

**7. Management Flexibility Report.....Suzanne Ortega/William Fleming**

**Situation:** The 2014 review of campus management flexibility reports has been completed.

**Background:** Board policy 600.3.4 requires the President to review certain materials from campuses that have management flexibility agreements with their Board of Trustees.

**Assessment:** The attached executive summary documents campus compliance.

**Action:** This item is for information only.

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The University of North Carolina  
Management Flexibility Report  
2012-13

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The University of North Carolina  
General Administration

June 2014

# Introduction

Beginning in 2002, fourteen of the seventeen University of North Carolina (UNC) constituent campuses were designated as Special Responsibility Constituent Institutions with the authority to administer personnel actions to enhance the administrative efficiency of the University, as described in Chapter 116 of the General Statutes of North Carolina. The UNC Board of Governors (BoG) delegated the authority to the Boards of Trustees for these institutions to make appropriate employment-related decisions for a select group of senior staff.

The management flexibility provision requires each of these campuses to “comply with, along with other rules, all rules and regulations concerning equal employment opportunity, to act in recognition of funding availability and constraints within each institution’s budget, and to take into account the actions of the Governor, the Office of State Budget and Management, and the General Assembly.”<sup>1</sup> Below is a list of the participating campuses and when they were granted management flexibility authority.

Table 1 - Date Management Flexibility Granted

ASU	12-Nov-2004
ECU	8-Nov-2002
NCA&T	11-Feb-2010
NCSSM	11-May-2007
NCSU	8-Nov-2002
UNCA	8-Nov-2002
UNC-CH	8-Nov-2002
UNCC	13-Sep-2002
UNCG	13-Sep-2002
UNCP	12-Aug-2005
UNCW	9-Jan-2004
UNCSA	7-Mar-2008
WCU	21-Mar-2003
WSSU	13-Feb-2004

As part of the management flexibility policy, all participating institutions provide a report to the BoG and this report covers the Fiscal Year July 1, 2012 - June 30, 2013. The reporting requirements include information on new and continuing EPA appointments, salary and non-salary compensation for those new and continuing appointments, conferral of tenure, analyses of equity issues, and any audit findings. All campuses submitted

<sup>1</sup> See UNC Policy Manual 600.3.4

the required information and submissions were reviewed by UNC General Administration (UNC-GA) Senior Staff. Records of all submitted materials are on file at UNC-GA.

## New & Continuing EPA Appointments

Within the employee designations in North Carolina state law, there are four types of positions that are Exempt from coverage under the State Personnel Act (EPA): Instructional, Research, Public Service, and Senior Academic and Administrative Officers (SAAO).<sup>2</sup> The UNC BoG has defined SAAO employees as the University President and other members of the President’s professional staff, chancellors, vice chancellors, provosts, deans and other related positions<sup>3</sup> and the management flexibility policy states that the personnel information collected are for SAAO-I employees, which are vice chancellors, provosts, deans, and other similarly-situated administrators.<sup>4</sup>

For this report, each campus was asked to submit new and continuing EPA appointments for the 2012-2013 fiscal year. The names, working titles, dates hired, and any non-salary compensation were recorded. A summary of campus data is provided in Table 2. See Appendix A for all campus compensation information.

Table 2 - Senior Academic and Administrative Officers at UNC Institutions, 2012-2013

	Total Number of SAAO-I Staff	Number of New SAAO-I Staff	Number of Continuing SAAO-I Staff	Number of SAAO-I Staff Positions Unfilled by June 30, 2013
ASU	12	0	11	1
ECU	20	2	17	1
NCA&T	17	0	17	0
NCSSM	1	1	0	0
NCSU	20	5	15	0
UNCA	7	0	6	1
UNC-CH	25	2	20	3
UNCC	18	0	17	1
UNCG	20	1	17	2
UNCP	13	5	7	1
UNCSA	13	0	9	4
UNCW	14	1	12	1
WCU	16	1	11	4
WSSU	14	0	14	0
<b>UNC Total</b>	<b>210</b>	<b>18</b>	<b>173</b>	<b>19</b>

<sup>2</sup> See North Carolina General Statutes 126 and 116 for further information

<sup>3</sup> See The UNC Policy Manual 300.1.1.

<sup>4</sup> See UNC Policy Manual 600.3.4(b)(i)

## Conferral of Tenure

In addition to recording the number of new and continuing EPA appointments on each campus, UNC-GA requested, per policy, the number of tenure positions granted and the number of new faculty hired with tenure. This information is provided in Table 3.

Table 3 - Conferral of Tenure at UNC Institutions, 2012-2013

	Number of Tenure Positions Granted	Number of New Faculty Hired With Tenure
ASU	47	0
ECU	58	3
NCA&T	19	0
NCSSM	NA	NA
NCSU	49	18
UNCA	5	0
UNC-CH	65	8
UNCC	33	10
UNCG	31	6
UNCP	14	2
UNCW	19	3
UNCSA	0	0
WCU	12	4
WSSU	29	2
UNC Total	381	56

## Equity Issues

Management flexibility policy requires analyses of “equity issues relevant to the employment of faculty and administrators” and each campus submitted summaries of their most recent reviews.<sup>5</sup>

All campuses have conducted (or are in the process of conducting) internal or external equity analyses. Five campuses identified areas of improvement and are either investigating on-campus practices to improve equity or working towards securing resources to ameliorate discrepancies.

<sup>5</sup> See UNC Policy Manual 600.3.4(b)(iv)

## Audit Findings

Each campus submitted summaries of “audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, and noncompliance with rules and regulations or any other instances where significant findings are identified.”<sup>6</sup> Campuses regularly conduct internal and external audits, with internal audits reviewed by the campus Board of Trustees and external audits by the North Carolina Office of the State Auditor reviewed by the campus and the UNC BoG Audit Committee.

All campuses submitted summaries of their internal audits for this report and only one campus highlighted findings relevant to personnel issues. The review found three areas of concern that have since been resolved: unauthorized alteration of employee time and leave records; inappropriate employment of a student; and faculty teaching courses for academic credit had been paid as independent contractors. These incidents were quickly rectified and additional protocols put in place to prevent issues in the future. See Appendix B for a summary of the audit findings and remedies undertaken by the campus.

## Conclusion

Upon reviewing all submitted materials from the fourteen UNC campuses granted management flexibility, UNC-GA Senior Staff have determined the campuses are complying with appropriate protocols and operating according to policies set forth by the UNC BoG.

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6 See UNC Policy Manual 600.3.4(b)(v)

# Appendix A

## Management Flexibility Compensation and Non-Salary Compensation Information

### Appalachian State University

Name	Title	Date Hired	Salary - June 30, 2012	Salary - June 30, 2013	Non-Salary Compensation Type_1	Non-Salary Compensation Amount_1
Calamai, Anthony G.	Dean, Arts and Sciences/Prof	8/15/2000	\$172,000	\$177,177	-	-
Cole, Dayton T.	University Attorney	6/1/1988	\$140,000	\$144,200	-	-
Edwards, Randal Keith	Dean, COB/Professor	1/15/1986	\$192,400	\$197,576	-	-
Gonzalez, Lori S.	Prov Exec VC, Ac Af/Prof	9/12/2011	\$230,000	\$236,900	-	-
Huntley, Edelma D.	Dean, Res and Grad Studies/Prof	9/1/1978	\$148,230	\$151,060	-	-
Lovins, Gregory M.	VC, Business Affairs	5/18/1998	\$169,600	\$200,000	-	-
Peacock, Kenneth E.	Chancellor	8/22/1983	\$290,000	\$297,540	-	-
Pelto, William Lyle	Dean, School of Music/Prof	7/1/2009	\$142,000	\$149,454	-	-
Pettyjohn, Susan Higgins	Vice Chan, Univ Adv	9/4/2007	\$185,500	\$191,065	-	-
Roggenkamp, Susan D.	Assoc Dean, College of HSandAP	8/15/2000	\$130,000	-	-	-
Wallace, Cindy A.	Vice Chan, Student Dev	2/1/1984	\$159,318	\$164,098	-	-
Whitt, Frederick Keith	Dean, Health Sciences/Prof	1/1/2010	\$205,000	\$208,210	-	-

**East Carolina University**

Name	Title	Date Hired	Salary - June 30, 2012	Salary - June 30, 2013	Non-Salary Compensation Type_1	Non-Salary Compensation Amount_1	Non-Salary Compensation Type_2	Non-Salary Compensation Amount_2	Non-Salary Compensation Type_3	Non-Salary Compensation Amount_3	Non-Salary Compensation Type_4	Non-Salary Compensation Amount_4
Ballard, Steven C	Chancellor	5/26/2004	\$315,000	\$322,560	Car	\$12,413	Phone	\$1,560	Life Insurance	\$579	Travel - SS Tax	\$134
Brown, Sylvia T	Dean	9/7/1976	\$205,000	\$211,150	-	-	-	-	-	-	-	-
Buddo, Christopher	Dean, College of Fine Arts & Communication	6/1/2006	-	\$180,000	-	-	-	-	-	-	-	-
Chadwick, Gregory	Dean	7/18/2005	\$320,000	-	-	-	-	-	-	-	-	-
Cunningham, Paul R G	Lecturer	9/11/2008	\$500,000	\$506,001	Phone	\$720	Medical/Dental	\$1,627	Life Insurance	\$820	-	-
Eakins, Stan Gilbert	Dean College of Business	8/20/1990	\$222,000	\$224,664	Car	\$6,207	-	-	-	-	-	-
Gemperline, Paul J	Dean	8/23/1982	\$170,000	\$172,040	-	-	-	-	-	-	-	-
Gilbert, Glen G	Dean Coll of Hlth and Human Perf	8/18/1997	\$212,024	\$214,569	Car	\$3,694	Life Insurance	\$838	-	-	-	-
Hardy, Virginia Dare	Vice Provost	11/1/1993	\$200,000	\$203,400	Car	\$7,928	Phoone	\$720	Life Insurance	\$180	-	-
Horns, Phyllis N	Vice Chancellor	4/1/1988	\$358,710	\$375,646	Car	\$7,928	Phone	\$720	Medical/Dental	\$5,213	Life Insurance	\$844
Mitchelson, Ronald L	Vice Chancellor	8/16/1999	\$152,780	\$154,614	Car	\$990	Phone	\$90	-	-	-	-
Niswander, Frederick D	Vice Chancellor Admin Finance	8/19/1993	\$270,000	\$270,000	Car	\$7,928	-	-	-	-	-	-
Patriarca, Linda Ann	Dean Coll of Education	7/16/2008	\$175,000	\$177,100	Phone	\$480	-	-	-	-	-	-
Payne, Donna Gooden	University Attorney	7/1/2008	\$180,000	\$193,160	Car	\$4,685	Phone	\$720	Life Insurance	\$90	-	-
Sheerer, Marilyn	Provost and Vice Chancellor	8/19/1996	\$276,000	\$280,612	Car	\$7,928	Phone	\$720	-	-	-	-
Siguaw, Judy	Dean Coll of Human Ecology	1/1/2009	\$187,000	\$189,244	-	-	-	-	-	-	-	-
Thomas, Steve	Dean, College of Allied Health Sciences	7/18/1980	\$197,372	\$202,371	-	-	-	-	-	-	-	-
Tronto, Stacie	Chief Audit Officer	10/5/1987	\$111,360	\$116,351	-	-	-	-	-	-	-	-
Walker, Marianna	Dean, Honors College	8/15/1985	-	\$150,000	-	-	-	-	-	-	-	-
White, David M	Dean College of Tech and Com Sci	8/24/1981	\$195,000	\$197,340	Life Insurance	\$40	-	-	-	-	-	-



**North Carolina A&T State University**

<b>Name</b>	<b>Title</b>	<b>Date Hired</b>	<b>Salary - June 30, 2012</b>	<b>Salary - June 30, 2013</b>	<b>Non-Salary Compensation Type_1</b>	<b>Non-Salary Compensation Amount_1</b>
Burks, Barry Lee	Vice Chanc for Research	7/1/2012	\$205,000	\$205,000	cell phone	\$528/year
Byrd, Goldie S.	Dean of the College of Arts and Sciences	8/13/2008	\$200,000	\$206,000	cell phone	\$504/year
Coger-Simmons, Robin	Dean of the College of Engineering	7/1/2011	\$215,000	\$221,450	-	-
Coleman, Vicki	Dean of Library Services	9/1/2011	\$150,000	\$153,600	-	-
Craig, Quiester	Dean Of Sch Of Bus and Econ	6/1/1972	\$222,750	\$230,546	-	-
Ellis, Barbara J.	Vice Chancellor for Information Technology, CIO	4/1/2011	\$180,000	\$184,320	-	-
Harvey, William B	Dean Of School Of Educ	6/30/1995	\$190,000	\$196,650	cell phone	\$633/year
Hilton, Earl M. III	Director of Athletics	8/15/2007	\$135,000	\$155,000	car	\$700/month
Martin, Harold L Sr	Chancellor/Professor	6/8/2009	\$300,000	\$307,200	-	-
Mcabee, Linda R	VC for Human Resources	11/5/2007	\$168,000	\$172,032	-	-
Miller, Barbara P.	Vice Chancellor for Development and University Relations	7/23/2012	\$210,000	\$210,000	cell phone	\$580/year
Pierce, Melody C	Vice Chanc Student Affairs	6/1/2010	\$183,000	\$187,392	-	-
Pompey, Robert Jr	Vice Chancellor Bus and Finance	10/1/2007	\$192,067	\$195,000	-	-
Randle, William	Dean Of School of Agric	9/1/2011	\$185,000	\$189,440	-	-
Tuck, Inez	Dean Of School Of Nursing	7/1/2011	\$165,000	\$170,775	-	-
Uwakweh, Benjamin O	Dean of School of Technology	8/1/2007	\$141,360	\$145,601	-	-
Waldrup, John Charles	General Counsel	2/22/2010	\$175,000	\$179,200	-	-

North Carolina School of Science and Mathematics

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<b>Name</b>	<b>Title</b>	<b>Date Hired</b>	<b>Salary - June 30, 2012</b>	<b>Salary - June 30, 2013</b>	<b>Non-Salary Compensation Type_1</b>	<b>Non-Salary Compensation Amount_1</b>
Allen, Robert	Vice Chancellor for Finance and Operations	3/1/2013	-	125,100	-	-

**North Carolina State University**

<b>Name</b>	<b>Title</b>	<b>Date Hired</b>	<b>Salary - June 30, 2012</b>	<b>Salary - June 30, 2013</b>	<b>Non-Salary Compensation Type_1</b>	<b>Non-Salary Compensation Amount_1</b>	<b>Non-Salary Compensation Type_2</b>	<b>Non-Salary Compensation Amount_2</b>	<b>Non-Salary Compensation Type_3</b>	<b>Non-Salary Compensation Amount_3</b>
Arden, Warwick A.	Prov and Exec Vice Chancellor	8/1/2004	\$350,000	\$354,200	Club Mbr NCSU	\$2,056	Club Mbr Non-NCSU	\$847	Mobile Comm Dev	\$770
Braden, Jeffery P	Dean - Humanities and Social Sci	7/1/2003	\$223,000	\$225,676	-	-	-	-	-	-
Fleener, Mattie Jayne	Dean - Education	7/1/2010	\$230,000	\$243,793	-	-	-	-	-	-
Godfrey, A. Blanton	Dean - Textiles	7/1/2000	\$248,229	\$263,132	Cell Phone	\$840	-	-	-	-
Goldgeier, Eileen S	Vice Chancellor and Gen Counsel	3/15/2010	\$229,000	\$242,748	-	-	-	-	-	-
Hoit, Marc I	Vice Chancellor	9/1/2008	\$270,000	\$273,240	Cell Phone	\$840	-	-	-	-
Kessler, Nevin E	Vice Chancellor	10/15/2007	\$288,750	\$320,000	Cell Phone	\$840	Vehicle Leased	\$4,981	-	-
Leffler, Charles D.	Vice Chancellor	10/22/1984	\$285,000	\$288,420	Cell Phone	\$70	-	-	-	-
Linton, Richard H	Dean - Agriculture and Life Sci	9/15/2012	-	\$270,000	Cell Phone	\$665	Move-House-Exp-Tax	\$2,939	-	-
Lomax, Terri Lynn	Vice Chancellor	9/29/2006	\$229,281	\$242,032	Cell Phone	\$840	-	-	-	-
Lunn, David Paul	Dean - Veterinary Medicine	2/20/2012	-	\$293,480	Cell Phone	\$840	Move-House-Exp-Tax	\$1,116	Housing Temp	\$12,000
Malecha, Marvin J	Dean - Design	8/15/1994	\$211,120	\$223,783	-	-	-	-	-	-
Martin, Louis A	Dean - Engineering	8/7/2006	\$300,560	\$304,167	-	-	-	-	-	-
Mullen, Michael David	Vice Chancellor	8/1/2012	-	\$245,000	Cell Phone	\$770	Move-House-Exp-Tax	\$1,221	-	-
Nutter, Susan K	Vice Provost/Dir Of Libraries	8/1/1987	\$206,000	\$218,352	-	-	-	-	-	-
Rufty, Rebeca C.	Dean - Graduate School	6/1/1982	-	\$175,400	-	-	-	-	-	-
Solomon, Daniel L.	Dean - Physical and Math Science	7/1/1981	\$226,607	\$240,214	-	-	-	-	-	-
Watzin, Mary	Dean - Natural Resources	10/15/2012	-	\$240,000	Cell Phone	\$595	Move-House-Exp-Tax	\$117	Housing Temp	\$1,723
Weiss, Ira R	Dean - Management	12/1/2004	\$293,280	\$296,799	-	-	-	-	-	-
Woodson, William Randolph	Chancellor	4/1/2010	\$420,000	\$520,000	Incentive Pay	\$112,630	Vehicle Leased	\$1,958	-	-

**University of North Carolina, Asheville**

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<b>Name</b>	<b>Title</b>	<b>Date Hired</b>	<b>Salary - June 30, 2012</b>	<b>Salary - June 30, 2013</b>	<b>Non-Salary Compensation Type_1</b>	<b>Non-Salary Compensation Amount_1</b>
Bagwell, Elizabeth R	VC for University Advancement	8/21/2000	\$137,000	\$138,644	-	-
Capone, Lucien III	University Attorney	4/15/2010	\$107,000	-	-	-
Fernandes, Jane K.	Provost and VCAA	6/1/2008	\$175,100	\$177,201	-	-
Haggard, William K	Vice Chanc Student Aff	7/10/2006	\$113,247	\$114,606	Car allowance	\$1,950
Pierce, John Givens	VC for Finance and Operations	8/11/2008	\$150,000	\$151,800	-	-
Ponder, Anne	Chancellor	10/1/2005	\$237,930	\$240,785	-	-
Riley, Christine	Chief Of Staff	9/1/2005	\$121,176	\$122,630	-	-

**University of North Carolina - Chapel Hill**

Name	Title	Date Hired	Salary - June 30, 2012	Salary - June 30, 2013	Non-Salary Compensation Type_1	Non-Salary Compensation Amount_1	Non-Salary Compensation Type_2	Non-Salary Compensation Amount_2
BLOUIN, ROBERT A	Dean, School of Pharmacy	7/1/2003	\$261,500	\$294,345	-	-	-	-
BOGER, JOHN C	Dean, School of Law	7/1/1990	\$285,200	\$328,756	-	-	-	-
CARNEY, BRUCE W	EXECUTIVE VICE CHANCELLOR AND PROVOST	8/1/1980	\$350,000	\$350,000	Car	\$1,836	-	-
CONRAD, LARRY D	Vice Chancellor for IT & CIO	2/1/2008	\$278,100	-	Comp Tickets	\$1,704	-	-
CRISP, WINSTON B	Vice Chancellor, Student Affairs	8/1/1992	\$236,000	\$243,080	Dues	\$26	Comp Tickets	\$1,704
DEAN, JAMES W JR	Dean	1/1/1998	\$343,000	\$403,290	Comp Tickets	\$1,470	-	-
ENTWISLE, BARBARA	Vice Chancellor for Research	7/1/1985	\$300,000	\$329,000	Dues	\$34	Comp Tickets	\$1,200
GIL, KAREN M	Dean, Arts & Sciences	7/1/1995	\$240,000	\$292,000	Comp Tickets	\$1,704	-	-
GRAY, KAROL KAIN	Vice Chancellor Finance & Administration	12/1/2011	\$330,000	\$337,260	Car	\$5,753	Comp Tickets	\$1,704
GRUMBLES, JULIA SPRUNT	Vice Chancellor for Development	10/1/2012	-	\$295,000	-	-	-	-
KING, SUSAN R	Dean, Journalism and Mass Communication	1/1/2012	\$251,900	-	-	-	-	-
KUPEC, MATTHEW G	Vice Chancellor	3/30/1992	\$349,800	-	Car	\$2,401	Comp Tickets	\$504
MARCHIONINI, GARY J	Dean, School of Info & Libr Science	7/1/1998	\$220,000	\$246,600	-	-	-	-
MATSON, STEVEN W	Dean, Graduate School	7/1/1983	\$170,000	\$205,100	-	-	-	-
MCDIARMID, GROVER WILLIAMSON	Dean, School of Education	12/31/2008	\$200,000	\$246,000	-	-	-	-
MICHALAK, SARAH C	University Librarian/Associate Provost	9/20/2004	\$233,800	\$240,814	Comp Tickets	\$1,470	-	-
RICHARDSON, BRENDA G	Vice Chancellor for Human Resources	8/1/2007	\$245,000	\$252,350	Comp Tickets	\$1,704	-	-
RICHMAN, JACK M	Dean, Social Work	10/1/1983	\$202,733	\$267,753	-	-	-	-
RIMER, BARBARA K	Dean, School of Public Health	1/1/2003	\$290,800	\$324,524	-	-	-	-
SMITH, MICHAEL R	Dean, School of Government	7/1/1978	\$245,800	\$273,174	-	-	-	-
STROHM, LESLIE C	Vice Chancellor and General Counsel	7/31/2003	-	\$325,000	Comp Tickets	\$1,704	-	-
SWANSON, KRISTEN	Dean, School of Nursing	8/1/2009	\$230,000	\$279,200	-	-	-	-
THORP, H HOLDEN	Chancellor	7/1/1993	\$420,000	\$432,600	Car	\$10,250	-	-
WEINTRAUB, JANE	Dean, School of Dentistry	7/1/2011	\$300,000	\$329,000	-	-	-	-
YOPP, JAN J	Dean, Summer School	8/1/1977	\$149,300	\$189,779	-	-	-	-

**University of North Carolina, Charlotte**

<b>Name</b>	<b>Title</b>	<b>Date Hired</b>	<b>Salary - June 30, 2012</b>	<b>Salary - June 30, 2013</b>	<b>Non-Salary Compensation Type_1</b>	<b>Non-Salary Compensation Amount_1</b>	<b>Non-Salary Compensation Amount_2</b>	<b>Non-Salary Compensation Amount_3</b>
Broome, David E. Jr.	General Counsel	12/1/2004	\$164,610	\$173,751	-	-	-	-
Calhoun, Mary Lynne Ph.D.	Dean	8/16/1982	\$170,983	\$176,863	-	-	-	-
Deng, Yi Ph.D.	Dean	7/1/2009	\$254,150	\$261,775	-	-	-	-
Dominick, James Lyon	Vice Chancellor and CIO	4/21/2008	\$190,000	-	-	-	-	-
Dubois, Philip L.	Chancellor	8/1/1991	\$315,000	\$324,450	Leased Auto	\$10,148	CC Membership	\$10,038
Fey-Yensan, Nancy L	Dean	8/1/2011	\$200,000	\$206,000	-	-	-	-
Gutierrez, Nancy Antoinette	Dean	7/10/2005	\$198,500	\$208,425	-	-	-	-
Hardin, Elizabeth A	Vice Chancellor	3/1/1995	\$207,500	\$230,000	-	-	-	-
Jackson, Arthur R. EdD	Vice Chancellor Student Affairs	8/7/2007	\$180,250	\$189,275	-	-	-	-
Johnson, Robert E	Dean	8/21/1994	\$228,859	\$240,000	-	-	-	-
Lambla, Kenneth A	Dean	8/16/1983	\$156,619	\$170,000	-	-	-	-
Lorden, Joan Frances	Vice Chancellor	8/1/2003	\$249,600	\$270,000	-	-	-	-
Ott, Steven H	Dean	8/16/1999	\$296,700	\$305,602	-	-	-	-
Reynolds, Thomas L	Dean and Prof.	8/16/1982	\$148,587	\$154,796	-	-	-	-
Smail, John	Academic Dean	8/16/1988	\$146,500	\$167,501	-	-	-	-
Sorensen, Niles Franklin	Vice Chancellor	8/28/2006	\$210,150	\$227,650	Leased Auto	\$6,552	-	-
Wilder, Stanley James	Librarian	8/1/2009	\$160,000	\$164,800	-	-	-	-
Wilhelm, Robert G	Vice Chancellor	1/1/1993	\$203,000	\$209,090	-	-	-	-

**University of North Carolina, Greensboro**

<b>Name</b>	<b>Title</b>	<b>Date Hired</b>	<b>Salary - June 30, 2012</b>	<b>Salary - June 30, 2013</b>	<b>Non-Salary Compensation Type_1</b>	<b>Non-Salary Compensation Amount_1</b>	<b>Non-Salary Compensation Type_2</b>	<b>Non-Salary Compensation Amount_2</b>
Banks, McRae Cave II	Dean	7/1/2011	\$275,000	\$278,300	-	-	-	-
Bazirjian, Rosann V.	Dean	7/15/2004	\$179,760	\$181,917	-	-	-	-
Brady, Linda Parrish	Chancellor	8/1/2008	\$315,000	\$318,780	Auto allowance	\$2,700	-	-
Brown, Bonita Jerdawn	Chief of Staff	7/1/2010	\$150,000	\$151,800	-	-	-	-
Callahan, Cheryl M.	Vice Chancellor	4/1/2011	\$185,950	\$188,181	-	-	-	-
Clotfelter, James H. Jr	Vice Chancellor	8/1/1977	\$205,950	\$208,421	-	-	-	-
Hooper, Celia R.	Dean	1/1/2013	\$186,480	\$200,000	-	-	-	-
Johnston, Timothy D.	Dean	11/1/1982	\$208,862	\$211,368	-	-	-	-
Perrin, David H.	Provost and Vice Chancellor	7/1/2007	\$278,000	\$281,336	-	-	-	-
Pubantz, Jerry	Dean	1/1/2006	\$125,000	\$126,500	-	-	-	-
Reed, Cindy L.	Assistant to the Chancellor	1/15/2008	\$56,774	\$57,455	-	-	-	-
Roberson, Steve H	Dean	8/1/2009	\$173,250	\$175,330	-	-	-	-
Ryan, James G.	Dean	7/14/2008	\$350,000	\$354,200	-	-	-	-
Serck, Steven L.	University Counsel	7/1/2010	\$165,000	-	-	-	-	-
Shelton, Terri Lizabeth	Vice Chancellor	1/2/2001	\$200,000	\$202,400	-	-	-	-
Stewart, Patricia W.	Vice Chancellor	7/1/1999	\$233,200	-	Auto allowance	\$600	-	-
Taylor, David R.	Vice Chancellor	9/8/1987	\$225,509	\$228,215	Auto allowance	\$5,746	-	-
Wiener, William R.	Dean	8/1/2011	\$180,000	\$182,160	-	-	-	-
Wixson, Karen Kring	Dean	7/1/2011	\$190,000	\$192,280	-	-	-	-
Zink, Janis I	Vice Chancellor	3/18/2013	-	\$273,000	Auto allowance	\$2,610	Moving Expense	\$10,000

**University of North Carolina, Pembroke**

<b>Name</b>	<b>Title</b>	<b>Date Hired</b>	<b>Salary - June 30, 2012</b>	<b>Salary - June 30, 2013</b>	<b>Non-Salary Compensation Type_1</b>	<b>Non-Salary Compensation Amount_1</b>	<b>Non-Salary Compensation Type_2</b>	<b>Non-Salary Compensation Amount_2</b>
Bullard-Dillard, Rebecca	Dean School of Grad Stud/Prof	6/17/2013	-	\$118,000	moving ex- penses	\$2,041	-	-
Canada, Mark Alan	Dean College of Arts and Science	1/6/1997	\$130,000	\$130,000	-	-	-	-
Carter, Kyle Roy	Chancellor	7/1/2010	\$240,000	\$242,880	vehicle	\$665	-	-
Cosentino, Richard E	VC Finance and Administration	11/1/2012	-	\$175,000	moving ex- penses	\$9,937	-	-
Jones, John Raymond III	VC Student Affairs	6/3/2013	-	\$140,000	moving ex- penses	\$10,000	temporary housing	\$491
Kenney, Daniel	Chief of Staff to Institution CEO	11/1/2012	-	\$135,000	-	-	-	-
Kitts, Kenneth Dale	Provost and VC Academic Affairs	4/1/2011	\$175,000	\$177,100	-	-	-	-
Locklear, Zoe W.	Dean of School of Education	8/15/2004	\$130,000	\$130,000	-	-	-	-
Lowery, Wendy Ann	VC Advancement	10/10/2011	\$140,000	\$141,680	-	-	-	-
Malcolm, Joshua Dale	General Counsel	4/7/2008	\$109,200	\$130,000	-	-	-	-
Maysami, Ramin Cooper	Dean School of Business	8/15/2003	\$164,000	\$164,000	-	-	-	-
Milewicz, Mark C	Dean of Honors College	7/2/2012	-	\$121,000	-	-	-	-
Simmons, Sara C.	Dean School of Grad Stud/Prof	8/15/2000	\$122,500	-	-	-	-	-



**University of North Carolina School of the Arts**

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<b>Name</b>	<b>Title</b>	<b>Date Hired</b>	<b>Salary - June 30, 2012</b>	<b>Salary - June 30, 2013</b>	<b>Non-Salary Compensation Type_1</b>	<b>Non-Salary Compensation Amount_1</b>
Burnette, George M	Chief Operating Officer	1/1/1980	\$205,920	\$209,832	Car Allowance	\$914
Caldwell, Ward W	Dean of Students	7/25/2011	\$116,000	\$118,204	-	-
Forsman, Carl W	Dean of Drama	7/1/2012	\$135,000	-	-	-
Hough, Mark P	Chief Advancement Officer	9/24/2012	\$175,000	-	-	-
Jaffe, Susan E	Dean of Dance	8/15/2012	\$140,000	-	-	-
Lane, Jill Dawn	Dean of High School Progs	9/1/1994	\$102,000	\$103,938	-	-
Mauceri, John F	Chancellor	7/1/2006	\$236,000	\$239,351	Car Allowance	\$616
Nelson, David P	Chief Academic Officer	7/15/2010	\$165,000	\$168,135	-	-
Risher, Julie Ann	General Counsel	2/27/2009	\$110,000	\$112,090	-	-
Ruskin, Susan	Dean, Sch of Film Making	9/1/2009	\$150,000	-	-	-
Tilford, Joseph P	Dean of D and P	7/1/2003	\$131,534	\$133,112	-	-
Weast, Wade P	Dean of Music	7/1/2010	\$146,500	\$149,284	-	-
Wilcox, Dean	Dean of University Programs	9/1/1999	\$94,500	\$102,000	-	-

**University of North Carolina, Wilmington**

<b>Name</b>	<b>Title</b>	<b>Date Hired</b>	<b>Salary - June 30, 2012</b>	<b>Salary - June 30, 2013</b>	<b>Non-Salary Compensation Type_1</b>	<b>Non-Salary Compensation Amount_1</b>	<b>Non-Salary Compensation Type_2</b>	<b>Non-Salary Compensation Amount_2</b>
Baden, Daniel G	Director - Department	9/1/1999	\$208,571	\$213,784	-	-	-	-
Battles, Denise A	Provost	7/16/2012	-	\$225,000	Moving expenses	\$3,276	-	-
Clark, Lawrence S	Dean	7/1/2000	\$177,731	\$183,063	-	-	-	-
Cordle, David P	Dean	7/1/2005	\$157,766	-	-	-	-	-
Gornto, Mary M	Vice Chancellor	4/1/2002	\$146,804	\$150,566	Courtesy car	\$4,753	-	-
Hardy, Charles J	Dean	7/1/2011	\$175,000	\$178,500	-	-	-	-
Hoon, Robert R	General Counsel	1/12/2005	\$141,181	\$143,875	-	-	-	-
Leonard, Patricia Lynn	Vice Chancellor	6/15/1983	\$162,666	\$165,618	-	-	-	-
Maimone, Charles A	Vice Chancellor	5/12/2008	\$175,440	\$179,845	-	-	-	-
Mcfarland, Stephen L	Vice Provost	7/2/2007	\$158,000	\$161,950	-	-	-	-
Miller, Gary L	Chancellor	7/1/2011	\$275,000	\$280,500	Club membership	\$2,797	Courtesy car	\$4,140
Roer, Robert David	Dean	8/15/1979	\$103,265	\$134,986	-	-	-	-
Teitelbaum, Kenneth N	Dean	7/1/2011	\$172,000	\$175,440	-	-	-	-
Watstein, Sarah Barbara	University Librarian	6/1/2010	\$115,000	\$125,355	-	-	-	-

**Western Carolina University**

<b>Name</b>	<b>Title</b>	<b>Date Hired</b>	<b>Salary - June 30, 2012</b>	<b>Salary - June 30, 2013</b>	<b>Non-Salary Compensation Type_1</b>	<b>Non-Salary Compensation Amount_1</b>
Belcher, David Orr	Chancellor	7/1/2011	\$275,000	\$280,500	-	-
Briggs, George Burton	Exec Director, NC Arboretum	6/1/1987	\$188,683	-	-	-
Eaton, James Randall	Dir Of Athletics	12/14/2011	\$160,000	\$161,920	-	-
Edwards, Robert T	VC Admin and Finance	10/17/1977	\$148,223	\$157,502	-	-
Fenton, Mary Catherine	Professor/Dean	8/1/1992	\$131,000	-	-	-
Fowler, Craig A.	Chief Information Officer	7/27/2009	\$160,000	\$162,920	-	-
Kehrberg, Robert W	Professor/Dean	8/1/1987	\$128,750	\$130,939	-	-
Keskula, Douglas	Dean, College of Health & Human Sciences	7/1/2013	-	\$160,000	-	-
Lochner, Mary Ann	General Counsel	2/23/2004	\$136,500	-	-	-
Miller, Hiram Samuel Jr.	VC For Stu Dev	8/1/2007	\$158,620	\$170,523	-	-
Parker, Darrell Franklin	Professor/Dean	7/1/2012	\$190,000	\$190,000	-	-
Railsback, Brian E	Professor/Dean	8/1/1990	\$102,514	\$104,257	-	-
Sally, Dana M.	Professor/Dean	7/17/1995	\$113,300	\$115,227	-	-
Starnes, Richard D	Dean Of Arts/Sci/Assoc Prof	8/1/2000	\$147,000	-	-	-
Wargo, Melissa Canady	Chief Of Staff	1/1/2006	\$107,000	\$145,000	-	-
Zhang, James Zhiming	Professor/Dean	8/1/2003	\$156,000	\$200,000	-	-

**Winston-Salem State University**

<b>Name</b>	<b>Title</b>	<b>Date Hired</b>	<b>Salary - June 30, 2012</b>	<b>Salary - June 30, 2013</b>	<b>Non-Salary Compensation Type_1</b>	<b>Non-Salary Compensation Amount_1</b>	<b>Non-Salary Compensation Type_2</b>	<b>Non-Salary Compensation Amount_2</b>	<b>Non-Salary Compensation Type_3</b>	<b>Non-Salary Compensation Amount_3</b>
Allen, Brenda A	Provost and VC Academic Affairs	7/1/2009	\$193,300	\$206,251	-	-	-	-	-	-
Bailey, Jessica M	Dean Sch Bus and Econ	7/15/2006	\$165,395	\$172,342	-	-	-	-	-	-
Cook, Michelle M	VC For University Advancement	7/1/2008	\$150,000	\$156,300	-	-	-	-	-	-
Cotton, Trae T	VC Student Affairs	3/21/2011	\$150,000	\$156,300	-	-	-	-	-	-
Dalton-Rann, Ravonda O	Executive Asst to Chancellor	7/1/1996	\$95,000	\$109,000	-	-	-	-	-	-
Hayes, William L Sr	Director of Athletics	1/1/2010	\$132,928	\$141,249	Club Member- ship	\$0	-	-	-	-
Henry, Shannon B	Exec Dir inter Audit Inst Comp	11/1/2009	\$104,250	\$108,715	-	-	-	-	-	-
Hunter, Gerald E	VC Business and Finance	6/23/2008	\$162,400	\$173,281	-	-	-	-	-	-
Kluttz-Leach, Camille L	Special Asst To Chancellor	7/1/2009	\$130,000	\$148,000	-	-	-	-	-	-
Mckenzie, Justin D	Assoc Provost-Info Resources	3/1/2011	\$146,000	\$153,592	-	-	-	-	-	-
Reaves, Donald J	Chancellor	8/16/2007	\$234,000	\$239,850	Housing	\$64,000	Vehicle	\$3,000	Club Member- ship	\$0
Rodney, Mae L	Head Librarian	7/1/1983	\$110,000	\$115,720	-	-	-	-	-	-
Valentine, Peggy A	Dean Sch of Health Science	1/1/2006	\$163,954	\$172,480	-	-	-	-	-	-
Vargas, Manuel P	Dean School Of Education	10/9/2006	\$144,264	\$151,044	-	-	-	-	-	-

## Appendix B Audit Findings

### UNC-Chapel Hill Internal Audit Findings Related to Payroll and Personnel Issues 07/01/12 to 06/30/13

Report #	Report Title	Report Date	Issue	Resolution
#X-440	Facilities Services - Leave	10/01/12	Management changed leave time to work time for employees left work early after the death of a co-worker or who attended the memorial service for this individual.	Management of this unit has been instructed that these hours cannot be reported as work time. Time and leave records have been corrected.
#X-443	Project Uplift	10/22/12	<p>The Project used an unapproved petty cash fund to pay an undocumented student for work he performed for the Project. The student was not hired through the normal employment process and his wages were not subject to any required withholdings, IRS reporting, and employment taxes.</p> <p>Had the normal employment process been followed, the student employee's social security number would have been required to be verified during the hiring process through the University's eVerify process. UNC Human Resources Department would then have been involved in resolving the issue prior to any payments having been made to the student.</p>	Employment of the undocumented student has been discontinued. University-wide changes to detect and correct this type of issue are in process.
			<p>University policy does not require background checks for all UNC students who will work with "sensitive populations".</p> <p>Currently, UNC students are exempt from background checks if their employment is "incidental to" their primary role as a student – such as graduate assistants or work-study students.</p>	<p>Units that sponsor or have residential/overnight program that involve minor are required to train staff who stay with minors in the overnight facility on the mandatory reporting requirement and to review the program's safety and security policies and procedures.</p> <p>A new policy regarding protection of minors on campus has been drafted and will be implemented in fiscal year 2013/14.</p>

**UNC-Chapel Hill**  
**Internal Audit Findings Related to Payroll and Personnel Issues**  
**07/01/12 to 06/30/13**

Report #	Report Title	Report Date.	Issue	Resolution
	Independent Contractors Review	05/31/13	<p>Our test work showed that some faculty who taught courses for academic credit had been paid as independent contractors. This practice is not in keeping with Internal Revenue Service (IRS) guidelines.</p> <p>In addition, the University's accreditation agency, the Southern Association of Colleges and Schools (SACS), requires that the University follow its Comprehensive Standard 3.7.1 which states, in part, that:</p>	<p>As part of the audit, it was determined that some instructors were being compensated as independent contractors where instruction was being offered for credit-bearing purposes.</p> <p>To address that circumstance, the Office of the Provost issued a Faculty Pay Policy which stipulated that all persons offering instruction for credit be designated as faculty, hired as faculty, and compensated according to the pay policy.</p> <p>Faculty hired to teach for academic credit cannot be paid as Independent Contractors. Faculty salaries must be paid through the university's Payroll office.</p> <p>All faculty, contractual or tenured, must have their credentials on file with the hiring school/department prior to finalizing the hiring arrangement. The hiring school/department is responsible for ensuring that these credentials are valid and document the individual faculty member's qualifications to serve as an instructor at the level and in the discipline area of the course(s) to be taught</p>
			We found that the Independent Contractor Checklist and review process needed to be improved.... The approval process needed to include checking the contractor's current or	The Independent Contractor Checklist has been enhanced to incorporate all of the suggestions and is being added to the Finance Division Policy and Procedure

**UNC-Chapel Hill**  
**Internal Audit Findings Related to Payroll and Personnel Issues**  
**07/01/12 to 06/30/13**

Report #	Report Title	Report Date	Issue	Resolution
			<p>previous state work experience before the contractor is approved and not at the time of payment.</p> <p>Our review indicated that the checklist was not always filled out correctly, completely, or in a timely manner by departments and contractors. In certain cases,...smaller payments were made to current or recent employees who should have been paid through payroll or not hired as contractors. While these instances have been addressed as found, collectively they demonstrate a need for additional and more accurate information at the approval level.</p>	<p>Manual. The new ERP implementation of PeopleSoft will provide a process to determine if potential independent contractors are recent employees.</p>
			<p>The Kenan-Flagler School of Business (KFBS) paid one individual as an independent contractor every month since June 1997 for consulting work in media relations.</p> <p>KFBS paid a second individual as an independent contractor since January 2008 to be the Project Manager for the Family Enterprise Institute within the Center for Entrepreneurial Studies. This person also served as a co-instructor for the Family Business classes for degree credit.</p> <p>The Department of Emergency Medicine in the School of Medicine has paid another individual as an independent contractor every month since November 2009 to organize and oversee the UNC Emergency Medicine Ultrasound Program.</p>	<p>The University's contractor relationship with these individuals was reviewed with the Office of University Counsel and the Finance Division for compliance with IRS guidelines. It was agreed that these individuals should be reclassified as employees with adjustments made for past tax withholdings for the calendar year 2012. The recommendations made in the comment above for expanded certifications and improved checklist information should reduce the occurrence of hiring contractors who should be employees.</p>

**UNC-Chapel Hill**  
**Internal Audit Findings Related to Payroll and Personnel Issues**  
**07/01/12 to 06/30/13**

Report #	Report Title	Report Date	Issue	Resolution
			<p>KFBS paid an intermittent, temporary employee an additional \$44,164 for work performed as a service vendor between December 2009 and July 2012. From December 2005 to December 2009 she was paid only as an employee.</p> <p>The employee submitted invoices for personal services under a vendor name. She was not approved through the independent contractor checklist in disbursement services as required. The checklist approval process would have disallowed vendor payments to an employee since University policy requires a 12 month break in service between employment and service as a contractor.</p>	<p>The individual noted above is no longer an independent contractor and is paid solely through university payroll. The Business School has conducted training on independent contractors to ensure that contractor payments are processed through the Independent Contractor process. KFBS has implemented an initial internal review of all potential contractors to determine employee vs. independent contractor status before following the current procedures for independent contractors available.</p>
			<p>Some University faculty were being paid as part-time employees of the KFBS Exec Ed LLC to teach professional development courses through KFBS's Executive Development Program. In addition, some faculty were being paid as part-time employees of the KFBS Online Education LLC to teach academic courses for credit in the MBA@UNC program.</p> <p>Because they were receiving pay from a source outside the University, these arrangements had historically been treated as External Professional Activity for Pay.</p> <p>However, section II A of the UNC Policy Manual 300.2.2 states:</p>	<p>Kenan-Flagler has moved payments to most adjunct faculty to University payroll. The fourteen individuals who remain on MBA@UNC's payroll will transition to UNC payroll by July 1, 2013. Kenan-Flagler is working with the Provost's Office and the Office of University Counsel to develop a compensation plan that will return payments for all other faculty to University payroll. The compensation plan, upon approval from the Provost's Office, has an implementation target date of July 1, 2014.</p>



**UNC-Chapel Hill**  
**Internal Audit Findings Related to Payroll and Personnel Issues**  
**07/01/12 to 06/30/13**

Report #	Report Title	Report Date	Issue	Resolution
			<p><i>....external professional activities for pay are to be undertaken only if they do not:</i></p> <p><i>4. Make any use of the name of the University of North Carolina or any of its constituent institutions for any purpose other than professional identification; or</i></p> <p><i>5. Claim, explicitly or implicitly, any University or institutional responsibility for the conduct or outcome of such activities.</i></p> <p>Both of these programs use the University's name and the University is responsible for the outcome of the teaching activities. The Executive Development program issues UNC Kenan-Flagler Business School certificates for various programs and advertises that UNC faculty develop and teach courses. The MBA@UNC program issues a UNC Masters of Business Administration degree so the University is responsible for the outcome of the faculty's teaching and curriculum development.</p> <p>Further, amounts paid to faculty to teach MBA@UNC and Executive Development courses are not included in their University salary calculations and are not subject to compliance with University policies regarding salary and workload.</p>	