

SALARY PROCOTOLS FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES 2010-2011

I. General Policy

The 2010 Session of the North Carolina General Assembly did not provide any appropriation to the Board of Governors for salary increases for 2010-2011 for faculty and other employees who are exempt from the State Personnel Act. The General Assembly did provide limited exceptions for salary adjustments which are detailed in the covering salary memorandum and referenced in Appendix A of the salary memorandum.

Salary ranges for 2009-10 are continued for 2010-11. *(Supporting material for 2009-2010 may be found at: http://www.northcarolina.edu/cao/SalaryData2009-2010/Administrative_Salary_Study_8-10-09.pdf)*

Academic Affairs and Human Resources have been working on a revised administrative salary model and will share this with you shortly. The goal is for the new model to be applicable for 2011-12.

II. Protocols for Salary Adjustments and Increases, 2010-2011

A. Limitations and Conditions for Salary Adjustments

Salary adjustments for 2010-11 are limited to the terms and conditions detailed in the salary memorandum. Additional limitations and conditions include the following:

1. 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.
2. Faculty salaries in Health Affairs are subject to the ceilings established by the President (Section II.C. below.)
3. 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.
4. Funds from foundations, trust funds, grants, or other non-state sources may be used to provide salary increases within limits set by the President that are detailed in the salary memorandum.
5. For those qualifying persons paid partially or entirely from medical faculty practice plans, any 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, if any qualify, may be paid from the medical faculty practice plans according to the availability of such funds without regard to the proportionate contribution from state sources.

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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 2010–2011. 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 CUPA data for the peer institutions, as approved by the Board of Governors in February 2006.

Chancellors/President (<i>current salaries</i>)	<u>2010-2011</u>
North Carolina State University (\$420,000)	\$355,786-569,278
UNC-Chapel Hill (\$420,000)	355,786-569,278
East Carolina University (\$315,000)	290,259-464,431
North Carolina A & T State Univ. (\$300,000)	290,259-464,431
UNC-Charlotte (\$315,000)	290,259-464,431
UNC-Greensboro (\$315,000)	290,259-464,431
Appalachian State University (\$290,000)	236,979-379,180
North Carolina Central University (\$290,000)	236,979-379,180
UNC-Wilmington (\$300,000)	236,979-379,180
Western Carolina University (\$280,000)	236,979-379,180
Fayetteville State University (\$234,000)	185,044-296,080
UNC-Pembroke (\$240,000)	185,044-296,080
Winston-Salem State University (\$234,000)	185,044-296,080
UNC-Asheville (\$237,930)	272,164-435,479
UNC School of the Arts (\$236,000)	272,164-435,479
Elizabeth City State University (\$216,300)	181,385-290,226
North Carolina School of Science and Mathematics (\$245,000)	181,385-290,226
UNC-General Administration	419,828-671,748
President (\$477,148)	

Chief Academic Officers/Provosts (<i>current salaries</i>)	<u>2010-2011</u>
North Carolina State University (<i>interim</i>)	\$258,071-412,929
UNC-Chapel Hill (\$350,000)	258,071-412,929
East Carolina University (\$276,000)	195,059-312,106
North Carolina A & T State Univ. (\$240,000)	195,059-312,106
UNC-Charlotte (\$249,600)	195,059-312,106
UNC-Greensboro (\$278,000)	195,059-312,106

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Appalachian State University (<i>interim</i>)	152,866-244,595
North Carolina Central University (\$208,000)	152,866-244,595
UNC-Wilmington (\$215,000)	152,866-244,595
Western Carolina University (<i>interim</i>)	152,866-244,595
Fayetteville State University (\$166,000)	128,023-204,843
UNC-Pembroke (<i>interim</i>)	128,023-204,843
Winston-Salem State University (\$193,300)	128,023-204,843
UNC-Asheville (\$175,100)	155,507-248,819
UNC School of the Arts (\$165,000)	155,507-248,819
Elizabeth City State University (\$155,000)	127,771-204,441
North Carolina School of Science and Mathematics (\$124,307)	127,771-204,441
Senior Vice President for Academic Affairs UNC- General Administration (\$255,000)	304,524-487,256

Chief Research/Graduate Officers (*current salaries*)

2010-2011

North Carolina State University (\$229,281) Vice Chancellor-Research & Graduate Studies	\$229,281-366,863
UNC-Chapel Hill (\$315,000) Vice Chancellor- Research & Economic Development	229,281-366,863
East Carolina University (\$210,550) Vice Chancellor for Research and Graduate Studies	172,818-276,519
North Carolina A & T State Univ. (<i>interim</i>) Vice Chancellor-Research & Economic Development	172,818-276,519
UNC-Charlotte (\$185,400) Vice Chancellor-Research & Federal Relations	172,818-276,519
UNC-Greensboro (\$196,324) Vice Chancellor for Research and Economic Development	172,818-276,519
North Carolina Central University (\$180,000) Vice Chancellor for Graduate Education & Research	181,361-290,190
UNC-General Administration (\$236,900) Vice President for Research and Sponsored Programs	270,552-432,898

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Chief Finance Officers (*current salaries*)

2010-2011

North Carolina State University (\$260,000)	\$214,347-342,968
UNC-Chapel Hill (\$340,000)	214,347-342,968
East Carolina University (\$251,000)	172,303-275,695
North Carolina A & T State Univ. (\$190,000)	172,303-275,695
UNC-Charlotte (\$207,500)	172,303-275,695
UNC-Greensboro (\$225,509)	172,303-275,695
Appalachian State University (\$169,600)	148,223-237,165
North Carolina Central University (<i>interim</i>)	148,223-237,165
UNC-Wilmington (\$175,440)	148,223-237,165
Western Carolina University (\$185,400)	148,223-237,165
Fayetteville State University (\$155,000)	122,827-196,530
UNC-Pembroke (\$156,450)	122,827-196,530
Winston-Salem State University (\$162,400)	122,827-196,530
UNC-Asheville (\$150,000)	156,282-250,061
UNC School of the Arts	156,282-250,061
Elizabeth City State University (\$148,000)	94,146-150,640
North Carolina School of Science (\$123,695) and Mathematics	94,146-150,640
UNC-General Administration (\$212,500)	252,930-404,702
Vice President-Finance	

Chief Human Resources Officers (*current salaries*)

2010-2011

North Carolina State University	\$163,845-262,161
UNC-Chapel Hill (\$219,000)	163,845-262,161
East Carolina University	104,749-167,605
North Carolina A & T State Univ. (\$168,000)	104,749-167,605
UNC-Charlotte	104,749-167,605
UNC-Greensboro	104,749-167,605
Appalachian State University	82,011-131,223
North Carolina Central University	82,011-131,223
UNC-Wilmington	82,011-131,223
Western Carolina University	82,011-131,223
Fayetteville State University	74,509-119,219
UNC-Pembroke	74,509-119,219

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Winston-Salem State University	74,509-119,219
UNC-Asheville	97,526-156,048
UNC School of the Arts	97,526-156,048
Elizabeth City State University (<i>interim</i>)	61,328-98,128
North Carolina School of Science and Mathematics	61,328-98,128
UNC General Administration (<i>interim</i>) Vice President for Human Resources	193,337-309,351

Chief Information Officers (*current salaries*)**2010-2011**

North Carolina State University (\$270,000) Vice Chancellor for Information Technology	\$183,310-293,307
UNC-Chapel Hill (\$278,100) Vice Chancellor for Information Technology and CIO (Chief Information Officer)	183,310-293,307
North Carolina A & T State Univ. (<i>interim</i>) Vice Chancellor - Information Technology & Chief Information Officer	140,992-225,596
UNC Charlotte (\$190,000) Vice Chancellor for Information Technology	140,992-225,596
UNC-Greensboro (\$205,950) Vice Chancellor-Information Technology Services	140,992-225,596
UNC-Wilmington (\$161,005) Vice Chancellor-Information Technology Systems	109,751-175,607
Western Carolina University (\$160,000) Chief Information Officer	109,751-175,607
Fayetteville State University (\$126,000) Vice Chancellor for Information Technology and Telecommunications	92,160-147,461
UNC-General Administration (\$236,000) Vice President for Information Resources	216,306-346,102

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Chief Student Affairs Officers (*current salaries*)

2010-2011

North Carolina State University (\$173,250)	\$166,749-266,807
UNC-Chapel Hill (\$236,000)	166,749-266,807
East Carolina University (\$200,000)	137,176-219,490
North Carolina A & T State Univ. (\$183,000)	137,176-219,490
UNC-Charlotte (\$180,250)	137,176-219,490
UNC-Greensboro (\$183,476)	137,176-219,490
Appalachian State University (\$159,318)	124,558-199,300
North Carolina Central University (\$179,000)	124,558-199,300
UNC-Wilmington (\$162,666)	124,558-199,300
Western Carolina University (\$158,620)	124,558-199,300
Fayetteville State University (\$133,000)	105,218-168,355
UNC-Pembroke (\$141,000)	105,218-168,355
Winston-Salem State University (<i>interim</i>)	105,218-168,355
UNC-Asheville (\$113,247)	117,618-188,195
UNC School of the Arts (\$122,304)	117,618-188,195
Elizabeth City State University (\$114,941)	94,663-151,467
North Carolina School of Science and Mathematics (\$123,695)	94,663-151,467

Chief Development Officers (*current salaries*)

2010-2011

North Carolina State University (\$288,750)	\$223,365-357,397
UNC-Chapel Hill (\$349,800)	223,365-357,397
East Carolina University (\$223,881)	159,779-255,655
North Carolina A & T State Univ. (\$178,464)	159,779-255,655
UNC-Charlotte (\$210,150)	159,779-255,655
UNC-Greensboro (\$233,200)	159,779-255,655
Appalachian State University (\$185,500)	135,603-216,972
North Carolina Central University (\$156,000)	135,603-216,972
UNC-Wilmington (\$146,804)	135,603-216,972
Western Carolina University (\$154,500)	135,603-216,972
Fayetteville State University (\$140,000)	107,086-171,344
UNC-Pembroke (\$143,000)	107,086-171,344
Winston-Salem State University (\$150,000)	107,086-171,344

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UNC-Asheville (\$141,125)	150,044-240,079
UNC School of the Arts (\$171,600)	150,044-240,079
Elizabeth City State University (\$135,000)	104,641-167,431
North Carolina School of Science (\$105,094) and Mathematics	104,641-167,431

**Varied Vice Chancellor, Vice President
and other Titles** *(current salaries)***2010-2011**

North Carolina State University (\$229,000) Vice Chancellor and General Counsel	\$195,831-313,341
UNC-Chapel Hill (\$291,200) Vice Chancellor and General Counsel	\$195,831-313,341
North Carolina State University (\$217,750) Vice Chancellor for University Extension and Engagement	\$176,956-283,140
UNC-Chapel Hill (\$729,600) Vice Chancellor & Dean-Medical Affairs	\$504,459-807,164
East Carolina University (\$358,710) Vice Chancellor for Health Sciences	
UNC-Charlotte (vacant) Vice Chancellor for University Relations and Community Affairs	\$106,862- 170,985
Appalachian State University (\$165,000) Chief of Staff	\$119,620-191,399
UNC-Wilmington (\$155,154) Chief of Staff	\$119,620-191,399
UNC-Wilmington (<i>interim</i>) Vice Chancellor-Public Service & Continuing Studies	\$103,594-165,756
Western Carolina University (\$138,087) Chief of Staff	\$119,620-191,399
Fayetteville State University (\$184,000) Vice Chancellor and Chief of Staff	\$107,755-172,414
UNC-Pembroke (\$122,000) Vice Chancellor for Enrollment Management	\$ 78,908-126,257

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UNC-Pembroke (\$111,050) Vice Chancellor for University and Community Relations	\$ 68,250-109,204
UNC-Asheville (\$121,176) Chief of Staff	\$122,118-195,394
North Carolina School of Science (\$112,226) and Mathematics Vice Chancellor for Distance Education and Extended Programs	\$ 73,430-117,492
North Carolina School of Science (\$128,353) and Mathematics Vice Chancellor for Administration	\$ 85,060-136,101
UNC General Administration (\$140,400) Vice President for Communications	\$208,808-334,105
UNC- General Administration (\$251,402) Chief of Staff	\$163,875-262,209
UNC-General Administration (vacant) Vice President for Academic Planning/University School Programs	\$207,194-331,522
UNC-General Administration (\$228,375) Vice President and General Counsel	\$231,081-369,743
UNC-General Administration (\$135,000) Vice President/Government Relations	\$160,239-256,392
UNC-General Administration (\$114,639) Vice President/Federal Relations	\$130,774-209,246
UNC-General Administration (\$108,456) Secretary of the University	\$ 89,577-143,328

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. These were reviewed and revised in a few cases but for 2010-11 many ranges did not change.

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

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Surgical Subspecialties (except Cardiothoracic Surgery)

	<u>2010-2011</u>
Professor and Chair, Division Chief or Center Director	\$1,444,000
Chief	716,000
Professor	680,000
Associate Professor	655,000
Assistant Professor	478,000
Instructor	452,000

Cardiothoracic Surgery

Professor and Chair, Division Chief or Center Director	\$1,172,000
Chief	900,000
Professor	621,000
Associate Professor	490,000
Assistant Professor	370,000
Instructor	315,000

All Other Departments

Professor and Chair, Division Chief or Center Director	\$ 651,000
Chief	470,000
Professor	450,000
Associate Professor	368,000
Assistant Professor	346,000
Instructor	329,000

Department of Allied Health Sciences

Chair (Dean equivalent)	\$ 262,940
Division Director (Chair equivalent)	193,262
Professor	167,860
Associate Professor	133,290
Assistant Professor	124,032
Instructor	97,480

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.

2010-2011

School of Dentistry

Professor and Chair	\$ 515,000
Professor	485,000
Associate Professor	465,000
Assistant Professor	375,000
Instructor	225,000

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School of Public Health

Professor and Chair	\$494,000
Professor	469,000
Associate Professor	337,000
Assistant Professor	255,000
Instructor	175,000

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.

- E. Campuses should 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 and Appendix A of the salary memorandum, the Chancellors shall present their salary increase recommendations, if any, consistent with salary memorandum for 2010-11, to the President in the form and manner prescribed by the President. *(See Attachment A to this document)*
2. Recommended salary increases, if any, for designated senior academic and administrative officers at campuses without management flexibility to appoint and fix compensation, 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 to this document)*. The Chancellors' recommendations for salary increases for senior academic and administrative officers must be received by September 3, 2010 to ensure time for review by the President. Please use the attached form, "*Recommended Salary Increases for Senior Academic and Administrative Officers – 2010-2011*," 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 – 2010-2011*" (Attachment A) for information purposes only, and if they have any increases, by September 30, 2010.**

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

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AND \$10,000 or more over the 2009-2010 salary with the exception of salary increases in excess of \$10,000 or more and 15% or more 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 to this document*). Recommendations must be received by the President by September 3, 2010.

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 to 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 September 17, 2010 deadline.
4. The President is authorized to delegate to the Chancellors of all campuses approval of all increases that are below 15% AND \$10,000 are paid entirely from grants or contracts, or other non-appropriated funds consistent with the terms and conditions detailed in the salary memorandum.
5. Salaries for any individual that lead to a salary level of 15% or more AND \$10,000 or more over the approved salary for 2009-2010 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. Salary increases of \$10,000 or more and 15% or more 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 Protocols and will remain in effect until the President adopts Salary Protocols for 2011-2012, or otherwise modifies or rescinds these Protocols.

(Attachment A)

RECOMMENDED SALARY INCREASES FOR SENIOR ACADEMIC AND ADMINISTRATIVE OFFICERS - 2010-2011

Institution: _____

[illegible]

**Wherever non-state funds are included,
please indicate amount and source. Shown any stipends*

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 the President's or BOG approval. This form can be found at:

http://www.northcarolina.edu/hr/hr_council/EPA_Res_Info.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		Current		Proposed		Percentage	
June 30, 2010:	\$ _____	Salary:	\$ _____	Salary:	\$ _____	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 \$ _____