

SALARY PROCOTOLS
FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2008-2009

I. General Policy

Actions by the 2008 Session of the North Carolina General Assembly included appropriations available to the Board of Governors for 2008-2009 for salary increases for faculty and other employees who are exempt from the State Personnel Act.

In addition to those funds provided by the General Assembly, the Board of Governors has determined that any institutional funds for salary increases shall be used as determined by each chancellor, subject to the limitations and conditions set out below, to award increases to faculty and non-faculty EPA employees based on consideration of performance, to recognize merit, to respond to market conditions, and to address salary inequities including those that may have arisen during a period of scarce resources for academic salaries.

Campus-initiated tuition increases provide funds to enhance academic quality and may be used for salary increases that are consistent with the Board of Governors' mandate regarding the use of these funds.

A. The Basic Appropriation:

In response to the Board of Governors' priorities for Academic Salary Increases of \$153,847,371 the General Assembly appropriated \$61,620,000. This amount includes \$4,600,000 in nonrecurring funds for the Distinguished Professors Endowment Trust Fund and \$3,000,000 to fund the University Faculty Recruiting and Retention Fund identified in the *The Joint Conference Committee Report on the Continuation, Expansion and Capital Budgets*, dated July 3, 2008. Allocations of these appropriations will be handled under separate cover, as is customary.

Of these funds for salary increases, the General Assembly appropriated \$54 million for average salary increases of 3% for faculty and other employees who are exempt from the State Personnel Act (EPA). No funds were appropriated in response to the Board's request for funding to move the average faculty salary at each campus closer to the 80th percentile of its peer institutions. The North Carolina General Assembly also appropriated funds to the Board of Governors to provide an annual salary increase of 3% for teaching employees of the North Carolina School of Science and Mathematics. The total funding appropriated for EPA salary increases is to be used for merit, market and equity increases. The funds provided for faculty salary increases should be used to reward meritorious performance. The related special provision is shown below.

SECTION 28.12.(a1) Effective July 1, 2008, the Director of the Budget shall transfer to the Board of Governors of The University of North Carolina sufficient funds from the Reserve for Compensation Increases, created in this act for fiscal year 2008-2009, including funds for the employer's retirement and social security contributions, to provide to employees of The University of North Carolina, other than teachers of the North Carolina School of Science and Mathematics, whose salaries are supported by State funds and who are exempt from the State Personnel Act (EPA) an annual salary increase of three percent (3%) for faculty and non-faculty. The percentage annual salary increase of three percent (3%) authorized by this section shall be made on an aggregated average basis, according to the rules adopted by the Board of Governors of The University of North Carolina, and may not be used for any purpose other than for salary increases and necessary employer contributions provided by this section.

**SALARY PROCOTOLS
FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2008-2009**

SECTION 28.12.(c1) The Director of the Budget shall transfer to the Board of Governors of The University of North Carolina sufficient funds from the Reserve for Compensation Increases, created in this act for fiscal year 2008-2009, to provide an average annual salary increase of three percent (3%), but at least an annual increase of four hundred seventy dollars (\$470.00), including funds for the employer's retirement and social security contributions, commencing July 1, 2008, for all teaching employees of the North Carolina School of Science and Mathematics, supported by State funds and whose salaries are exempt from the State Personnel Act (EPA). These funds shall be allocated to individuals according to the rules adopted by the Board of Trustees of the North Carolina School of Science and Mathematics and may not be used for any purpose other than for salary increases and necessary employer contributions provided by this section.

The use of these funds will bring us closer to our 80th percentile goal. Market and equity adjustments may also be used to determine salary increases.

<u>Code</u>	<u>Salary Base</u>	<u>2008 – 2009 EPA Salary Inc. Funds</u>	<u>Matching Soc. Sec. Funds</u>	<u>Matching Retire. Funds</u>	<u>Total Allocation</u>
16060	\$65,803,520	\$1,974,105	\$151,019	\$215,809	\$2,340,933

II. Protocols for Salary Increases, 2008-2009

A. Limitations and Conditions for Salary Adjustments

All funds available to the institution for salary increases (which may include funds available from vacant lines, endowment funds, campus-initiated tuition increases, or grant funds) are subject to the limitations and conditions set out below.

1. Campus salary policies for EPA employees may include the following non-exclusive exceptions to salary increases:
 - (a) New EPA employees hired with a salary determined for 2008-2009;
 - (b) EPA continuing employees who have had salary increases because of retention, equity, or new assignments for 2008-2009; and
 - (c) EPA employees who have fixed term contracts that have established 2008-2009 salaries.
2. All salary increase funds shall be used to address merit, market and equity issues.
3. Senior administrative officers' salaries must be set within ranges established by the President of The University of North Carolina (Section II.B. below). Requests for exceptions must be forwarded with recommendations from the Chancellor, the President, and the Committee on Personnel and Tenure to the Board of Governors.
4. Faculty salaries in Health Affairs are subject to the ceilings established by the President (Section II.C. below).
5. Salaries for tenured and tenure-track faculty members should be consistent with peer salaries and disciplinary comparisons. The peers for each campus are those identified in the 2005-06 peer study, approved by the Board of Governors in February 2006.

**SALARY PROCOTOLS
FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2008-2009**

6. Funds from foundations, trust funds, grants, or other non-state sources may be used to provide salary increases within limits set by the President.
7. For those qualifying persons paid partially or entirely from medical faculty practice plans, the compensation bonuses will be paid from the plans in proportion to the distribution of their salaries between the plan and the state sources. The remaining salary increase for these persons may be paid from the medical faculty practice plans according to the availability of such funds without regard to the proportionate conditions from state sources.

B. Salary Ranges for Selected Senior Academic and Administrative Officers

The following salary ranges for selected senior academic and administrative officers have been established for the year 2008–2009. Salary ranges for deans are not included. Salaries for deans and configurations of colleges and schools vary too much to set system-wide salary ranges. Each institution should have defensible salaries for deans based on discipline and national peer data. Pursuant to Policy 200.6 “*Delegation of Authority to the President*”, the administrative salary ranges were approved by the President and are based on current CUPA data for the peer institutions, as approved by the Board of Governors in February 2006.

Chancellors/President <i>(current salaries)</i>	<u>2007-2008</u>	<u>2008-2009</u>
North Carolina State University (\$390,835)	\$319,914-511,881	\$329,051-526,500
UNC-Chapel Hill (\$420,000)	319,914-511,881	329,051-526,500
East Carolina University (\$299,750)	251,979-403,180	273,868-438,205
North Carolina A&TSU (\$265,200)	251,979-403,180	273,868-438,205
UNC-Charlotte (\$299,750)	251,979-403,180	273,868-438,205
UNC-Greensboro (\$315,000)	251,979-403,180	273,868-438,205
Appalachian State University (\$269,579)	202,203-323,537	223,585-357,749
North Carolina Central University (\$268,320)	202,203-323,537	223,585-357,749
UNC-Wilmington (\$269,579)	202,203-323,537	223,585-357,749
Western Carolina University (\$259,900)	202,203-323,537	223,585-357,749
Fayetteville State University (\$234,000)	161,734-258,783	173,913-278,271
UNC-Pembroke (\$225,000)	161,734-258,783	173,913-278,271
Winston-Salem State University (\$223,600)	161,734-258,783	173,913-278,271
North Carolina School of the Arts (\$225,750)	228,860-366,190	242,184-387,508
UNC-Asheville (\$231,000)	228,860-366,190	242,184-387,508
Elizabeth City State University (\$210,000)	161,637-258,629	164,506-263,220
North Carolina School of Science and Mathematics (\$237,000)	161,637-258,629	164,506-263,220
President (\$425,000)	377,499-604,019	388,280-621,270
UNC-General Administration		

**SALARY PROCOTOLS
FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES**

2008-2009

Chief Academic Officers/Provosts <i>(current salaries)</i>	<u>2007-2008</u>	<u>2008-2009</u>
North Carolina State University (\$290,000)	\$247,661-396,272	\$ 248,358-397,388
UNC-Chapel Hill (\$322,500)	247,661-396,272	248,358-397,388
East Carolina University (\$244,940)	178,490-285,595	186,981-299,180
North Carolina A & T State Univ. (\$187,200)	178,490-285,595	186,981-299,180
UNC-Charlotte (\$242,100)	178,490-285,595	186,981-299,180
UNC-Greensboro (\$249,600)	178,490-285,595	186,981-299,180
Appalachian State University (\$200,500)	144,160-230,665	151,813-242,910
North Carolina Central University (\$126,386)	144,160-230,665	151,813-242,910
UNC-Wilmington (\$215,000)	144,160-230,665	151,813-242,910
Western Carolina University (\$200,000)	144,160-230,665	151,813-242,910
Fayetteville State University (\$174,000)	114,359-182,981	120,811-193,305
UNC-Pembroke (\$155,000)	114,359-182,981	120,811-193,305
Winston-Salem State University (\$180,000)	114,359-182,981	120,811-193,305
North Carolina School of the Arts (\$156,200)	136,762-218,827	142,329-227,735
UNC-Asheville (\$170,000)	136,762-218,827	142,329-227,735
Elizabeth City State University (\$138,333)	109,601-175,368	111,088-177,747
North Carolina School of Science and Mathematics (\$120,686)	109,601-175,368	111,088-177,747
Senior Vice President for Academic Affairs	292,241-467,601	293,063-468,917
UNC- General Administration (\$313,200)		

Chief Research/Graduate Officers <i>(current salaries- n/a when not shown)</i>	<u>2007-2008</u>	<u>2008-2009</u>
North Carolina State University (\$203,380) Vice Chancellor-Research & Graduate Studies	\$202,201-323,532	\$215,325-344,532
UNC-Chapel Hill (\$300,000) Vice Chancellor-Graduate Studies & Research	202,201-323,532	215,325-344,532
East Carolina University (\$202,457) Vice Chancellor for Research and Graduate Studies	163,619-261,799	174,722-279,566
North Carolina A & T State Univ. (\$184,186) Vice Chancellor-Research	163,619-261,799	174,722-279,566

**SALARY PROCOTOLS
FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES**

2008-2009

UNC-Charlotte (\$180,000) Vice Chancellor-Research & Federal Relations	163,619-261,799	174,722-279,566
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UNC-General Administration (\$230,000) Vice President for Research and Sponsored Programs	238,597-381,768	254,083-406,548
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Chief Finance Officers

(current salaries- n/a when not shown)

2007-2008

2008-2009

North Carolina State University (\$246,000)	\$191,210-305,946	\$209,700-335,533
UNC-Chapel Hill (\$320,000)	191,210-305,946	209,700-335,533

East Carolina University (\$275,073 ¹)	150,357-240,580	163,481-261,579
North Carolina A & T State Univ. (\$171,000)	150,357-240,580	163,481-261,579
UNC-Charlotte (\$200,000)	150,357-240,580	163,481-261,579
UNC-Greensboro (\$212,744)	150,357-240,580	163,481-261,579

Appalachian State University (\$160,000)	120,137-192,226	138,069-220,918
North Carolina Central University (\$190,000)	120,137-192,226	138,069-220,918
UNC-Wilmington (\$170,000)	120,137-192,226	138,069-220,918
Western Carolina University (\$180,000)	120,137-192,226	138,069-220,918

Fayetteville State University (\$155,000)	104,327-166,929	111,981-179,175
UNC-Pembroke (\$149,000)	104,327-166,929	111,981-179,175
Winston-Salem State University (\$160,000)	104,327-166,929	111,981-179,175

North Carolina School of the Arts (\$198,000)	126,260-202,023	137,075-219,328
UNC-Asheville (\$150,000)	126,260-202,023	137,075-219,328

Elizabeth City State University (\$140,000)	89,539-143,267	95,644-153,036
North Carolina School of Science and Mathematics (\$120,092)	89,539-143,267	95,644-153,036

UNC-General Administration (\$201,400) Vice President-Finance	225,627-361,017	247,446-395,928
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Chief Human Resources Officers

(current salaries- n/a when not shown)

2007-2008

2008-2009

North Carolina State University (\$173,000)	\$149,568-239,317	\$154,584-247,344
UNC-Chapel Hill (\$210,000)	149,568-239,317	154,584-247,344

¹ Includes a \$36,000 stipend for financial role with the Medical Faculty Practice Plan

**SALARY PROCOTOLS
FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES**

2008-2009

East Carolina University	91,606-146,575	97,500-156,005
North Carolina A & T State Univ. (\$160,000)	91,606-146,575	97,500-156,005
UNC-Charlotte (\$131,000)	91,606-146,575	97,500-156,005
UNC-Greensboro	91,606-146,575	97,500-156,005
Appalachian State University (\$120,000)	76,711-122,743	80,134-128,218
North Carolina Central University	76,711-122,743	80,134-128,218
UNC-Wilmington (\$138,107)	76,711-122,743	80,134-128,218
Western Carolina University (\$100,000)	76,711-122,743	80,134-128,218
Fayetteville State University (\$82,500)	73,755-118,012	73,755-118,012
UNC-Pembroke (\$90,000)	73,755-118,012	73,755-118,012
Winston-Salem State University (\$125,000)	73,755-118,012	73,755-118,012
<i>(Interim)</i>		
North Carolina School of the Arts (\$92,379)	86,634-138,619	92,703-148,330
UNC-Asheville (\$93,600)	86,634-138,619	92,703-148,330
Elizabeth City State University (\$94,000)	(new)	76,106-121,744
North Carolina School of Science and Mathematics (\$64,226)	76,106-121,744	76,106-121,744
UNC General Administration (\$138,000) Vice President for Human Resources	(new)	182,410-291,866

Chief Information Officers

(current salaries)

2007-2008

2008-2009

UNC-Chapel Hill (\$270,000) Vice Chancellor for Information Technology and CIO (Chief Information Officer)	\$177,042-283,277	\$180,828-289,335
North Carolina State University (\$270,000) Vice Chancellor for Information Technology	177,042-283,277	\$180,828-289,335
Fayetteville State University (\$112,000) Vice Chancellor for Information Technology and Telecommunications	(new)	89,989-143,988
North Carolina A & T State Univ. (\$171,600) Vice Chancellor - Information Technology & Chief Information Officer	140,603-224,973	144,804-231,694
UNC-Greensboro (\$191,977) Vice Chancellor-Information Technology Services	140,603-224,973	144,804-231,694

**SALARY PROCOTOLS
FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES**

2008-2009

UNC-Wilmington (\$153,338) Vice Chancellor-Information Technology Systems & Associate Provost	99,087-158,545	103,587-165,745
Western Carolina University (\$140,400) Chief Information Officer	99,087-158,545	103,587-165,745
UNC-General Administration (\$236,000) Vice President for Information Resources	210,938-337,513	213,377-341,415

Chief Student Affairs Officers
(current salaries)

2007-2008

2008-2009

North Carolina State University (\$168,000)	\$154,471-247,162	160,606-256,978
UNC-Chapel Hill (\$226,845)	154,471-247,162	160,606-256,978
East Carolina University (\$175,000)	126,663-202,669	132,311-211,706
North Carolina A & T State Univ. (\$171,600)	126,663-202,669	132,311-211,706
UNC-Charlotte (\$175,000)	126,663-202,669	132,311-211,706
UNC-Greensboro (\$172,944)	126,663-202,669	132,311-211,706
Appalachian State University (\$150,300)	112,360-179,783	119,210-190,743
North Carolina Central University (\$179,000)	112,360-179,783	119,210-190,743
UNC-Wilmington (\$157,622)	112,360-179,783	119,210-190,743
Western Carolina University (\$140,000)	112,360-179,783	119,210-190,743
Fayetteville State University (\$133,000)	97,899-156,644	101,482-162,377
UNC-Pembroke (\$134,000)	97,899-156,644	101,482-162,377
Winston-Salem State University (\$142,152)	97,899-156,644	101,482-162,377
North Carolina School of the Arts (\$117,600)	109,949-175,925	111,982-179,177
UNC-Asheville (\$109,949)	109,949-175,925	111,982-179,177
Elizabeth City State University (\$109,468)	86,691-138,710	92,132-147,417
North Carolina School of Science and Mathematics (\$120,092)	86,691-138,710	92,132-147,417

Chief Development Officers
(current salaries)

2007-2008

2008-2009

North Carolina State University (\$280,000)	\$194,878-311,816	\$206,559-330,506
UNC-Chapel Hill (\$330,000)	194,878-311,816	206,559-330,506
East Carolina University (\$217,360)	142,477-227,972	149,514-239,232
North Carolina A & T State Univ. (\$171,600)	142,477-227,972	149,514-239,232
UNC-Charlotte (\$204,000)	142,477-227,972	149,514-239,232
UNC-Greensboro (\$220,000)	142,477-227,972	149,514-239,232

**SALARY PROCOTOLS
FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES**

2008-2009

Appalachian State University (\$175,000)	117,062-187,306	128,634-205,822
North Carolina Central University (\$156,000)	117,062-187,306	128,634-205,822
UNC-Wilmington (\$139,813)	117,062-187,306	128,634-205,822
Western Carolina University (\$150,000)	117,062-187,306	128,634-205,822
Fayetteville State University (\$146,600)	93,456-149,535	100,182-160,297
UNC-Pembroke (\$135,000)	93,456-149,535	100,182-160,297
Winston-Salem State University (\$144,600)	93,456-149,535	100,182-160,297
North Carolina School of the Arts (\$165,000)	127,131-203,417	141,125-225,807
UNC-Asheville (\$127,131)	127,131-203,417	141,125-225,807
Elizabeth City State University (\$142,359)	102,033-163,258	112,392-179,834
North Carolina School of Science and Mathematics (\$102,033)	102,033-163,258	112,392-179,834

**Varied Vice Chancellor, Vice President
and other Titles**

2007-2008

2008-2009

North Carolina State University (\$187,500) Vice Chancellor and General Counsel	\$168,578-269,735	\$176,549-282,489
UNC-Chapel Hill (\$280,000) Vice Chancellor and General Counsel	168,578-269,735	176,549-282,489
North Carolina State University (\$211,250) Vice Chancellor for University Extension & Engagement	144,764-231,630	170,375-272,610
UNC-Chapel Hill (\$690,000) Vice Chancellor & Dean-Medical Affairs	514,546-823,303	514,546-823,303
UNC-Chapel Hill (\$255,600) Vice Chancellor for Engagement	198,521-283,608	198,521-283,608
East Carolina University (\$130,000) Chief of Staff	150,065-240,113	150,065-240,113
North Carolina A & T State Univ. (\$128,000) Chief of Staff	150,065-240,113	150,065-240,113
UNC-Charlotte (\$140,000) Vice Chancellor for University Relations and Community Affairs	100,365-160,590	107,039-171,269
UNC-Pembroke (\$117,000) Vice Chancellor for Enrollment Management	73,297-117,280	77,088-123,345

**SALARY PROCOTOLS
FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2008-2009**

UNC-Pembroke (\$106,050) Vice Chancellor for University and Community Relations	64,438-103,105	66,755-106,812
Appalachian State University (\$149,000) Chief of Staff	115,241-184,392	115,241-184,392
UNC-Wilmington (\$150,828) Chief of Staff	115,241-184,392	115,241-184,392
Western Carolina University (\$132,776) Chief of Staff	115,241-184,392	115,241-184,392
UNC-Wilmington (\$138,344) Vice Chancellor-Public Service & Ext. Ed. & Associate Provost	93,454-149,532	100,341-160,552
Fayetteville State University (\$184,000) Chief of Staff	103,810-166,102	103,810-166,102
Winston Salem State University (\$170,000) Executive Vice Chancellor for Strategic and Management Initiatives	(new)	67,244-107,594
UNC-Asheville (\$117,467) Chief of Staff	117,647-188,241	117,647-188,241
North Carolina School of Science (\$103,439) and Mathematics Vice Chancellor for Distance Education and Extended Programs	72,703-116,330	73,613-117,785
North Carolina School of Science (\$124,615) and Mathematics Chief of Staff	95,803-153,290	95,803-153,290
UNC General Administration (\$135,000) Vice President for Communications	(new)	201,042-321,679
UNC- General Administration (\$244,080) Chief of Staff	259,704-415,541	259,704-415,541
UNC-General Administration Vice President for Academic Planning/University (\$205,200) School Programs	169,262-270,829	169,553-271,295

**SALARY PROCOTOLS
FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2008-2009**

UNC-General Administration (\$225,000)		
Vice President and General Counsel	198,922-318,287	208,328-333,337
UNC-General Administration (\$148,400)		
Vice President/Government Relations	142,721-228,362	155,057-248,100
UNC-General Administration (\$111,300)		
Vice President/Federal Relations	(new)	129,090-206,552
UNC-General Administration (\$105,297)		
Secretary of the University	100,943-159,853	100,943-159,853

C. Salary Ceilings for Certain Faculty Groups in Health Affairs

The ceilings listed below are established for faculty in the Schools of Medicine at East Carolina University and at UNC-Chapel Hill according to the indicated clusters and are based on the *Report on Medical School Faculty Salaries* published by the Association of American Medical Colleges (AAMC). Salary ceilings include funds paid from all sources. Salary ceiling information was submitted jointly by The Brody School of Medicine at East Carolina University and the University of North Carolina at Chapel Hill School of Medicine.

Departments of Anesthesiology, Emergency Medicine, Obstetrics-Gynecology, Ophthalmology, Otolaryngology, Orthopedics, Clinical Pathology, Radiology, Radiation Oncology, Pediatric Cardiology, Neonatology, Internal Medicine Cardiology, Gastroenterology, and Oncology and Surgical Subspecialties (except Cardiothoracic Surgery)

	<u>2007-2008</u>	<u>2008-2009</u>
Professor and Chair, Division Chief or Center Director	\$1,762,000	\$1,665,000
Chief	680,000	680,000
Professor	539,000	605,000
Associate Professor	512,000	567,000
Assistant Professor	413,000	460,000
Instructor	343,000	452,000

Cardiothoracic Surgery

Professor and Chair, Division Chief or Center Director	\$1,100,000	\$1,116,000
Chief	743,000	818,000
Professor	564,000	588,000
Associate Professor	476,000	490,000
Assistant Professor	345,000	370,000
Instructor	300,000	315,000

**SALARY PROCOTOLS
FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2008-2009**

All Other Departments

Professor and Chair,		
Division Chief or Center Director	\$ 573,000	\$ 651,000
Chief	414,000	417,000
Professor	308,000	390,000
Associate Professor	327,000	352,000
Assistant Professor	275,000	346,000
Instructor	250,000	329,000

Department of Allied Health Sciences

Professor & Chair (Dean equivalent)	\$ 220,006	\$ 233,206
Chief (Chair equivalent)	160,503	173,097
Professor	141,647	150,146
Associate Professor	109,918	116,513
Assistant Professor	103,325	113,346
Instructor	84,361	89,422

The ceilings listed below are established for faculty in the Schools of Dentistry and Public Health at UNC-Chapel Hill. These ceilings include salaries paid from all sources.

	<u>2007-2008</u>	<u>2008-2009</u>
School of Dentistry		
Professor and Chair	\$ 460,000	\$ 495,000
Professor	445,000	450,000
Associate Professor	420,000	440,000
Assistant Professor	375,000	375,000
Instructor	225,000	225,000
School of Public Health		
Professor and Chair	\$ 408,000	\$ 448,000
Professor	386,000	424,600
Associate Professor	277,500	305,250
Assistant Professor	209,500	230,450
Instructor	143,500	157,850

D. Salary Reductions for Certain Faculty Members in Clinical Departments of the Schools of Medicine

Since it is commonplace that substantial components of salaries of full-time faculty members in clinical departments of schools of medicine derive from receipts for patient care by approved institutional clinical practice plans, it is acknowledged that total salaries of faculty members for full-time service in these disciplines should reflect their levels of clinical activity. Thus, it is consistent that the salary of a faculty member in a clinical department be subject to a negative adjustment if there is a substantial reduction in the individual's level of participation in the practice plan.

**SALARY PROCOTOLS
FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2008-2009**

- E. The cover memo to this document provides advice to each campus to determine appropriate salary ranges for faculty based on peer data, as identified by the Board of Governors in February 2006, and disciplinary comparisons.

III. Procedures for Review and Approval

1. Consistent with the foregoing requirements, the Chancellors shall present their salary increase recommendations to the President in the form and manner prescribed by the President. (*See Attachment A*)
2. Recommended salary increases for designated senior academic and administrative officers, and for all other EPA personnel in General Administration and the UNC Center for Public Television shall be submitted to the President for approval. These designated “senior academic and administrative officers” include the chancellors, vice chancellors and provosts, deans, and directors of major educational or public service activities who have a rank equivalent to dean, head librarians, or legal assistants to the chancellors (*see Attachment C.*) The Chancellors’ recommendations for salary increases for senior academic and administrative officers must be received by August 22, 2008 to ensure time for review by the President. Please use the attached form, “*Recommended Salary Increases for Senior Academic and Administrative Officers – 2008-2009*,” for this purpose (*Attachment A.*) **Campuses with Management Flexibility to Appoint and Fix Compensation do not need to provide this information for approval and should submit the attached form, “Recommended Salary Increases for Senior Academic and Administrative Officers – 2008-2009” (Attachment A) for information purposes only, by August 22, 2008.**

Final approval of all salary increases has been delegated to the President for all campuses without Management Flexibility to Appoint and Fix Compensation, except that the concurrence of the Committee on Personnel and Tenure shall be required for any increase of 15% or more AND \$10,000 or more over the 2007-2008 salary with the exception of salary increases in excess of \$10,000 and 15% for faculty members who are receiving salary increases funded through the Faculty Recruitment and Retention Fund. Please use the attached Personnel Action Form 100, “*Personnel Action Requiring Approval of the President or the Board of Governors*,” for this purpose (*Attachment B.*) Recommendations must be received by the President by August 22, 2008.

3. For faculty members in clinical departments of the schools of medicine, authority is delegated to the chancellor at those campuses with Management Flexibility to Appoint and Fix Compensation to approve guidelines and procedures as developed by the institutions, and to have final approval of all salary *decreases* recommended by the chancellor for faculty members in those departments. The approved guidelines and an annual summary of salary reductions for faculty members in clinical departments of the schools of medicine under this resolution shall be reported to the Committee. Submit this report by the August 29, 2008 deadline.
4. The President is authorized to delegate to the Chancellors of all campuses approval of all increases that are below \$10,000 OR below 15% and are paid entirely from grants or contracts, or other non-appropriated funds.

SALARY PROCOTOLS
FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES
2008-2009

5. Salary increases for 2008-2009 shall not be reflected in any payrolls until the institution has been authorized to do so by the President.

6. Salaries for any individual that lead to a salary level of 15% or more AND \$10,000 or more over the approved salary for 2007-2008 shall continue to require prior approval by the President and the Committee on Personnel and Tenure, except as outlined below. Such increases should be requested only in exceptional circumstances.

No reporting or other action shall be necessary for:

- a. An increase resulting from a change in contract period, (*e.g.*, 9 months service to 12 months service according to institutional policies so long as the monthly increase is not 15% or more); or

- b. A temporary administrative supplement (such as for advisers, department chairs, assistant department chairs, etc.) *that does not change the annual base salary rate*. It is anticipated that such increases will be associated with persons given new or additional assignments or changes of duty; or

- c. An increase in an EPA salary, less than \$10,000 OR less than 15%, paid entirely from grants or contracts or other non-appropriated funds, such as an increase associated with an anniversary date of employment or of the contract(s) and grant(s) from which the salary is funded.

- d. Salary increases in excess of \$10,000 and 15% for faculty members who are receiving salary increases funded through the Faculty Recruitment and Retention Fund.

IV. Term of Protocols

These Salary Protocols rescind the earlier Salary Resolutions and will remain in effect until the President adopts Salary Protocols for 2009-2010, or otherwise modifies or rescinds these Protocols.

RECOMMENDED SALARY INCREASES FOR SENIOR ACADEMIC AND ADMINISTRATIVE OFFICERS - 2008 - 2009

Institution: _____

<u>TITLE</u>	<u>NAME</u>	<u>CURRENT SALARY</u>	<u>AMOUNT OF INCREASE</u>	<u>PROPOSED SALARY 7/1/08</u>	<u>% OF INCREASE</u>
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**Wherever non-state funds are included,
please indicate amount and source*

Chancellor

Date

Attachment B

PERSONNEL ACTION REQUIRING APPROVAL OF THE PRESIDENT OR BOARD OF GOVERNORS

This form is designed for submitting all personnel requests that require BOG approval. This form can be found at: <http://www.northcarolina.edu/content.php/hr/uniform.htm>

Name of Institution: _____

Name of Appointee: _____

Department: _____ **College:** _____

Current UNC Rank or Title: *(if applicable)* _____ **Proposed Rank or Title:** _____

Indicate Type of Action: *(select all that apply)*

Administrative Appointment:

Reappointment:

New Faculty Appointment:

Conferral of Tenure:

Promotion:

***Salary Increase of 15% or more AND \$10,000 or more:**

Other:

(describe) _____

Distinguished Professorship: *(provide name of professorship)* _____

Effective Date of Action: _____

Contract Period: **Administrative Appointment:** 9 mo. 12 mo.
Faculty Appointment: 9 mo. 12 mo.

Salary: \$ _____ **Source(s): State Funds:** \$ _____ ***Non-State Funds:** \$ _____

**Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):*

Justification for Salary increase of 15% or more AND \$10,000 or more:

Salary as of June 30, 2008: \$ _____ **Current Salary:** \$ _____ **Proposed Salary:** \$ _____ **Percentage of Increase:** _____ %

Source(s): State Funds: \$ _____ ***Non-State Funds:** \$ _____

**Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):*

Salary Range *(where applicable):* \$ _____ to \$ _____