

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.

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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> | <i>2008 – 2009</i> <u>EPA Salary Inc. Funds</u> | <i>Matching</i> <u>Soc. Sec. Funds</u> | <i>Matching</i> <u>Retire. Funds</u> | <i>Total</i> <u>Allocation</u> |
|-------------|--------------------|--|---|---|-----------------------------------|
| | \$ | \$ | \$ | \$ | \$ |

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.

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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 | | |

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| 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 UNC- General Administration (\$313,200) | 292,241-467,601 | 293,063-468,917 |
| 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 |

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| | | |
|---|-----------------|-----------------|
| North Carolina A & T State Univ. (\$184,186) Vice Chancellor-Research | 163,619-261,799 | 174,722-279,566 |
| UNC-Charlotte (\$180,000) Vice Chancellor-Research & Federal Relations | 163,619-261,799 | 174,722-279,566 |
| UNC-General Administration (\$230,000) Vice President for Research and Sponsored Programs | 238,597-381,768 | 254,083-406,548 |

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 |

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 |
|---|-------------------|-------------------|

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

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2008-2009

| | | |
|--|-----------------|-----------------|
| UNC-Chapel Hill (\$210,000) | 149,568-239,317 | 154,584-247,344 |
| 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) (Interim) | 73,755-118,012 | 73,755-118,012 |
| 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 | 140,603-224,973 | 144,804-231,694 |

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Technology Services

| | | |
|---|-----------------|-----------------|
| 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 |

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| | | |
|---|-----------------|-----------------|
| UNC-Charlotte (\$204,000) | 142,477-227,972 | 149,514-239,232 |
| UNC-Greensboro (\$220,000) | 142,477-227,972 | 149,514-239,232 |
| 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 |

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| | | |
|--|-----------------|-----------------|
| UNC-Pembroke (\$117,000) Vice Chancellor for Enrollment Management | 73,297-117,280 | 77,088-123,345 |
| 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 |

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| | | |
|---|-----------------|-----------------|
| UNC-General Administration Vice President for Academic Planning/University (\$205,200) | | |
| School Programs | 169,262-270,829 | 169,553-271,295 |
| 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 |

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| | | |
|------------|---------|---------|
| Instructor | 300,000 | 315,000 |
|------------|---------|---------|

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
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- 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 September 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> |
|--------------|-------------|-----------------------|---------------------------|-------------------------------|----------------------|
|--------------|-------------|-----------------------|---------------------------|-------------------------------|----------------------|

**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 *Current* *Proposed* *Percentage*
June 30, 2008: \$ _____ **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** \$ _____