SALARY PROTOCOLS

FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES

2007-2008

I. General Policy

Actions by the 2007 Session of the North Carolina General Assembly included appropriations available to the Board of Governors for 2007-2008 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:

The North Carolina General Assembly appropriated sufficient funds to the Board of Governors to provide an annual salary increase of 5% for faculty, 5% for teaching employees of the North Carolina School of Science and Mathematics, and 4% for EPA non-faculty. The General Assembly also specified that the Board of Governors may use a portion of the annual salary increase for faculty to improve competitive national peer rankings for faculty.

As the Board requested, the legislative funding for faculty is divided into two pools. Four percent of the funding is allocated based on the proportional share that each campus has of total EPA salaries system-wide. The remaining 1% is allocated based on the proportional share that each campus has in the Board’s Budget Request for Competitive Salaries for Faculty - 80th
“percentile of Peers.” The legislature made this additional percentage available in direct response to the Board’s request with the understanding that the request would provide the basis for the distribution.

The funds provided for faculty salary increases should be used to reward meritorious performance. 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.

For teaching employees of the North Carolina School of Science and Mathematics, a separate special provision provides an annual salary increase of 5%, comparable to that provided for public school teachers.

House Bill 1473 provides salary increases for both SPA and EPA employees. The section of the Bill addressing EPA salaries is as follows:

§28.12. (a) Effective July 1, 2007, the Director of the Budget shall transfer to the Board of Governors of The University of North Carolina sufficient funds from the Reserve for

SALARY PROTOCOLS

FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES

2007-2008

Compensation Increases, created in this act for fiscal years 2007-2008 and 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 five percent (5%) for faculty. The percentage annual salary increase of five percent (5%), 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. The Board of Governors may use a portion of the annual salary increase provided by this section to improve competitive national
peer rankings for faculty.

§28.12.(b) Effective July 1, 2007, 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 years 2007-2008 and 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 four percent (4.0%) for non-faculty. The percentage annual salary increase of four percent (4.0%) 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.

§28.12.(c) 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 years 2007-2008 and 2008-2009, to provide an average annual salary increase of five percent (5%) but at least an annual increase of one thousand two hundred forty dollars ($1,240), including funds for the employer's retirement and social security contributions, commencing July 1, 2007, 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.

2007 – 2008 Matching Matching Total

<table>
<thead>
<tr>
<th>Code</th>
<th>Salary Base</th>
<th>EPA Salary Inc. Funds Soc. Sec. Funds Retire. Funds Allocation</th>
</tr>
</thead>
<tbody>
<tr>
<td>16088</td>
<td>$31,024,749</td>
<td>$1,240,988 $94,936 $138,494 $1,474,418 (4%)</td>
</tr>
</tbody>
</table>
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 2007-2008;

   (b) EPA continuing employees who have had salary increases because of retention, equity, or new assignments for 2007-2008; and

   (c) EPA employees who have fixed term contracts that have established 2007-2008 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
Fayetteville State University Faculty Senate

peer study, approved by the Board of Governors in February 2006.

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 2007–2008. 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 2006-2007 2007-2008

(current salaries)

<table>
<thead>
<tr>
<th></th>
<th>2006-2007</th>
<th>2007-2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Carolina State University ($337,800)</td>
<td>$315,668-505,086</td>
<td>$319,914-511,881</td>
</tr>
<tr>
<td>UNC-Chapel Hill ($337,800)</td>
<td>315,668-505,086</td>
<td>$319,914-511,881</td>
</tr>
<tr>
<td>East Carolina University ($275,000)</td>
<td>224,834-359,748</td>
<td>251,979-403,180</td>
</tr>
<tr>
<td>UNC-Charlotte ($275,000)</td>
<td>224,834-359,748</td>
<td>251,979-403,180</td>
</tr>
<tr>
<td>UNC-Greensboro ($277,020)</td>
<td>224,834-359,748</td>
<td>251,979-403,180</td>
</tr>
<tr>
<td>Institution</td>
<td>2006-2007</td>
<td>2007-2008</td>
</tr>
<tr>
<td>------------------------------------------------</td>
<td>--------------------</td>
<td>--------------------</td>
</tr>
<tr>
<td>Fayetteville State University</td>
<td>$225,000</td>
<td>$225,000</td>
</tr>
<tr>
<td>Appalachian State University</td>
<td>$249,610</td>
<td>$249,610</td>
</tr>
<tr>
<td>North Carolina Central University</td>
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<td>$258,000</td>
</tr>
<tr>
<td>UNC-Wilmington</td>
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<td>$249,610</td>
</tr>
<tr>
<td>Western Carolina University</td>
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<td>$230,000</td>
</tr>
<tr>
<td>Fayetteville State University</td>
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<td>$225,000</td>
</tr>
<tr>
<td>UNC-Pembroke</td>
<td>$200,000</td>
<td>$200,000</td>
</tr>
<tr>
<td>Winston-Salem State University</td>
<td>(215,000)</td>
<td>(215,000)</td>
</tr>
<tr>
<td>UNC-Asheville</td>
<td>$220,000</td>
<td>$220,000</td>
</tr>
<tr>
<td>North Carolina School of the Arts</td>
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<td>$215,000</td>
</tr>
<tr>
<td>Elizabeth City State University</td>
<td>$200,000</td>
<td>$200,000</td>
</tr>
<tr>
<td>North Carolina School of Science and Mathematics</td>
<td>$230,050</td>
<td>n/a</td>
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<tr>
<td>President</td>
<td>$425,000</td>
<td>$425,000</td>
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**Chief Academic OfficersProvosts 2006-2007 2007-2008**

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<tr>
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<th>2007-2008</th>
</tr>
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<tbody>
<tr>
<td>North Carolina State University</td>
<td>$243,418-389,483</td>
<td>$247,661-396,272</td>
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<tr>
<td>UNC-Chapel Hill</td>
<td>243,418-389,483</td>
<td>247,661-396,272</td>
</tr>
<tr>
<td>East Carolina University</td>
<td>165,062-264,109</td>
<td>178,490-285,595</td>
</tr>
<tr>
<td>North Carolina A &amp; T State University</td>
<td>165,062-264,109</td>
<td>178,490-285,595</td>
</tr>
<tr>
<td>UNC-Charlotte</td>
<td>165,062-264,109</td>
<td>178,490-285,595</td>
</tr>
<tr>
<td>UNC-Greensboro</td>
<td>165,062-264,109</td>
<td>178,490-285,595</td>
</tr>
<tr>
<td>Appalachian State University</td>
<td>128,777-206,050</td>
<td>144,160-230,665</td>
</tr>
<tr>
<td>North Carolina Central University</td>
<td>128,777-206,050</td>
<td>144,160-230,665</td>
</tr>
<tr>
<td>-------------------------------------------------</td>
<td>------------------------</td>
<td>------------------------</td>
</tr>
<tr>
<td>UNC-Wilmington</td>
<td>128,777-206,050</td>
<td>144,160-230,665</td>
</tr>
<tr>
<td>Western Carolina University</td>
<td>128,777-206,050</td>
<td>144,160-230,665</td>
</tr>
<tr>
<td>Fayetteville State University</td>
<td>107,430-171,895</td>
<td>114,359-182,981</td>
</tr>
<tr>
<td>UNC-Pembroke</td>
<td>107,430-171,895</td>
<td>114,359-182,981</td>
</tr>
<tr>
<td>Winston-Salem State University</td>
<td>99,263-158,826</td>
<td>114,359-182,981</td>
</tr>
</tbody>
</table>

**SALARY PROTOCOLS**

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

**2007-2008**

North Carolina School of the Arts 127,399-203,846 131,285-210,064

UNC-Asheville 127,399-203,846 131,285-210,064

Elizabeth City State University 99,263-158,826 109,601-175,368

North Carolina School of Science

and Mathematics n/a 109,601-175,368

Senior Vice President for Academic Affairs 287,234-459,590 292,241-467,601

UNC- General Administration

Chief of Staff 241,989-387,196 259,704-415,541

UNC- General Administration

**Chief Finance Officers 2006-2007 2007-2008**

North Carolina State University $188,798-302,087 $191,210-305,946

UNC-Chapel Hill 188,798-302,087 191,210-305,946

East Carolina University 139,436-223,106 150,357-240,580

UNC-Charlotte 139,436-223,106 150,357-240,580

UNC-Greensboro 139,436-223,106 150,357-240,580

North Carolina A & T State University 139,436-223,106 150,357-240,580

Appalachian State University 112,648-180,243 120,137-192,226

North Carolina Central University 112,648-180,243 120,137-192,226
Fayetteville State University Faculty Senate

UNC-Wilmington 112,648-180,243 120,137-192,226
Western Carolina University 112,648-180,243 120,137-192,226
Fayetteville State University 97,112-155,385 104,327-166,929
UNC-Pembroke 97,112-155,385 104,327-166,929
Winston-Salem State University 97,824-156,523 104,327-166,929
UNC-Asheville 118,397-189,442 116,172-185,882
North Carolina School of the Arts 118,397-189,442 116,172-185,882
Elizabeth City State University 97,824-156,523 89,539-143,267
North Carolina School of Science and Mathematics n/a 89,539-143,267
Vice President-Finance 222,782-356,463 225,627-361,017

UNC-General Administration

Chief Student Affairs Officers 2006-2007 2007-2008
North Carolina State University $145,196-232,322 $154,471-247,162
UNC-Chapel Hill 145,196-232,322 154,471-247,162

SALARY PROCOTOLS

FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES

2007-2008

East Carolina University 120,651-193,048 126,663-202,669
UNC-Charlotte 120,651-193,048 126,663-202,669
UNC-Greensboro 120,651-193,048 126,663-202,669
North Carolina A & T State University 120,651-193,048 126,663-202,669
Appalachian State University 102,382-163,817 112,360-179,783
North Carolina Central University 102,382-163,817 112,360-179,783
UNC-Wilmington 102,382-163,817 112,360-179,783
Western Carolina University 102,382-163,817 112,360-179,783
<table>
<thead>
<tr>
<th>Institution</th>
<th>2006-2007 Revenue</th>
<th>2007-2008 Revenue</th>
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<tbody>
<tr>
<td>Fayetteville State University</td>
<td>$181,821-290,924</td>
<td>$194,878-311,816</td>
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<tr>
<td>UNC-Chapel Hill</td>
<td>181,821-290,924</td>
<td>194,878-311,816</td>
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<tr>
<td>East Carolina University</td>
<td>136,026-217,649</td>
<td>142,477-227,972</td>
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<tr>
<td>UNC-Charlotte</td>
<td>136,026-217,649</td>
<td>142,477-227,972</td>
</tr>
<tr>
<td>UNC-Greensboro</td>
<td>136,026-217,649</td>
<td>142,477-227,972</td>
</tr>
<tr>
<td>North Carolina A &amp; T State University</td>
<td>136,026-217,649</td>
<td>142,477-227,972</td>
</tr>
<tr>
<td>Appalachian State University</td>
<td>108,956-174,335</td>
<td>117,062-187,306</td>
</tr>
<tr>
<td>Western Carolina University</td>
<td>108,956-174,335</td>
<td>117,062-187,306</td>
</tr>
<tr>
<td>Fayetteville State University</td>
<td>87,847-140,560</td>
<td>93,456-149,535</td>
</tr>
<tr>
<td>UNC-Pembroke</td>
<td>87,847-140,560</td>
<td>93,456-149,535</td>
</tr>
<tr>
<td>Winston-Salem State University</td>
<td>90,454-144,732</td>
<td>93,456-149,535</td>
</tr>
<tr>
<td>UNC-Asheville</td>
<td>118,925-190,287</td>
<td>120,785-193,263</td>
</tr>
<tr>
<td>North Carolina School of the Arts</td>
<td>118,925-190,287</td>
<td>120,785-193,263</td>
</tr>
<tr>
<td>Elizabeth City State University</td>
<td>90,454-144,732</td>
<td>102,033-163,258</td>
</tr>
<tr>
<td>North Carolina School of Science</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Chief Information Officers 2006-2007 2007-2008

Elizabeth City State University (new) $74,964-119,946

North Carolina A & T State University
Vice Chancellor - Information Technology $133,022-212,843 $140,603-224,973
& Chief Information Officer

UNC-Chapel Hill
Vice Chancellor-Information Tech. $188,080-300,939 $178,761-286,028

UNC-Greensboro
Vice Chancellor-Information Technology and Planning $133,022-212,843 $140,603-224,973

UNC-Wilmington
Vice Chancellor-Information $ 92,747-148,401 $ 99,087-158,545
Technology Systems &
Associate Provost
Vice President for Information Resources $221,934-355,107 $210,938-337,513

UNC-General Administration

Chief Research/Graduate Officers 2006-2007 2007-2008

North Carolina State University
Vice Chancellor-Research & $191,366-306,196 $202,201-323,532
Graduate Studies

UNC-Chapel Hill
Vice Chancellor-Graduate
Fayetteville State University Faculty Senate

Studies & Research $191,366-306,196 $202,201-323,532

East Carolina University

Vice Chancellor for Research

and Graduate Studies $150,198-240,325 $163,619-261,799

North Carolina A & T State University

Vice Chancellor-Research $150,198-240,325 $163,619-261,799

UNC-Charlotte

Vice Chancellor-Research &

Federal Relations $150,198-240,325 $163,619-261,799

Vice President for Research and Sponsored

SALARY PROTOCOLS

FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES

2007-2008

Programs $225,811-361,311 $238,597-381,768

UNC-General Administration

Varied Vice Chancellor, Vice President 2006-2007 2007-2008

and other Titles

North Carolina A&T State University

Vice Chancellor for Human Resources (new) $ 91,606-146,575

North Carolina School of the Arts

Chief Operating Officer (new) $130,719-209,158

North Carolina State University

Vice Chancellor for University $138,278-221,253 $144,764-231,630

Extension & Engagement

North Carolina State University

Vice Chancellor and General Counsel $161,296-258,083 $168,578-269,735
Fayetteville State University Faculty Senate

UNC-Chapel Hill
Vice Chancellor & Dean-Medical Affairs $462,350-739,786 $514,546-823,303

UNC-Chapel Hill
Vice Chancellor for Engagement (new) $198,521-283,608

UNC-Charlotte
Vice Chancellor for University Relations
and Community Affairs $92,269-147,636 $100,365-160,590

UNC-Pembroke
Vice Chancellor for Enrollment $71,485-114,380 $ 73,297-117,280

Management

UNC-Pembroke
Vice Chancellor for University $63,933-102,296 $ 64,438-103,105

and Community Relations

UNC-Wilmington
Vice Chancellor-Public Service & Ext. Ed. $87,491-139,990 $ 93,454-149,532

& Associate Provost

Western Carolina University
Chief of Staff n/a $115,241-184,392

North Carolina School of Science $ 95,803-153,290

and Mathematics

Vice Chancellor for Administration/ n/a $ 95,803-153,290

Chief of Staff

**SALARY PROTOCOLS**

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

**2007-2008**

North Carolina School of Science
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)**

**2006-2007 2007-2008**

Professor and Chair,

Division Chief or Center Director $1,284,000 $1,762,000
<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Chief</td>
<td>616,000</td>
<td>680,000</td>
</tr>
<tr>
<td>Professor</td>
<td>469,000</td>
<td>539,000</td>
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<tr>
<td>Associate Professor</td>
<td>461,000</td>
<td>512,000</td>
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<tr>
<td>Assistant Professor</td>
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<td>413,000</td>
</tr>
<tr>
<td>Instructor</td>
<td>302,000</td>
<td>343,000</td>
</tr>
</tbody>
</table>

**Cardiothoracic Surgery**

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>Professor and Chair, Division Chief or Center Director</td>
<td>1,001,000</td>
<td>1,100,000</td>
</tr>
<tr>
<td>Chief</td>
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<td>743,000</td>
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<tr>
<td>Professor</td>
<td>612,000</td>
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<tr>
<td>Associate Professor</td>
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<td>476,000</td>
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<tr>
<td>Assistant Professor</td>
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<td>345,000</td>
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**SALARY PROTOCOLS**

**FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES 2007-2008**

<table>
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<th></th>
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</thead>
<tbody>
<tr>
<td>Instructor</td>
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<td>300,000</td>
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**All Other Departments**

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<tbody>
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<td>573,000</td>
</tr>
<tr>
<td>Chief</td>
<td>303,000</td>
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<tr>
<td>Professor</td>
<td>288,000</td>
<td>308,000</td>
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<tr>
<td>Associate Professor</td>
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<tr>
<td>Assistant Professor</td>
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<td>275,000</td>
</tr>
<tr>
<td>Instructor</td>
<td>206,000</td>
<td>250,000</td>
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**Department of Allied Health Sciences**

<table>
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<tr>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor &amp; Chair (Dean equivalent)</td>
<td>216,095</td>
<td>220,006</td>
</tr>
</tbody>
</table>
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.

### 2006-2007 2007-2008

**School of Dentistry**

<table>
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<tr>
<th></th>
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<tbody>
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<tr>
<td>Professor</td>
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<td>$445,000</td>
</tr>
<tr>
<td>Associate Professor</td>
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<tr>
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<td>$375,000</td>
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<td>$225,000</td>
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**School of Public Health**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor and Chair</td>
<td>$388,500</td>
<td>$408,000</td>
</tr>
<tr>
<td>Professor</td>
<td>$367,500</td>
<td>$386,000</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>$264,000</td>
<td>$277,500</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>$199,500</td>
<td>$209,500</td>
</tr>
<tr>
<td>Instructor</td>
<td>$136,500</td>
<td>$143,500</td>
</tr>
</tbody>
</table>

**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
SALARY PROTOCOLS

FOR FACULTY AND NON-FACULTY EPA SALARY INCREASES

2007-2008

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. 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 24, 2007 to ensure time for review by the President. Please use the attached
form, “Recommended Salary Increases for Senior Academic and Administrative Officers – 2007-
2008,” 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 – 2007-2008” (Attachment A) for information purposes only, by

3. 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 2006-2007 salary. 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 24, 2007.

4. 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 31, 2007 deadline.

5. 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.

6. Salary increases for 2007-2008 shall not be reflected in any payrolls until the institution has been authorized to do so by the President.

7. Salaries for any individual that lead to a salary level of 15% or more AND $10,000 or more over the approved salary for 2006-2007 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.

IV. Term of Protocols

These Salary Protocols rescind the earlier Salary Resolutions and will remain in effect until the President adopts Salary Protocols for 2008-2009, or otherwise modifies or rescinds these Protocols.

(Attachment A)

RECOMMENDED SALARY INCREASES FOR SENIOR ACADEMIC AND ADMINISTRATIVE OFFICERS - 2007 - 2008

**Institution:**

Amount Proposed

Current of Salary %

Title Name Salary Increase 7/1/07 Increase

______________________________________

*Wherever non-state funds are included, please indicate amount and source

Resolution on Salary Increases 2007-2008 PA Form 100

Attachment B

PERSONNEL ACTION REQUIRING APPROVAL OF THE PRESIDENT OR BOARD OF GOVERNORS

**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% 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% AND $10,000 or more:

Salary as of

June 30, 2007:

$ 

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 $ 

For ALL other actions, please complete items 1-7 

Resolution on Salary Increases 2007-2008 PA Form 100 

1. Education Background: (indicate degree, date earned and institution, note additional study & training) 

2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date) 

3. Scholarly & Creative Activities: 4. Prior Recommendations/Personnel Actions: 

(please check appropriate responses) 

Not 

Type Number Source Recommended Recommended 

Book Chair/Head 

Edited Book Dean/Director 

Chapter Provost/Vice Chancellor 

Refereed Journal Article Board of Trustees 

Other Journal Article 

Juried Performance/Show 

Non-Juried Performance/Show 

Other (please provide description) 

5. Membership in professional organizations:
6. Professional service on campus:

7. Professional service off campus: