

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATIONANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2004 – JUNE 30, 2005

Purpose: Pursuant to the procedures set forth by the University of North Carolina Board of Governors in the Management Flexibility Policy 600.3.4, §C. (3)(b), all UNC institutions granted management flexibility shall provide an annual summary to the Board of Governors regarding personnel actions.

Please return this summary on or before October 1, 2005 for review by the Board of Governors at the October 2005 meeting.

(This form can be found at: <http://www.northcarolina.edu/content.php/aa/cao/index.htm> (login: UNC_CAO.)

Today's Date: September 28, 2005

**Date Management Flexibility
Granted:** April 9, 1992

Reporting Institution: Appalachian State University – 16080

Contact Person(s): Susie Beasley – Human Resource Services

Title: Assistant Director Classification & Compensation, Human Resource Services

Address: Appalachian State University – Founders Hall – Boone, NC 28608

Phone: 828-262-6483 **Fax:** 828-262-6489 **e-mail** beasleysb@appstate.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: CUPA 2004-05 salary data with predictions for
2005-06

[illegible]

[illegible]

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UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2004 – JUNE 30, 2005**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	26
How many faculty were granted tenure during this period?	25
How many new faculty were hired with tenure during this period?	4

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

Recent analyses of equity issues include the completion of an annual regression analysis of faculty salaries.

This involved prediction factors of rank, time in rank, gender, and discipline area. Deans received reports for their respective colleges/school to further examine individual instances of predicted salary outliers. Along with this report, deans received a comprehensive report showing salary benchmarks, by discipline, derived from CUPA faculty salary data. (Please see attached sheet for the remainder of this section.)

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2004-2005 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

The audit report for FY 2004-05 has not been completed. The audit report for FY 2003-04 had no written findings of any type for Appalachian State University.

**Signature of the Chief
Academic Officer:**

Date:

September 28, 2005

Printed Name:

Stanley R. Aeschleman

UNC INSTITUTIONS WITH
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Continuation of most recent analysis of equity issues:

A second faculty salary analysis was conducted on proposed faculty salary increases. This analysis compared salary increases by gender, rank, department, and college as a means of identifying exceptional instances of change prior to those changes becoming fixed.

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Today's Date: September 27, 2005

**Date Management Flexibility
Granted:** October 24, 2002

Reporting Institution: East Carolina University

Contact Person(s): Jim Mullen

Title: Assistant VC –HR & Director for EPA Administration

Address: ECU Human Resources, 210 E. First Street, Greenville, NC 27858

Phone: 252-328-9882 **Fax:** 252-328-9918 **Email:** mullenj@mail.ecu.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: July 2005

[illegible]

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all **CONTINUING** EPA permanent, non-faculty positions during FY 2004- 2005 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to Policy 600.3.4, §C.3.b.i: (a), (b), and (c.) Do not report interim appointments.

Full Name (Last, First, MI)	Complete Title	Salary as of June 30, 2005	Total % of salary increase since June 30, 2004	Non-Salary Compensation (if applicable)
Moore, Garrie	Vice Chancellor for Student Life	149,500.00	10.74%	*7321.00
Hughes, Karla	Dean, College of Human Ecology	138,082.00	7.04%	
Lewis, Michael	Vice Chancellor for Health Science	318,000.00	4.26%	**11,632.59
Sheerer, Marilyn	Dean, College of Education	147,025.00	5.02%	
Gilbert, Glen	Dean, College of Health & Human Performance	140,044.00	5.99%	
Horns, Phyllis	Dean, School of Nursing	155,605.00	5.60%	
Spencer, Dorothy	Director, Health Sciences Library	119,135.00	9.60%	
Rogers, Ralph	Dean, College of Technology & Computer Science	150,259.00	7.33%	
Johnson, Cynda	Dean, Brody School of Medicine	365,750.00	4.50%	**10,021.73
Thomas, Stephen	Dean, Allied Health Science	156,975.00	5.00%	
Sparrow, Wendall K.	Dean, Thomas Harriot College of Arts & Science	154,167.00	6.32%	
*car allowance **Exec-U-Care and supplemental benefits				

Please submit this form **electronically** to Lisa Adamson by October 1, 2005 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH
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**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2004 – JUNE 30, 2005**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	41
How many faculty were granted tenure during this period?	36
How many new faculty were hired with tenure during this period?	7

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

A salary analysis for ECU faculty & administrators is submitted as a separate attachment.

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2004-2005 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

There were no internal audit findings related to the above.

**Signature of the Chief
Academic Officer:**

Dr. James L. Smith, Provost

Date:

September 27, 2005

Printed Name:

James Leroy Smith

UNC INSTITUTIONS WITH
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Today's Date: September 23, 2005

**Date Management Flexibility
Granted:** November 7, 2002

Reporting Institution: North Carolina State University

Contact Person(s): Terree Kuiper

Title: Director, Employment & Compensation

Address: NC State Human Resources, Box 7210, Raleigh, North Carolina 27695-7210

Phone: 919-515-4288 **Fax:** 919-515-7543 **Email:** Terree Kuiper@ncsu.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: April 22, 2005 plan was approved by BOT

[illegible]

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all CONTINUING EPA permanent, non-faculty positions during FY 2004- 2005 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to Policy 600.3.4, §C.3.b.i: (a), (b), and (c.) Do not report interim appointments.

Full Name (Last, First, MI)	Complete Title	Salary as of June 30, 2005	Total % of salary increase since June 30, 2004	Non-Salary Compensation (if applicable)
Sowell, Robert Seago	Dean & Assoc Vice Chancellor	\$175,000.00	4.62%	
Stafford, Thomas Hugh	Vice Chancellor	\$148,000.00	10.65%	
Wood, Terry G.	Vice Chancellor	\$178,250.00	3.48%	\$4,222.63*
Gilligan, John G.	Vice Chancellor	\$210,000.00**	7.69%	
Brady, Linda Parrish	Dean	\$182,830.00	18.34%	
Godfrey, A. Blanton	Dean	\$209,750.00	2.76%	
Malecha, Marvin J.	Dean	\$157,500.00	9.84%	
Masnari, Nino A.	Dean	\$198,000.00	3.43%	
Moore, Kathryn M.	Dean	\$157,000.00	3.20%	
Solomon, Daniel L.	Dean	\$171,407.00	4.57%	
Kurz, Mary E.	Vice Chancellor & Gen Counsel	\$164,229.00	5.22%	
Nutter, Susan K.	Vice Provost/Dir of Libraries	\$154,670.00	3.33%	
* Car				
**Base salary includes a 4.869% (\$9,750) temporary supplement.				
Interim Appointments:				
Robert Barnhardt, Interim Chancellor				
Larry Nielsen, Interim Provost and Executive Vice Chancellor				
Johnny Wynne, Interim Dean of College of Agriculture and Life Sciences				
J. B. Jett, Interim Dean of Natural Resources				
Gilroy Zuckerman, Interim Dean of College of Management				

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**ANNUAL SUMMARY REPORT
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Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	30
How many faculty were granted tenure during this period?	30
How many new faculty were hired with tenure during this period?	8

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

We have participated in the following surveys: AAUP Faculty Compensation Survey, University of Alabama Administrative Salary Survey, Auburn University Department Head Compensation Survey, CUPA National Faculty Salaries Survey, Oklahoma Faculty Salary Survey, Delaware Study, CUPA-HR Administrative Compensation Survey, Foushee Group, Inc. Environmental, Health & Safety Compensation Survey, and Compdata Compensation Survey 2004 – The Carolinas, and numerous "ad-hoc" surveys. We also utilized the following surveys: 2004 Mercer Metropolitan Benchmark Database (August), 2004 Mercer Information Technology Salary Survey, and 2004 Mercer Finance, Accounting, and Legal Salary Survey.

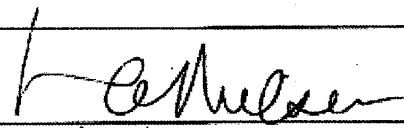
Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2004-2005 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

The University did not have any audit findings in the 7/1/04-6/30/05 fiscal year.

**Signature of the Chief
Academic Officer:**

Date:

Printed Name:



9/23/05

LARRY A. NIELSEN

UNC INSTITUTIONS WITH
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Today's Date: September 28, 2005

**Date Management Flexibility
Granted:** November 2002

Reporting Institution: The University of North Carolina Asheville

Contact Person(s): Elizabeth R. "Buffy" Bagwell

Title: Director of Human Resources/Affirmative Action

Address: One University Heights, Asheville, NC 28804-8503

Phone: 828-232-5117 **Fax:** 828-251-6385 **Email:** bbagwell@unca.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: September 2004, effective July 2004

[illegible]

[illegible]

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2004 – JUNE 30, 2005**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	8
How many faculty were granted tenure during this period?	8
How many new faculty were hired with tenure during this period?	0

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

UNCA continues to utilize the ranges set by the Board of Governors as well as data from our peer

Institutions, as set forth in the UNCA Management Flexibility Plan approved in November 2002.

Faculty salary increases made in accordance with the policy and procedures for Academic Affairs.

Based on the determined categories of post-tenure review, tenure, reappointment, promotion, equity and

Department Chair Stipend. EPA non-faculty salary adjustments were based on equity and exceptional

Performance in accordance with policy and procedures set forth by the Office of the President.

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2004-2005 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

The Office of the State Auditor financial auditor found no instances of noncompliance or material

Weaknesses in internal reporting which required disclosures under Government

Auditing Standards. The State Auditor's report for UNCA's fiscal year ending June 30, 2004 was

Released on April 29, 2005.

**Signature of the Chief
Academic Officer:**

Date:

9-28-05

Printed Name:

Dr. Mark W. Padilla

UNC INSTITUTIONS WITH
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Today's Date: October 1, 2005

**Date Management Flexibility
Granted:** July, 1991

Reporting Institution: University of North Carolina at Chapel Hill

Contact Person(s): Elmira Mangum

Title: Associate Provost for Finance and Human Resources

Address: CB 8000, 218 South Building

Phone: 919-962-1091 **Fax:** 919-962-2437 **Email:** emangum@email.unc.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: October 1, 2005

[illegible]

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all CONTINUING EPA permanent, non-faculty positions during FY 2004- 2005 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4, §C.3.b.i: (a), (b), and (c.)* Do not report interim appointments.

Full Name (Last, First, MI)	Complete Title	Salary as of June 30, 2005	Total % of salary increase since June 30, 2004	Non-Salary Compensation (if applicable)
Baddour, Richard	Athletic Director	\$222,985	9%	None
Blouin, Robert	Dean, School of Pharmacy	\$224,000	6%	None
Cronenwett, Linda R.	Dean, School of Nursing	\$205,000	11%	None
Dykstra, Linda	Dean, Graduate School	\$215,000	12%	None
Gray-Little, Bernadette	Dean, College of Arts and Sciences	\$252,000	5%	None
James, Thomas	Dean, School of Education	\$205,000	2%	None
Jones, W. Steve	Dean, Kenan-Flagler Business School	\$310,000	5%	None
Kupec, Matthew G.	Vice Chancellor for University Advancement	\$240,000	6%	None
Murphy, James L.	Dean, Summer School	\$160,000	6%	None
Reed, Dan	Vice Chancellor for Information Technology	\$326,000	.3%	None
Richman, Jack	Dean, School of Social Work	\$192,000	11%	None
Roper, William	Dean, School of Medicine	No UNC salary	-	None
Shelton, Robert N.	Executive Vice Chancellor and Provost	\$259,000	6%	None
Smith, Michael R.	Dean, School of Government	\$192,000	11%	None
Strohm, Leslie	General Counsel	\$230,000	4%	None
Suttenfield, Nancy D.	Vice Chancellor for Finance & Administration	\$267,396	11%	None
Waldrop, Tony G.	Vice Chancellor for Research & Graduate Studies	\$236,000	6%	None

Please submit this form electronically to Lisa Adamson by October 1, 2005 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
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FY JULY 1, 2004 – JUNE 30, 2005**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	75
How many faculty were granted tenure during this period?	72
How many new faculty were hired with tenure during this period?	21

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

Administrative staff equity is analyzed using the CUPA survey results. Attached is a summary of the most recent senior administrator comparisons used.

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2004-2005 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

No material weakness found by the Director of Internal Audit for the preceding fiscal years, 2004-2005.

**Signature of the Chief
Academic Officer:**

Date:

October 1, 2005

Printed Name:

Dr. Elmira Mangum

Compensation Planning for Senior Administrators

Position Title	Incumbent	Current Salary	OP Salary Range	CUPA - AAU Data Exchange Average 2004-2005	% of National Average
Chancellor	James Moeser	\$ 274,797	\$335,962 - \$537,559	\$ 306,227	0.90
Executive Vice Chancellor and Provost	Robert N. Shelton	\$ 259,000	\$244,647 - 391,450	\$ 280,902	0.92
Vice Chancellors					
Advancement & Development	Matthew G. Kupec	\$ 240,000	\$186,793 - 298,879	\$ 216,508	1.11
Finance and Administration	Nancy D. Sutfenfield	\$ 267,396	\$198,190 - 317,115	\$ 197,391	1.35
Information Technology	Daniel Reed	\$ 326,000	\$179,146 - 286,644	\$ 199,511	1.63
Research and Economic Development	Tony G. Waldrop	\$ 236,000	\$186,363 - 298,191	\$ 213,264	1.11
Student Affairs	Margaret Jablonski	\$ 190,000	\$141,304 - 226,094	\$ 176,446	1.08
Deans					
Arts & Sciences	Bernadette Gray-Little	\$ 252,000		\$ 209,456	1.20
Dentistry	John Williams	\$ 250,000		\$ 232,827	1.07
Education	Thomas James	\$ 205,000		\$ 179,490	1.14
Graduate School	Linda Dykstra	\$ 200,000		\$ 171,422	1.17
Government	Michael R. Smith	\$ 192,000		No Comparable Title	
Information & Library Science	Jose Marie-Griffith	\$ 190,000		\$ 175,468	1.08
Journalism & Mass Communication	Thomas Bowers (Interim)	\$ 125,000		\$ 164,712	0.76
Kenan Flagler Business	W. Steve Jones	\$ 310,000		\$ 249,605	1.24
Law (Interim)	Gail Agrawal	\$ 176,400		\$ 243,632	0.72
Medicine	William Roper	\$ -	\$403,459 - 645,558	\$ -	0.00
Nursing	Linda R. Cronnenwett	\$ 205,000		\$ 192,241	1.07
Pharmacy	Robert Blouin	\$ 224,000		\$ 199,382	1.12
Public Health	Barbara Rimer	\$ 260,000		\$ 232,573	1.12
Social Work	Jack Richman	\$ 192,000		\$ 177,993	1.08
Summer School	James L. Murphy	\$ 160,000		No Comparable Title	
Athletic Director	Richard Baddour	\$ 222,985		\$ 281,394	0.79
General Counsel	Leslie Strohm	\$ 230,000	\$170,370 - 272,601	\$ 177,833	1.29

UNC INSTITUTIONS WITH
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Today's Date: September 30, 2005

**Date Management Flexibility
Granted:** September 13, 2002

Reporting Institution: UNC Charlotte

Contact Person(s): Ramah Carle

Title: Associate Provost for Academic Budget and Personnel

Address: 9201 University City Blvd., Charlotte, NC 28223

Phone: 704-687-4004 **Fax:** 704-687-6644 **Email:** rhcarle@uncc.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: August 2005

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all NEW EPA, permanent, non-faculty appointments during FY 2004- 2005 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4, §C.3.b.i: (a), (b), and (c.)* Do not report interim appointments.

Full Name (Last, First, MI)	Complete Title	Date Hired [mm-dd-yyyy]	Salary	Non-Salary Compensation (if applicable)
Schmaling, Karen B.	Dean, College of Health and Human Services	8/01/04	\$168,000	
Broome Jr., David E.	General Counsel	12/01/04	\$140,000	
Mosier, Stephen R.	Vice Chancellor for Research and Federal Relations	10/01/04	\$155,000	

Please submit this form electronically to Lisa Adamson by October 1, 2005 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all **CONTINUING** EPA permanent, non-faculty positions during FY 2004- 2005 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4, §C.3.b.i: (a), (b), and (c.)* Do not report interim appointments.

Full Name (Last, First, MI)	Complete Title	Salary as of June 30, 2005	Total % of salary increase since June 30, 2004	Non-Salary Compensation (if applicable)
Woodward, James H.	Chancellor	230,391	8.00%	*1,955
Smith, Olen B.	Vice Chancellor for Business Affairs	152,000	5.56%	
Martz, Thomas A.	Vice Chancellor for Development and University Relations	138,500	5.32%	**5,391
Lynch, Charles F.	Vice Chancellor for Student Affairs	124,000	8.77%	
Lorden, Joan F.	Provost and Vice Chancellor for Academic Affairs	202,000	5.21%	
Lambla, Kenneth A.	Dean, College of Architecture	120,910	13.00%	
Lyons, Schley R.	Dean, College of Arts and Sciences	174,524	5.50%	
Calhoun, Mary Lynne	Dean, College of Education	140,080	18.50%	
Lilly, Claude C. III	Dean, Belk College of Business	207,336	10.00%	***69
Johnson, Robert E.	Dean, College of Engineering	187,859	5.50%	
Hadzikadic, Mirsad	Dean, College of Information Technology	161,490	7.00%	
Reynolds, Thomas L.	Dean, Graduate School and Associate Provost for Graduate Programs	124,487	8.25%	
Dykeman, Amy P.	University Librarian	109,180	6.00%	
*car allowance				
**car allowance and club dues				
***club dues				

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UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
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Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	31
How many faculty were granted tenure during this period?	26
How many new faculty were hired with tenure during this period?	7

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

Summer 2002 Salary Equity Study. See attached summary.

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2004-2005 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

Please see attached letter regarding audit findings.

**Signature of the Chief
Academic Officer:**

Date:

September 30, 2005

Printed Name:

Joan F. Lorden

Please submit this form **electronically** to Lisa Adamson by October 1, 2005 to: adamson@northcarolina.edu

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Please return this summary on or before October 1, 2005 for review by the Board of Governors at the October 2005 meeting.

(This form can be found at: <http://www.northcarolina.edu/content.php/aa/cao/index.htm> (login: UNC_CAO.)

Today's Date: August 19, 2005

**Date Management Flexibility
Granted:**

September 13, 2002 – flexibility plan approved;
October 14, 2002 – permission granted to operate
fully with the delegated management flexibility

Reporting Institution: The University of North Carolina at Greensboro

Contact Person(s): Dr. J. Alan Boyette

Title: Senior Associate Provost for Academic Affairs

Address: Office of the Provost and Vice Chancellor for Academic Affairs
P. O. Box 26170
Greensboro, North Carolina 27402-6170

Phone: (336)334-5494 **Fax:** (336)334-3009 **Email:** alan_boyette@uncg.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: n/a

Please submit this form **electronically** to Lisa Adamson by October 1, 2005 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all NEW EPA, permanent, non-faculty appointments during FY 2004- 2005 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4, §C.3.b.i: (a), (b), and (c.) Do not report interim appointments.*

[illegible]

Please submit this form electronically to Lisa Adamson by October 1, 2005 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all CONTINUING EPA permanent, non-faculty positions during FY 2004- 2005 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4, §C.3.b.i: (a), (b), and (c.)* Do not report interim appointments.

Full Name (Last, First, MI)	Complete Title	Salary as of June 30, 2005	% of increase since June 30, 2004	Non-Salary Compensation (if applicable)
Brown, Robert M.	Dean, Division of Continual Learning	\$129,000	7.5%	non-applicable
Capone, Lucien	University Counsel	\$118,787	5.0%	non-applicable
Clotfelter, Jr., James H.	Vice Chancellor for Information Technology and Planning	\$155,608	5.1%	non-applicable
Deal, John J.	Dean, School of Music	\$137,920	7.0%	non-applicable
Disque, Carol S.	Vice Chancellor for Student Affairs	\$140,202	8.0%	non-applicable
Farris, M. Cynthia	Executive Assistant to Chancellor	\$102,319	7.0%	non-applicable
Johnston, Timothy D.	Dean, College of Arts and Sciences	\$150,870	7.0%	non-applicable
O'Neil, Sharlene R.	Assistant to the Chancellor	\$54,371	4.6%	non-applicable
Pearcey, Lynne G.	Dean, School of Nursing	\$146,720	7.0%	non-applicable
Perrin, David H.	Dean, School of Health and Human Performance	\$143,440	7.0%	non-applicable
Petersen, James C.	Dean, Graduate School	\$138,200	5.5%	non-applicable
Richman, Philip H.	Vice Chancellor for Business Affairs	\$167,396	8.0%	non-applicable
Schunk, Dale H.	Dean, School of Education	\$136,670	5.5%	non-applicable
Sims, Laura S.	Dean, School of Human Environmental Sciences	\$142,110	5.5%	non-applicable
Stewart, Patricia W.	Vice Chancellor for University Advancement	\$146,043	6.5%	non-applicable
Uprichard, A. Edward	Provost and Vice Chancellor for Academic Affairs	\$207,735	8.0%	non-applicable
Weeks, James K.	Dean, Bryan School of Business and Economics	\$175,000	6.7%	non-applicable

Please submit this form electronically to Lisa Adamson by October 1, 2005 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2004 – JUNE 30, 2005**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	17
How many faculty were granted tenure during this period?	17
How many new faculty were hired with tenure during this period?	10

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

During 2004-05, the Office of Institutional Research developed a salary equity report which identified, by academic department and faculty rank, all faculty salaries that were one standard deviation or more above or below the department's mean salary for the stated rank. Each dean was asked to examine the report and reconcile all potential cases of salary inequity. A salary equity analysis relevant to the employment of administrators at UNCG will be conducted upon receipt of data compiled by the College and University Professional Association for Human Resources and forwarded to the campuses by the UNC Office of the President.

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for the previous year and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

The 2004-05 Fiscal Audit is currently underway, with an expected completion date of November 2005. In keeping with previous outcomes, no significant audit findings are anticipated. UNCG has had no reportable fiscal audit findings in the past 24 years.

The 2004 Information Systems Audit resulted in reportable audit findings, as previously reported to the Board of Trustees. Resolution or satisfactory progress has been achieved with regard to all findings.

**Signature of the Chief
Academic Officer:**



Date:

August 19, 2005

Printed Name:

A. Edward Uprichard
Provost and Vice Chancellor for Academic Affairs

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATIONANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2004 – JUNE 30, 2005

Purpose: Pursuant to the procedures set forth by the University of North Carolina Board of Governors in the Management Flexibility Policy 600.3.4, §C. (3)(b), all UNC institutions granted management flexibility shall provide an annual summary to the Board of Governors regarding personnel actions.

Please return this summary on or before October 1, 2005 for review by the Board of Governors at the October 2005 meeting.

(This form can be found at: <http://www.northcarolina.edu/content.php/aa/cao/index.htm> (login: UNC_CAO.)

Today's Date: August 24, 2005

**Date Management Flexibility
Granted:** January 9, 2004

Reporting Institution: University of North Carolina at Wilmington

Contact Person(s): Mark Steelman, Director of Employment and Compensation

Address: UNCW Human Resources, 601 S. College Road, Wilmington, NC 28403-5960

Phone: 910-962-3628 **Fax:** 910-962-3840 **Email:** steelmanm@uncw.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: October 28, 2004 in the Annual Report to the
UNCW Board of Trustees

[illegible]

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all **CONTINUING** EPA permanent, non-faculty positions during FY 2004- 2005 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4, §C.3.b.i: (a), (b), and (c.) Do not report interim appointments.*

Full Name (Last, First, MI)	Complete Title	Salary as of June 30, 2005	Total % of salary increase since June 30, 2004	Non-Salary Compensation (if applicable)
Hosier, Paul E.	Provost	\$149,400	3.39%	
Core, Ronald J.	Vice Chancellor Business Affairs	\$151,000	2.02%	
Tyndall, Robert E.	Vice Chancellor Information Technology	\$129,900	3.09%	
Leonard, Patricia L.	Vice Chancellor Student Affairs	\$120,250	6.67%	
Gornto, Mary M.	Vice Chancellor University Advancement	\$118,500	3.04%	
Clark, Lawrence S.	Dean, Cameron School of Business	\$147,000	5.23%	
Roer, Robert D.	Dean, Graduate School	\$107,000	10.48%	
Adams, Virginia W.	Dean, School of Nursing	\$111,000	3.26%	
Barlow, Cathy L.	Dean, Watson School of Education	\$118,000	7.42%	
Baden, Daniel G.	Director, Center for Marine Science Research	\$158,000*	4.45%	
Goldgeier, Eileen	University Counsel	\$114,300	3.90%	
Hayes, Sherman	University Librarian	\$99,000	5.49%	
		*Reflects status change from 10 to 11 month salary		

Please submit this form **electronically** to Lisa Adamson by October 1, 2005 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2004 – JUNE 30, 2005**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	21
How many faculty were granted tenure during this period?	20
How many new faculty were hired with tenure during this period?	0

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

The UNCW Human Resources Office conducts an annual analysis of SAAO and faculty salaries. SAAO salaries are compared to the 80th percentile of the UNC Group III peers and reported to Chancellor and Board of Trustees for their use in making salary decisions. Faculty salaries are analyzed by discipline and rank against the average and 80th percentile for UNC Group III peers (or National peers if necessary), and reported to the Provost and Deans of the schools for their use in making salary decisions.

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2004-2005 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

Not applicable.

**Signature of the Chief
Academic Officer:**

Date:

Printed Name:

Signature obtained

August 24, 2005

Paul E. Hosier

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATIONANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2004 – JUNE 30, 2005

Purpose: Pursuant to the procedures set forth by the University of North Carolina Board of Governors in the Management Flexibility Policy 600.3.4, §C. (3)(b), all UNC institutions granted management flexibility shall provide an annual summary to the Board of Governors regarding personnel actions.

Please return this summary on or before October 1, 2005 for review by the Board of Governors at the October 2005 meeting.

(This form can be found at: <http://www.northcarolina.edu/content.php/aa/cao/index.htm> (login: UNC_CAO.)

Today's Date: September 29, 2005

**Date Management Flexibility
Granted:** March 20, 2003

Reporting Institution: Western Carolina University

Contact Person(s): Kathy S. Wong

Title: Director of Human Resources

Address: 220 HFR Administration Building, Cullowhee, NC 28723

Phone: 828-227-7218 **Fax:** 828-227-7007 **Email:** wong@wcu.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: November 2004

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all **NEW** EPA, permanent, non-faculty appointments during FY 2004- 2005 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to *Policy 600.3.4, §C.3.b.i: (a), (b), and (c.)* Do not report interim appointments.

Full Name (Last, First, MI)	Complete Title	Date Hired [mm-dd-yyyy]	Salary	Non-Salary Compensation (if applicable)
Carter, Kyle R.	Provost/Vice Chancellor for Academic Affairs	11-01-2004	\$160,000	NA
Causby, Cory S.	Director of Affirmative Action & Title IX Coordinator	06-15-05	\$50,000	NA
Grube, A.J.	Assistant Vice Chancellor for Operations and Research	06/22/05	\$75,000	NA
Gustafson, Gregg	Assistant Chief Information Officer	01-01-2005	\$70,000	NA
Lofquist, Elizabeth Tyson	Associate Vice Chancellor for Academic Affairs for Operations & Research	01-24-05	\$87,500	NA
Orr, Robert L.	Associate Chief Information Officer for Educational Technologies	09-24-2004	\$75,379	NA
Smith, Joseph C.	Director of Athletics	09-06-2004	\$120,000	NA
Strickland, Ann Brett	Assistant Athletic Director/Coordinator for Sponsorships	03-30-2005	\$55,000	NA
Wong, Kathy	Director of Human Resources	05-01-2005	\$80,000	NA

Please submit this form **electronically** to Lisa Adamson by October 1, 2005 to: adamson@northcarolina.edu

UNC INSTITUTIONS WITH MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

Please provide the following information regarding all **CONTINUING** EPA permanent, non-faculty positions during FY 2004- 2005 for vice chancellors and provosts, senior academic and administrative officers for which the Board of Governors establishes salary ranges, and deans, and other similarly-situated administrators. Pursuant to Policy 600.3.4, §C.3.b.i: (a), (b), and (c.) Do not report interim appointments.

Full Name (Last, First, MI)	Complete Title	Salary as of June 30, 2005	Total % of salary increase since June 30, 2004	Non-Salary Compensation (if applicable)
Adams-Dunford, Jane M.	Assistant Vice Chancellor for Student Affairs	\$75,000	5.63%	NA
Banerjee, Debasish	Associate Dean, College of Business	\$95,019	4.36%	NA
Barksdale, Arvell Troy	Director, University Planning	\$106,600	2.50%	NA
Beck, Deborah	Director, Health Services	\$65,600	2.50%	NA
Beja, Linda	Controller	\$75,109	7.30%	NA
Brown, Patricia	Dean, Distance and Continuing Education	\$117,875	2.50%	NA
Butcher, David	Associate Dean, College of Arts & Sciences	\$85,960	4.07%	NA
Carpenter, C. Dale	Associate Dean, College of Education & Allied Professions	\$84,705	4.08%	NA
Caruso, Robert	Vice Chancellor for Student Affairs	\$114,000	12.67%	NA
Caserio, Marcia	Community Based Educator/ Development Officer	\$46,922	11.72%	NA
Cauley, Phillip	Director, Admissions	\$68,165	7.07%	NA
Corzine, Keith	Director of Residential Living	\$66,750	2.69%	NA
Dillard, Nancy B.	Director, Financial Aid	\$60,287	11.48%	NA
Dougherty, Arthur M.	Dean, College of Education & Allied Professions	\$101,442	4.34%	NA
Edwards, Robert T.	Internal Auditor	\$57,382	7.00%	NA
Evans, Paul	Director, Institute for the Economy and the Future	\$123,000	2.50%	NA
Gabrielson, Robert M.	Registrar	\$64,856	2.95%	Na
Haggard, William K.	Associate Vice Chancellor for Student Affairs	\$80,000	5.06%	NA

Please submit this form **electronically** to Lisa Adamson by October 1, 2005 to: adamson@northcarolina.edu

**UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION**

Haynes, Elizabeth	Director of Sponsored Research	\$66,625	2.50%	NA
Higdon, Debra J.	Director of Advancement Research	\$58,425	2.50%	NA
Hinson, Fred D.	Senior Associate Vice Chancellor for Academic Affairs	\$107,625	2.50%	NA
Hyde, Leila Tvedt	Associate Vice Chancellor for Public Relations	\$79,475	1.89%	NA
Johnson, Ann	Associate Dean, College of Applied Sciences	\$89,441	10.78%	NA
Kauffman, Norman L.	Dean, College of Business	\$123,533	2.94%	NA
Kehrberg, Noelle	Dean, College of Applied Sciences	\$107,925	5.81%	NA
Kucharski, Richard L.	General Counsel/Director of Technology Transfer	\$109,341	2.50%	NA
Lochner, Mary Ann	Associate General Counsel	\$67,650	12.75%	NA
Loughlin, Malcolm	Associate Dean, Distance and Continuing Education	\$75,727	3.00%	NA
Lynch, Dianne	Chief of Staff	\$88,473	14.90%	NA
Manring, Arthur J.	Director of Planned Giving	\$64,005	7.73%	NA
McClure, Thomas E.	Director of Regional Affairs	\$86,902	2.50%	NA
McDermot, Terri	Director of Major Gifts	\$70,500	1.44%	NA
Metcalf, Clifton B.	Vice Chancellor for Advancement and External Affairs	\$127,000	4.85%	NA
Miller Jr., James	Associate Vice Chancellor for Development	\$105,292	3.74%	NA
Miller, Patricia	Director of WCU Asheville Programs	\$55,000	3.77%	NA
Newman, Jeanine S.	Associate Vice Chancellor for Administration/Finance – Financial Services	\$89,640	6.52%	NA
Nicholson, Raymond R.	Director of Auxiliary Services	\$80,836	2.50%	NA
Ramsey, Martin	Director of Alumni Affairs	\$50,580	12.45%	NA
Richter, William	Director, Catamount Club and Athletics Development	\$56,375	2.50%	NA

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**UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION**

Ritchie, John R.	Director, Counseling & Psychological Services	\$59,401	4.84%	NA
Rowell, James	Senior Director of Public Relations, Promotions & Marketing	\$70,185	1.98%	NA
Stahl, Wilson M.	University Librarian	\$89,816	2.50%	NA
Steele, Julie Walters	Director of University Center	\$63,860	3.00%	NA
Walker, Joseph H.	Associate Vice Chancellor for Administration & Finance for Facilities Management	\$83,169	3.96%	NA
Woods, Brett	Director of Annual Giving	\$47,860	13.41%	NA
Wooten, George W.	Vice Chancellor for Administration & Finance	\$134,107	14.99%	NA

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2004 – JUNE 30, 2005**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	17
How many faculty were granted tenure during this period?	16
How many new faculty were hired with tenure during this period?	0

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

A complete analysis of EPA salaries was completed in November 2004 using Western salary data by position type/rank and department/discipline as compared with FY 2003-2004 national CUPA-HR data for master's degree granting public institutions.

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for the previous year and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

No audit findings for FY 2004-2005.

**Signature of the Chief
Academic Officer:**

Date:

Printed Name:

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATIONANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2004 – JUNE 30, 2005

Purpose: Pursuant to the procedures set forth by the University of North Carolina Board of Governors in the Management Flexibility Policy 600.3.4, §C. (3)(b), all UNC institutions granted management flexibility shall provide an annual summary to the Board of Governors regarding personnel actions.

Please return this summary on or before October 1, 2005 for review by the Board of Governors at the October 2005 meeting.

(This form can be found at: <http://www.northcarolina.edu/content.php/aa/cao/index.htm> (login: UNC_CAO.)

Today's Date: September 27, 2005

**Date Management Flexibility
Granted:** February 12, 2004

Reporting Institution: Winston-Salem State University

Contact Person(s): Randy W. Mills

Title: Assistant Provost, Administration and Planning

Address: 202 Blair Hall, Winston-Salem, NC 27110

Phone: (336) 750-2132 **Fax:** (336) 750 2202 **Email:** millsrw@wssu.edu

When was your institution's last update of salary ranges, based on relevant data, for vice chancellors, provosts, deans, and other similarly situated administrators that are not included in the annual Board of Governors' study establishing salary ranges?

Date: Spring 2003

[illegible]

[illegible]

WSSU - Page 3 of 4

UNC INSTITUTIONS WITH
MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION

**ANNUAL SUMMARY REPORT
FOR
FY JULY 1, 2004 – JUNE 30, 2005**

Please provide the following information regarding conferrals of tenure:

How many faculty were reviewed for tenure consideration during this period?	12
How many faculty were granted tenure during this period?	11
How many new faculty were hired with tenure during this period?	0

Please provide a description of the most recent analysis of equity issues relevant to the employment of faculty and administrators. *(Additional sheets may be attached if necessary.)*

Please provide a description of audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified. The report should specifically detail any findings regarding personnel practices, salary or payroll for FY 2004-2005 and remedial action taken in response to audit findings. *(Additional sheets may be attached if necessary.)*

None

**Signature of the Chief
Academic Officer:**

Date: 9/27/05

Printed Name:

Merdis J. McCarter