

# 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		

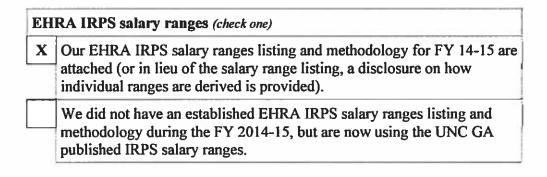
#### INTRODUCTION

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				
X	Our compensation spreadsheet is attached to this summary.			

SA.	AO Tier II salary ranges (check one)
X	Our institution used the UNC GA published SAAO Tier II salary ranges for SAAO Tier II employees in FY 14-15.
	Our SAAO Tier II salary ranges and methodology for FY 14-15 are attached.



#### **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. (You may attach additional supporting documents.)

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

*	A ffirm	ative	Action	Plan

## **PART 4: Audit Findings**

findings to Services re the accoun	nstitution's Office of Internal Audit report any significant audit General Administration's Office of Compliance and Audit elated to weaknesses in the internal control structure, deficiencies in ting records, non-compliance with rules and regulations, or any notes where significant findings are identified?
X NO	Our office of internal audit reported to General Administration's Office of Compliance and Audit Services no audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, non-compliance with rules and regulations, or any other instances.
YES	Our office of internal audit reported to General Administration's Office of Compliance and Audit Services significant audit findings. Below is a brief summary of the audit findings and actions that have been taken, or are to be taken, to address the noted deficiencies. (You may attach additional supporting documents.)
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# 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		
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.	entine, Peggy A. 153300: Dean Nursing Dean Sch of Health Science		1/1/2006	

NOTE:

2014-2015

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Name	CUPA Classification Code	Salary as of		Percent Change	2014-2015 Salary Range	
		06-30-2014	06-30-2015	in Salary	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:

2014-2015