments	Permanent Salary Increases
ASU		2	
ECSU	2	2	
ECU	3	2	1
FSU	1	4	
NCA&T	10	5	
NCCU	3	1	
NCSSM	2	1	
NCSU	3	1	
UNC-CH	6	3	
UNCA	3		
UNCC		3	
UNCG	6	3	1
UNCP	3	1	
UNCSA	2	1	
UNCW	3	2	
WCU	3	2	2
WSSU	3	1	
Grand Total	53	34	4

March 2025 through March 2026 New Hires and Separations by Institution:

Looking at the number of new employees hired and the number of employees separated from each institution over the last year, both as a count of individuals and as a percentage of the total number of employees at each institution

Campus	New Hires		Separations		Total Employees
	New Hires	Percent New Hires	Separations	Percent Separated	
ASU	264	7.3%	355	9.9%	3,598
ECSU	31	7.5%	43	10.5%	411
ECU	378	7.6%	512	10.3%	4,971
FSU	84	8.8%	87	9.1%	956
NCA&T	254	11.7%	217	10.0%	2,172
NCCU	81	6.2%	156	12.0%	1,299
NCSSM	42	11.2%	24	6.4%	376
NCSU	495	4.9%	935	9.3%	10,027
UNC-CH	910	5.8%	1,510	9.5%	15,814
UNCA	68	9.6%	95	13.4%	710
UNCC	237	5.7%	424	10.3%	4,133
UNCG	280	10.1%	344	12.4%	2,777
UNCP	89	9.0%	83	8.4%	986
UNCSA	34	6.4%	42	7.9%	534
UNCW	200	7.5%	246	9.3%	2,659
WCU	160	8.4%	158	8.3%	1,900
WSSU	136	15.6%	94	10.8%	870
System Office	63	12.2%	95	18.4%	516
Grand Total	3,806	7.0%	5,420	9.9%	54,706

Systemwide, 7% of the total employee population during the year were new hires, while 9.9% separated. Consistent with a focus on administrative efficiencies during the year, most campuses experienced net workforce contractions.

March 2025 through March 2026 Employee Salary Changes by Institution:

Looking at the number of employees with salaries that increased or decreased, both as a count of individuals and as a percentage of the total number of employees at each institution

Campus	Salary Decreases		Salary Increases		Total Employees
	Employees with Salary Decreases	% with Salary Decreases	Employees with Salary Increases	% with Salary Increases	
ASU	172	5%	434	12%	3,598
ECSU	1	0%	45	11%	411
ECU	125	3%	716	14%	4,971
FSU	6	1%	267	28%	956
NCA&T	10	0%	236	11%	2,172
NCCU	12	1%	92	7%	1,299
NCSSM	6	2%	24	6%	376
NCSU	37	0%	1,364	14%	10,027
UNC-CH	122	1%	1,632	10%	15,814
UNCA	6	1%	106	15%	710
UNCC	52	1%	436	11%	4,133
UNCG	22	1%	272	10%	2,777
UNCP	9	1%	96	10%	986
UNCSA	6	1%	65	12%	534
UNCW	26	1%	269	10%	2,659
WCU	12	1%	323	17%	1,900
WSSU	4	0%	72	8%	870
System Office	7	1%	89	17%	516
Grand Total	635	1%	6,538	12%	54,706

Many employees saw salary increases during the year with 12% of the total workforce receiving a compensation increase, either as a promotion or raise. Approximately 1% of employees experienced a salary decrease. Decreases are typically due to a reduction in duties or FTE.

March 2025 through March 2026 Differences in Average Base Salary and Headcount by Institution:

Looking at the change in the average base salary, as well as the change in the number of employees, both as a count of individuals and as a percentage of the total number of employees at each institution

Campus	Average Base Salary Change	Headcount Change	Permanent Headcount Change
ASU	0.74%	-2.94%	-98
ECSU	1.47%	-2.41%	-9
ECU	1.13%	-1.72%	-79
FSU	1.60%	-0.81%	-7
NCA&T	2.34%	2.15%	41
NCCU	0.35%	-4.95%	-60
NCSSM	-1.03%	3.53%	12
NCSU	1.19%	-2.90%	-272
UNC-CH	2.25%	-2.45%	-361
UNCA	0.54%	-4.21%	-27
UNCC	2.27%	-3.31%	-128
UNCG	1.02%	0.69%	17
UNCP	0.47%	0.22%	2
UNCSA	2.67%	-3.00%	-15
UNCW	1.72%	-0.49%	-12
WCU	1.19%	-0.06%	-1
WSSU	0.68%	4.59%	34
System Office	2.96%	-5.31%	-24
Grand Total	1.56%	-1.96%	-988

Systemwide there was a net reduction of 988 permanent employees (a 1.96% headcount decline) and a net increase in average base salary of 1.56% as institutions used efficiency gains to reinvest in their workforce.