



**Winston-Salem State University
Board of Trustees**

Annual Summary regarding the UNC Management Flexibility Agreement
(pursuant to UNC Policy Manual, Section 600.3.4 C.3.b.)

Submitted to UNC General Administration
for Fiscal Year 2014-2015

Reviewed and approved by:

Chief Human Resources Officer Date

Provost Date

Chancellor Date

Board of Trustees Date

INTRODUCTION

Pursuant to Section 600.3.4 C.3.b. of the UNC Policy Manual, the Board of Trustees of Winston-Salem State University hereby provides to the UNC Board of Governors an annual summary of the personnel actions covered by its management flexibility agreement for fiscal year 2014-2015.

PART 1: SAAO Tier I Appointments, Salary and Non-Salary Compensation

SAAO Tier I Appointments	
<input checked="" type="checkbox"/>	Our compensation spreadsheet is attached to this summary.

SAAO Tier II salary ranges (check one)	
<input checked="" type="checkbox"/>	Our institution used the UNC GA published SAAO Tier II salary ranges for SAAO Tier II employees in FY 14-15.
<input type="checkbox"/>	Our SAAO Tier II salary ranges and methodology for FY 14-15 are attached.

EHRA IRPS salary ranges (check one)	
<input checked="" type="checkbox"/>	Our EHRA IRPS salary ranges listing and methodology for FY 14-15 are attached (or in lieu of the salary range listing, a disclosure on how individual ranges are derived is provided).
<input type="checkbox"/>	We did not have an established EHRA IRPS salary ranges listing and methodology during the FY 2014-15, but are now using the UNC GA published IRPS salary ranges.

PART 2: Conferral of Tenure

20	Number of faculty reviewed for tenure
19	Number of faculty granted tenure
0	Number of new faculty hired with tenure

PART 3: Equity Analysis

Describe what efforts your institution has taken to monitor pay equity relevant to the employment of faculty and senior academic and administrative officers. <i>(You may attach additional supporting documents.)</i>	
7/1/2013*	Date of most recent analysis of equity issues for faculty
7/1/2013*	Date of most recent analysis of equity issues for SAAO Tier I
* Affirmative Action Plan	

Board of Trustees - Winston-Salem State University
Annual Summary to the UNC Board of Governors regarding the Management Flexibility Agreement
SAAO Tier 1 Salary and Non-Salary Compensation FY 2014-2015

Name	CUPA Classification Code	Senior Academic and Administrative Title	Date Hired into this SAAO Position
Robinson, Elwood L.	101000: Chief Executive Officer, Single Inst	Chancellor	1/1/2015
Allen, Brenda A.	105000: Chief Acad Affairs Officer & Provost	Provost and VC Academic Affairs	7/1/2009
Mills, Randy W.	107000: Chief Business Officer	VC Finance and Administration	8/16/2004
Henry, Shannon B.	111000: Chief Audit Officer	Chief Audit Executive	11/1/2009
Cook, Michelle M.	113000: Chief Development/Adv Officer	VC For University Advancement	9/1/1992
Murray, Derrick T.	129000: Chief Information/IT Officer	Assoc Provost - Info Resources	4/1/2015
Kluttz-Leach, Camille L.	137000: Chief Legal Affairs Officer	Special Assistant to Chancellor	7/1/2009
Rodney, Mae L.	139000: Chief Library Officer	Head Librarian	7/1/1996
Cotton, Trae T.	145000: Chief Student Affairs/Stud Life Officer	VC Student Affairs	3/21/2011
Walker, Corey D. B.	153040: Dean Arts and Sciences	DEAN COL OF ARTS and SCIENCE	7/1/2013
Bailey, Jessica M.	153060: Dean Business	Dean Sch Bus and Econ	7/17/2006
Valentine, Peggy A.	153300: Dean Nursing	Dean Sch of Health Science	1/1/2006

NOTE:

Board of Trustees - Winston-Salem State University
Annual Summary to the UNC Board of Governors regarding the Management Flexibility Agreement
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Name	CUPA Classification Code	Salary as of		Percent Change in Salary	2014-2015 Salary Range	
		06-30-2014	06-30-2015		Minimum	Maximum
Robinson, Elwood L.	101000: Chief Executive Officer, Single Inst	n/a	\$ 260,000	n/a	\$ 192,154	\$ 300,240
Allen, Brenda A.	105000: Chief Acad Affairs Officer & Provost	\$ 206,251	\$ 206,251	0.0%	\$ 139,476	\$ 217,932
Mills, Randy W.	107000: Chief Business Officer	n/a	\$ 180,000	n/a	\$ 144,280	\$ 225,438
Henry, Shannon B.	111000: Chief Audit Officer	\$ 108,715	\$ 108,715	n/a	\$ 61,172	\$ 95,581
Cook, Michelle M.	113000: Chief Development/Adv Officer	\$ 156,300	\$ 156,300	0.0%	\$ 116,560	\$ 182,125
Murray, Derrick T.	129000: Chief Information/IT Officer	n/a	\$ 153,592	n/a	\$ 105,029	\$ 164,108
Kluttz-Leach, Camille L.	137000: Chief Legal Affairs Officer	n/a	\$ 148,000	n/a	\$ 108,932	\$ 170,206
Rodney, Mae L.	139000: Chief Library Officer	\$ 115,720	\$ 115,720	0.0%	\$ 77,656	\$ 121,338
Cotton, Trae T.	145000: Chief Student Affairs/Stud Life Officer	\$ 156,300	\$ 156,300	0.0%	\$ 110,598	\$ 172,810
Walker, Corey D. B.	153040: Dean Arts and Sciences	\$ 150,000	\$ 160,000	6.7%	\$ 110,889	\$ 173,264
Bailey, Jessica M.	153060: Dean Business	\$ 172,342	n/a	n/a	\$ 126,000	\$ 196,875
Valentine, Peggy A.	153300: Dean Nursing	\$ 172,480	\$ 172,480	0.0%	\$ 99,994	\$ 156,240

NOTE: