

7. President’s 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:  
**State-Funded Positions:**  
There were two (2) personnel appointments at UNC General Administration which are state funded. These are all vacant positions.

**Non-State Funded Positions:**  
There were five (5) personnel appointments at UNC General Administration which are non-state funded. Three (3) are new positions and two (2) are vacant positions

**Delegation of Authority to President for Faculty Recruitment and Retention Funds**

Twelve (12) awards were made from the UNC Faculty Recruitment and Retention Fund during this reporting cycle which resulted in a salary of 10% over the June 30, 2015 salary. Four (4) institutions received awards.

**Fund Balance:** \$759,291

**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 January 11, 2016 to February 19, 2016:

**UNC General Administration**

**Appointments**

***State-Funded Positions***

Elizabeth MacKethan, Director of Gift Planning (Vacant Position)  
(\$97,070, effective 2/1/2016)

*Position Summary: The Director of Gift Planning is a member of the University of North Carolina General Administration Office of University Advancement staff. Reporting to the Assistant Vice President of Development and Gift Planning, the Director Gift Planning provides assistance in the implementation and administration of a shared Planned Giving Service for UNC campuses that are participating in Advancement Shared Services and the North Carolina Gift Planning, LLC. More than providing technical knowledge of estate planning via bequests, trusts, deferred gifts and annuities, gift planning is transformative in creating a meaningful and lasting difference.*

David McNulty, Higher Education Financial Analyst (Vacant Position)  
(\$69,000, effective 2/8/2016)

*Position Summary: The Higher Education Financial Analyst is responsible for providing financial assessment and analysis, including reporting to senior General Administration and campus leadership, on the various program areas including university budgets and expenditures, tuition and fees, enrollment, performance metrics, economic analysis, and financial aid. This position:(1) Conducts analysis of policy, financials, and data on various University matters, information requests, and analysis of the fiscal impact of potential policy changes. (2) Works across disciplines and in multidisciplinary teams within UNC General Administration, with all UNC constituent institutions and affiliates, with the General Assembly and Governor's office, and with other North Carolina state government agencies. (3) As needed, works directly with senior General Administration and campus leadership on the assessment and analysis of topics in their portfolio. (4) Manages the drafting, review, and editing of written reports. (5) Manages the creation of oral presentations to internal and external bodies.*

***Non-State Funded Positions***

Rachel Raney, Director of Independent Productions (New Position)  
(\$85,000, effective 1/15/2016)

*Position Summary: The Director of Independent Productions serves as UNC-TV's liaison with independent producers to help the network achieve its goals to increase the amount and diversity of*

*content it is distributing statewide and nationally from independent producers. This position will develop strategies for how UNC-TV works with independent producers and supports independent media making in North Carolina. This position manages and oversees all of the administrative aspects of working with independent producers, including contracting, administering project budgets and developing project reports. This position serves as UNC-TV's liaison with national program distributors such as American Public television, NETA and PBS. This position is UNC-TV's ambassador in the independent film community attending film festivals, conferences and other gatherings focused on independent production and media making..*

Alycia Levy Fortin, Associate General Counsel NCSEAA (Vacant Position)  
(\$95,000, effective 1/25/2016)

*Position Summary: The position will assist the General Counsel in advising the Authority (NCSEAA) concerning the legal implications of proposed policies and actions, counseling the Authority as to compliance with state and federal laws and administrative regulations, drafting and reviewing contracts and proposed legislation, advising senior management on legal concerns affecting the Authority in the exercise of its statutory mission and its roles in the administration of federal and State programs of financial aid for higher education, and otherwise managing the legal affairs of the agency, including the provision of litigation services provided by the Attorney General's Office and, as necessary, outside counsel.*

Eric Wold, Senior Account Executive, UNC-TV (New Position)  
(\$45,000 + incentives, effective 2/1/2016)

*Position Summary: The Senior Account Executive is responsible for assisting in achieving market sales goals through his or her own direct sales and through participation in the implementation of UNC-TV's underwriting performance management annual operational and monthly sales plan and overall market strategy. This position is an outside sales role that focuses on executing a consultative sales approach.*

Edward Purchase, University Safety Operations and Clery Act Training Coordinator (New Position)  
(\$94,000, effective 2/8/2016)

*Position Summary: The University Public Safety Operations and Clery Act Training Coordinator will work with UNC campuses to help ensure all are current with and stay abreast of national best practices and federal rules and regulations related to campus safety. This position will serve as the Clery subject matter expert for UNC General Administration and UNC campus Clery compliance officers and will work closely with campus Clery compliance officers to help ensure compliance with the Clery Act. This position will collaborate with campus Clery compliance officers to ensure best practices are identified and shared across our system. This position will provide guidance and serve as a resource in areas such as data collection, Annual Security Reports, and Campus Security Authorities.*

Clyde Teague, Associate General Counsel (Vacant Position)  
(\$151,000, effective 2/15/2016)

*Position Summary: The Associate General Counsel for Business Affairs & Real Estate is responsible for providing legal advice in the areas of business, finance, real estate, construction, procurement, tax and transactional matters, including contract negotiation, drafting, review and approval. The position*

*provides legal advice and counsel on matters involving the State Budget Act, State contracting and procurement requirements, and other applicable laws, regulations and guidelines. The position supports and helps lead the development, implementation, and oversight of policies, regulations, and guidelines in the specified areas of practice. The position assists the General Counsel in providing legal advice and counsel to the Senior Vice President & Chief Operating Officer; the Vice President and Chief Financial Officer; the Division of Budget & Finance; the Division of Academic Affairs; the Division of Information Technology; the constituent institutions; and other senior officers, divisions and units as may be assigned. The position assists General Counsel in providing support to the Board of Governors Committee on Budget & Finance. The position will report to the Senior Vice President for Legal Affairs and General Counsel or the Deputy General Counsel, as determined by the Senior Vice President for Legal Affairs.*

### **Delegation of Authority to President for Faculty Retention and Recruitment Funds**

#### **University of North Carolina Chapel Hill**

Dr. Gary Marks, Burton Craige Distinguished Professor in the Department of Political Science, \$7,125 from the Faculty Recruitment and Retention Fund and \$ 11,875, plus the cost of benefits from UNCCH's own funding sources

(\$225,000 **from** \$206,000, effective 1/18/2016)

Dr. Liesbet Hooghe, William R. Kenan, Jr. Distinguished Professor in the Department of Political Science, \$14,906 from the Faculty Recruitment and Retention Fund and \$24,844, plus the cost of benefits from UNCCH's own funding sources.

(\$215,000 **from** \$175,250 (over two years) effective, 1/18/2016)

#### **University of North Carolina Charlotte**

Dr. James Grymes, Professor and Chair of the Department of Music, \$15,000 from the Faculty Recruitment and Retention Fund and \$30,500, plus the cost of benefits from UNC Charlotte's own funding sources.

(\$168,000 **from** \$132,500 effective 1/18/2016)

Dr. David Kerr, Associate Professor in the Department of Accounting, \$16,160 from the Faculty Recruitment and Retention Fund and \$15,363 plus the cost of benefits from UNC Charlotte's own funding sources

(\$165,000 **from** \$138,840 effective 1/1/2016)

#### **University of North Carolina Greensboro**

Dr. Julia Mendez-Smith, Associate Professor and Associate Head in the Department of Psychology, \$4,027 from the Faculty Recruitment and Retention Fund and \$4,027, plus the cost of benefits from UNCG's own funding sources.

(\$68,312 **from** \$62,102 effective 1/28/2016)

Dr. Melissa Floyd-Pickard, Professor and Chair, Department of Social Work, \$4,316 from the Faculty Recruitment and Retention Fund and \$4,315, plus the cost of benefits from UNCG's own funding sources

(\$95,808 **from** \$87,177 effective 1/18/2016)

Dr. Tracy Nichols, Professor and Chair, Department of Public Health, \$4,179 from the Faculty Recruitment and Retention Fund and \$4,179, plus the cost of benefits from UNCG's own funding sources

(\$92,782 **from** \$84,424 effective 1/18/2016)

Dr. Amanda Tanner, Assistant Professor, Department of Public Health Education, \$3,379 from the Faculty Recruitment and Retention Fund and \$3,379, plus the cost of benefits from UNCG's own funding sources

(\$75,020 **from** \$68,262 effective 1/18/2016)

Dr. Emily Levine, Assistant Professor, Department of History, \$6,210 from the Faculty Recruitment and Retention Fund

(\$68,312 **from** \$62,102 effective 12/29/2015)

Dr. Wayne Journell, Associate Professor, Department of Teacher Education and Higher Education, \$4,000 from the Faculty Recruitment and Retention Fund

(\$77,574 **from** \$73,574 effective 12/19/2015)

Deborah Taub, Professor, Department of Teacher Education and Higher Education, \$5,000 from the Faculty Recruitment and Retention Fund

(\$ 96,475 **from** \$91,475 effective 12/19/2015)

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

Dr. Amy Kirshke, Professor and Chair, Department of Art and Art History, \$8,750 from the Faculty Recruitment and Retention Fund and \$1,794 plus the cost of benefits from UNCW's own funding sources

(\$127,387 **from** \$118,637 effective 1/18/2016)