

8. Delegated Personnel Actions.....Junius Gonzales/Matthew Brody

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

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

Assessment: This month's report includes the following:

UNC General Administration Appointments

There was four (4) personnel appointments at UNC General Administration which were state funded and two (2) which were non-state funded. Three of these are new positions and three of these positions are vacant positions.

Delegation of Authority to President for Faculty Recruitment and Retention Funds

Six (6) awards were granted from the Faculty Recruitment and Retention Fund during this reporting cycle which resulted in a salary of 10% over the June 30, 2014 salary. Four (4) institutions received awards.

Fund Balance: \$1,004,017

Delegation of Authority to President to Approve Administrative Appointments

There were two (2) administrative appointments requiring the President's approval. Both actions were from Fayetteville State University University.

Action: This item is for information only.

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

The following actions have been approved by the President pursuant to *Policy 200.6* during the period of May 16, 2015 to July 31, 2015:

UNC GENERAL ADMINISTRATION

Appointments

State Funded Positions

Elizabeth Cunningham, Assistant Vice President for Academic & University Programs (Vacant Position)

(\$107,830, effective 6/1/2015)

Position Summary: The Assistant Vice President for Academic and University Programs will be affiliated with the Academic and University Programs unit within the Division of Academic Affairs, working closely with all other units at UNC General Administration, as well as with UNC constituent campuses. The position will provide leadership across a range of functions and responsibilities, including assistance with planning and implementation of the newly adopted UNC Board of Governors' recommendations on Teacher and School Leader Quality, as well as work with the 15 UNC schools of education, inter-institutional program related to K-16 education, the NC Department of Public Instruction, the State Board of Education, Local Education Agencies, and other programs and organizations supporting public schools. The position will assist in developing and/or refining policies and guidelines that relate to K-16 education, coordinate with the UNC Council of Education Deans, work with the UNC Teacher Quality Research team, and facilitate work with programs associated with the UNC Center for School Leadership Development.

Robert Terry, Director of Purchasing and Strategic Sourcing (New Position)

(\$100,000, effective 6/29/2015)

Position Summary: The Director of Purchasing and Strategic Sourcing serves as a subject matter expert for State procurement regulations and processes, strategic sourcing, contracting, and spend analysis. The position also facilitates collaborative efforts between the UNC System office, constituent Universities, affiliates, state agencies, and the state's Division of Purchase and Contract on all purchase and contracting activities for the University.

K. Lindsay McCollum, Assistant Director of Budget, Planning and Analysis (New Position)

(\$85,000, effective 7/10/2015)

Position Summary: The Assistant Director of Budget, Planning, and Analysis will coordinate the work of the budget, planning, and analysis staff in the Budget and Finance Division. Under the guidance of the Associate Vice President for Budget, Planning, and Analysis, this position

coordinates and manages the analysis of policy, financials, and data on various University matters; information requests; and analysis of the fiscal impact of potential policy changes.

Lauren Partin, Director of Budget and Business Enterprises (Vacant Position)
(\$100,000, effective 7/7/2015)

Position Summary: The Director of Budget and Business Enterprises manages the financial resources of the University of North Carolina System Office and provides direct guidance and business leadership for the organization's business type activities. The director works closely with senior staff to manage the organization's resources, develop business cases for new shared services and initiatives, and provides direct business guidance to the organization's business enterprise type activities (Shared Service Centers, Conferencing Facility, & Overhead Operations).

Non-State Funded Positions

Marsha Weston, Associate Director for Outreach NCSEAA (Vacant Position)
(\$75,000, effective 5/22/2015)

Position Summary: The Associate Director for Outreach will serve as a senior member of the Grants, Training and Outreach division staff. Its primary purpose is to lead outreach efforts of the State Education Assistance Authority that are designed to assist students and families in understanding how to pay for college and to increase the college-going rate in North Carolina, with special emphasis on serving first generation and low income students and their families. The position will be responsible for program and policy development, including but not limited to developing and managing agency programs designed to increase awareness of the availability of student financial aid and completion of the FAFSA; managing SEAA outreach Communications, including serving as liaison to the College Foundation of North Carolina partnership and overseeing content of the Pay and Save sections of CFNC.org; and overseeing college access services to North Carolina's Hispanic population.

Jessica Moore, Executive Director of Classification and Compensation (New Position)
(\$130,000, effective 7/18/2015)

Position Summary: The Executive Director for Classification and Compensation serves as the lead Classification and Compensation subject matter expert for the University of North Carolina General Administration. In this capacity, the position incumbent has responsibility for developing and managing classification and compensation policies and best practices for positions exempt from the State Human Resources Act (ESHRA), as well as serving as the principal liaison on such matters with the Office of State Human Resources (OSHR) for positions subject to the State Human Resources Act (SHRA). Position duties include serving as a consultative resource in classification, compensation, and salary administration for campus Chief Human Resources Officers (CHROs), campus-based human resources (HR) experts in classification, compensation, and salary administration, and UNC General Administration leadership; collaborating with UNC System partners and external entities on the development of compensation policies and systems; helping to coordinate or lead key human resources advisory

groups; and managing a variety of initiatives and special projects to promote the use of sound classification and compensation practices and standards throughout the University System.

Delegation of Authority to President for Faculty Retention and Recruitment Funds

Elizabeth City State University

Dr. Narendra Sharma, Assistant Professor of Accounting, \$29,486 from the Faculty Recruitment and Retention Fund.

(\$100,230 **from** \$76,230 effective 7/01/2015)

University of North Carolina Chapel Hill

Dr. Joseph Kieber, Professor Biology, \$36,750 from the Faculty Recruitment and Retention Fund and \$36,750 from UNC Chapel Hill's own funding sources plus the cost of benefits.

(\$190,000 **from** \$116,500 effective 6/02/2015)

Dr. Charles Kurzman, Professor of Sociology, \$33,995 from the Faculty Recruitment and Retention Fund and \$33,995 from UNC Chapel Hill's own funding sources plus the cost of benefits.

(\$180,000 **from** \$112,010 effective 7/1/2015)

University of North Carolina-Charlotte

Dr. Dennis Livesay, Professor in the Department of Bioinformatics and Genomics, \$13,000 from the Faculty Recruitment and Retention Fund and \$7,000 from UNCC's own funding sources plus the costs of benefits.

(\$134,264 **from** \$114,264 effective 6/02/2015)

Dr. Mark d'Amico, Professor in the Department of Bioinformatics and Genomics, \$12,051 from the Faculty Recruitment and Retention Fund and \$7,949 from UNCC's own funding sources plus the costs of benefits.

(\$134,264 **from** \$114,264 effective 6/18/2015)

University of North Carolina Wilmington

Dr. J. Wilson White, Assistant Professor in the Department of Biology and Marine Biology, \$9,157 from the Faculty Recruitment and Retention Fund.

(\$65,000 **from** \$57,384 effective 6/08/2015)

Delegation of Authority to President for Appointment and Conferral of Tenure

All actions effective 7/06/2015

Fayetteville State University

Administrative Appointments

Dr. Marion Gillis-Olion, Dan, School of Education

Distinguished Professor Appointments

Dr. Assad Tavakoli, Distinguished Professor in Economics