

## STATE OF NORTH CAROLINA

File No.

WAKE County

In The General Court Of Justice

☐ District ☒ Superior Court Division

## Name Of Plaintiff

CAPITOL BROADCASTING COMPANY, INC. et al.

## Address

c/o Stevens Martin Vaughn &amp; Tadych, PLLC, 1101 Haynes Street

## City, State, Zip

Raleigh

NC

27604

VERSUS

## CIVIL SUMMONS

☐ ALIAS AND PLURIES SUMMONS (ASSESS FEE)

G.S. 1A-1, Rules 3, 4

## Name Of Defendant(s)

CAROL L. FOLT, in her capacity as Chancellor of the University of North Carolina at Chapel Hill, and  
Felicia A. Washington, in her capacity as Vice Chancellor for Workforce Strategy, Equity and Engagement at UNC-CH

## Date Original Summons Issued

## Date(s) Subsequent Summons(es) Issued

## To Each Of The Defendant(s) Named Below:

## Name And Address Of Defendant 1

Carol L. Folt, Chancellor

University of North Carolina at Chapel Hill

103 South Building, Campus Box 9100

Chapel Hill

NC 27599-9100

## Name And Address Of Defendant 2

Felicia A. Washington, Vice Chancellor

University of North Carolina at Chapel Hill

104 Airport Drive, Campus Box 1045

Chapel Hill

NC 27599-1045

## A Civil Action Has Been Commenced Against You!

You are notified to appear and answer the complaint of the plaintiff as follows:

1. Serve a copy of your written answer to the complaint upon the plaintiff or plaintiff's attorney within thirty (30) days after you have been served. You may serve your answer by delivering a copy to the plaintiff or by mailing it to the plaintiff's last known address, and
2. File the original of the written answer with the Clerk of Superior Court of the county named above.

If you fail to answer the complaint, the plaintiff will apply to the Court for the relief demanded in the complaint.

## Name And Address Of Plaintiff's Attorney (If None, Address Of Plaintiff)

Michael J. Tadych

Michael J. Tadych

1101 Haynes Street, Suite 100

Raleigh

NC 27604

## Date Issued

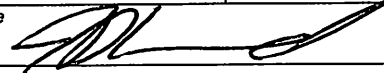
11-24-14

## Time

11

☐ AM☐ PM

## Signature

☐ Deputy CSC☒ Assistant CSC☐ Clerk Of Superior Court☐ ENDORSEMENT (ASSESS FEE)

This Summons was originally issued on the date indicated above and returned not served. At the request of the plaintiff, the time within which this Summons must be served is extended sixty (60) days.

## Date Of Endorsement

## Time

☐ AM☐ PM

## Signature

☐ Deputy CSC☐ Assistant CSC☐ Clerk Of Superior Court

**NOTE TO PARTIES:** Many counties have **MANDATORY ARBITRATION** programs in which most cases where the amount in controversy is \$15,000 or less are heard by an arbitrator before a trial. The parties will be notified if this case is assigned for mandatory arbitration, and, if so, what procedure is to be followed.

## RETURN OF SERVICE

I certify that this Summons and a copy of the complaint were received and served as follows:

## DEFENDANT 1

Date Served	Time Served <input type="checkbox"/> AM <input type="checkbox"/> PM	Name Of Defendant
-------------	--	-------------------

- ☐ By delivering to the defendant named above a copy of the summons and complaint.
- ☐ By leaving a copy of the summons and complaint at the dwelling house or usual place of abode of the defendant named above with a person of suitable age and discretion then residing therein.
- ☐ As the defendant is a corporation, service was effected by delivering a copy of the summons and complaint to the person named below.

Name And Address Of Person With Whom Copies Left (if corporation, give title of person copies left with)

- ☐ Other manner of service (specify)

- ☐ Defendant WAS NOT served for the following reason:

## DEFENDANT 2

Date Served	Time Served <input type="checkbox"/> AM <input type="checkbox"/> PM	Name Of Defendant
-------------	--	-------------------

- ☐ By delivering to the defendant named above a copy of the summons and complaint.
- ☐ By leaving a copy of the summons and complaint at the dwelling house or usual place of abode of the defendant named above with a person of suitable age and discretion then residing therein.
- ☐ As the defendant is a corporation, service was effected by delivering a copy of the summons and complaint to the person named below.

Name And Address Of Person With Whom Copies Left (if corporation, give title of person copies left with)

- ☐ Other manner of service (specify)

- ☐ Defendant WAS NOT served for the following reason.

Service Fee Paid \$	Signature Of Deputy Sheriff Making Return
Date Received	Name Of Sheriff (Type Or Print)
Date Of Return	County Of Sheriff

NORTH CAROLINA  
WAKE COUNTY

IN THE GENERAL COURT OF JUSTICE  
**FILED**  
SUPERIOR COURT DIVISION  
14-CVS-\_\_\_\_\_

2014 NOV 24 A 11: 27

CAPITOL BROADCASTING  
COMPANY, INCORPORATED; DTH  
MEDIA CORP.; WTVD TELEVISION,  
LLC; THE DURHAM HERALD  
COMPANY; THE NEWS AND  
OBSERVER PUBLISHING  
COMPANY; MEDIA GENERAL, INC.;  
THE CHARLOTTE OBSERVER  
PUBLISHING COMPANY; THE  
ASSOCIATED PRESS; TWC NEWS &  
LOCAL PROGRAMMING LLC; and  
BH MEDIA GROUP, INC.,

Plaintiffs,

vs.

CAROL L. FOLT, in her capacity as  
Chancellor of the University of North  
Carolina at Chapel Hill; and FELICIA  
A. WASHINGTON, in her capacity as  
Vice Chancellor for Workforce  
Strategy, Equity and Engagement of  
the University of North Carolina at  
Chapel Hill,

Defendants.

WAKE COUNTY, C.S.C.

BY \_\_\_\_\_

**COMPLAINT  
AND PETITION FOR ORDER TO  
SHOW CAUSE  
[COMP]**

Pursuant to Rules 3, 7 and 8 of the North Carolina Rules of Civil Procedure the plaintiffs, complaining of defendants, allege and say:

**Introduction**

This is an action pursuant to the North Carolina Public Records Law and the State Personnel System Act, Chapters 132 and 126 of the General Statutes. As described more specifically in the numbered allegations set out below, plaintiffs seek:

(1) a preliminary order compelling defendants to appear and bring before the court the records that are the subject matter of this action;

(2) an order compelling defendants to permit the inspection and copying of public records pursuant to N. C. Gen. Stat. §§ 132-9(a) and 126-23(c); and

(3) an order awarding plaintiffs their reasonable attorney fees pursuant to G.S. § 132-9(c)(1).

### **The Plaintiffs**

1. Plaintiff Capitol Broadcasting Company, Incorporated (“Capitol Broadcasting”) is a North Carolina corporation whose principal place of business is located in Raleigh, Wake County, North Carolina. Capitol Broadcasting is a diversified communications company which, among other things, owns and operates three television stations in North Carolina, including WRAL-TV in Raleigh, which covers news in the Research Triangle and surrounding areas of Piedmont and Eastern North Carolina, including Wake, Durham and Orange Counties and their surrounds. WRAL-TV also disseminates its news coverage online at [www.wral.com](http://www.wral.com). Capitol Broadcasting also owns and operates radio station 99.9 The Fan (WCNC-FM), an all-sports-all-the-time station serving the Research Triangle area that provides extensive coverage of area college athletics, including UNC athletics.

2. Plaintiff DTH Media Corp. is a North Carolina non-profit corporation that maintains its principal place of business in Chapel Hill, Orange County, North Carolina. Among other things, the company publishes *The Daily Tar Heel*, a general interest newspaper that is published in Chapel Hill by students at the University of North Carolina and distributed on the campus and throughout the surrounding area. *The Daily Tar Heel* also publishes an online edition at [www.dailytarheel.com](http://www.dailytarheel.com).

3. Plaintiff WTVD, Television, LLC (WTVD) is a Delaware corporation with its principal place of business in Durham, North Carolina. It owns and operates the television



station WTVD ABC 11 in Raleigh-Durham, North Carolina. WTVD gathers and disseminates news to the public, serving a twenty-three county viewing area in central and eastern North Carolina and disseminates its news coverage online at [www.abc11.com](http://www.abc11.com).

4. Plaintiff The Durham Herald Company is a North Carolina corporation that maintains its principal place of business in Durham, Durham County, North Carolina. Among other things, the company publishes *The Herald-Sun*, a general interest newspaper that is published in Durham, North Carolina, and distributed throughout the surrounding area. *The Herald-Sun* also publishes an online edition at [www.heraldsun.com](http://www.heraldsun.com).

5. Plaintiff The News and Observer Publishing Company is a North Carolina corporation that maintains its principal place of business in Raleigh, Wake County, North Carolina. Among other things, the company publishes *The News & Observer*, a general interest newspaper that is published in Wake County and distributed throughout the surrounding area of North Carolina. *The News & Observer* also publishes an online edition at [www.newsobserver.com](http://www.newsobserver.com).

6. Plaintiff Media General, Inc. is a Virginia corporation whose principal place of business is located in Richmond, Virginia. Media General is a local broadcast television and digital media company which, among other things, owns and operates newsrooms at WNCN-TV in Raleigh and WNCT-TV in Greenville providing news coverage from the Research Triangle area to the North Carolina coast. Media General also disseminates its news coverage online at [www.wncn.com](http://www.wncn.com) and [www.wnct.com](http://www.wnct.com).

7. The Charlotte Observer Publishing Company is a Delaware corporation that maintains its principal place of business in Mecklenburg County, North Carolina. Among other things, the company publishes *The Charlotte Observer*, a general interest

newspaper that is published in Mecklenburg County and distributed throughout the surrounding areas of North Carolina and South Carolina. *The Charlotte Observer* also publishes an online edition at [www.charlotteobserver.com](http://www.charlotteobserver.com).

8. Plaintiff The Associated Press is a not-for-profit news cooperative that has its principal place of business in New York, New York, and maintains a North Carolina bureau in Wake County, North Carolina. The Associated Press is the essential global news network, delivering fast, unbiased news from every corner of the world to all media platforms and formats. Founded in 1846, AP today is the most trusted source of independent news and information. On any given day, more than half the world's population sees news from AP.

9. "Time Warner Cable News" is an assumed name of TWC News & Local Programming LLC, a subsidiary of Time Warner Cable Inc. and part of a group of entities doing business as Time Warner Cable -- the second largest cable operator in the U.S. Time Warner Cable serves approximately 11 million customers who subscribe to one or more of its video, high speed data and voice services. TWC News & Local Programming LLC is the legal entity that provides local programming services under the name of "Time Warner Cable News" in its Charlotte, Greensboro, Raleigh and Wilmington, N.C. service areas. "Time Warner Cable News" also disseminates its news coverage online at [www.twcnews.com](http://www.twcnews.com).

10. BH Media Group, Inc. is a Delaware corporation, whose media assets include the following daily and weekly newspapers in North Carolina: the *News & Record* in Greensboro, *The Winston-Salem Journal*, *Hickory Daily Record*, *Statesville Record & Landmark*, the *Independent Tribune* in Concord, *The McDowell News* in Marion, *Reidsville Review*, *Mooresville Tribune*, *Morganton News Herald*, *Eden News* and



*Madison Messenger*. The BH Media Group newspapers in North Carolina also publish and disseminate news throughout North Carolina via a number of websites and mobile sites, including [www.news-record.com](http://www.news-record.com), [www.journalnow.com](http://www.journalnow.com), [www.hdr.com](http://www.hdr.com), [www.statesville.com](http://www.statesville.com), [www.independenttribune.com](http://www.independenttribune.com), [www.morganton.com](http://www.morganton.com), [www.mcdowellnews.com](http://www.mcdowellnews.com), [www.moorevilletribune.com](http://www.moorevilletribune.com) and [www.mcdowellnews.com](http://www.mcdowellnews.com).

11. In the course of gathering information about the workings of state and local government for dissemination to their readers and viewers, the plaintiffs' news operations regularly make use of and rely on the North Carolina Public Records Law to gain access to government documents, records and information.

### **The Defendants**

12. Defendant Carol L. Folt is the Chancellor of the University of North Carolina at Chapel Hill ("UNC-CH") and is a public agency of North Carolina government as defined by G.S. § 132-1(a). Chancellor Folt is sued in her official capacity and as the custodian of UNC-CH records that are public pursuant to the Public Records Law.

13. Defendant Felicia A. Washington is Vice Chancellor for Workforce Strategy, Equity and Engagement at UNC-CH and is a public agency of North Carolina government as defined by G.S. § 132-1(a). Vice Chancellor Washington is sued in her official capacity and as the custodian of UNC-CH records that are public pursuant to the Public Records Law.

### **The North Carolina Public Records Law**

14. The North Carolina Public Records Law ("the Public Records Law") is codified at N.C. Gen. Stat. §§132-1 through 132-10. The public policy underlying the Public Records Law is set out in G.S. § 132-1(b), which provides:

The public records and public information compiled by the agencies of North Carolina government or its subdivisions are the property of the people. Therefore, it is the policy of this State that the people may obtain copies of their public records and public information free or at minimal cost unless otherwise specifically provided by law. As used herein, 'minimal cost' shall mean the actual cost of reproducing the public record or public information.

15. The Public Records Law provides, in G.S. §132-1(a), that public records are defined as:

all documents, papers, letters, maps, books, photographs, films, sound recordings, magnetic or other tapes, electronic data-processing records, artifacts, or other documentary material, regardless of physical form or characteristics, ***made or received*** pursuant to law or ordinance in connection with the transaction of public business by any agency of North Carolina government or its subdivisions. (Emphasis supplied)

16. The Public Records Law further provides that “Every custodian of public records shall permit any record in the custodian’s custody to be inspected and examined at reasonable times and under reasonable supervision by any person, and shall, as promptly as possible, furnish copies thereof upon payment of any fees as may be prescribed by law.” G.S. §132-6(a).

17. The Public Records Law further provides, in G.S. §132-6(c), that

No request to inspect, examine, or obtain copies of public records shall be denied on the grounds that confidential information is commingled with the requested nonconfidential information. If it is necessary to separate confidential from nonconfidential information in order to permit the inspection, examination, or copying of the public records, the public agency shall bear the cost of such separation . . .

### **Personnel Records of State Employees**

18. G.S. § 126-23 requires that certain personnel records be kept by State agencies, including the University of North Carolina, and that they be open to inspection. That statute says:



(a) Each department, agency, institution, commission and bureau of the State shall maintain a record of each of its employees, showing the following information with respect to each such employee:

- (1) Name.
- (2) Age.
- (3) Date of original employment or appointment to State service.
- (4) The terms of any contract by which the employee is employed whether written or oral, past and current, to the extent that the agency has the written contract or a record of the oral contract in its possession.
- (5) Current position.
- (6) Title.
- (7) Current salary.
- (8) Date and amount of each increase or decrease in salary with that department, agency, institution, commission, or bureau.
- (9) Date and type of each promotion, demotion, transfer, suspension, separation, or other change in position classification with that department, agency, institution, commission, or bureau.
- (10) Date and general description of the reasons for each promotion with that department, agency, institution, commission, or bureau.
- (11) Date and type of each dismissal, suspension, or demotion for disciplinary reasons taken by the department, agency, institution, commission, or bureau. If the disciplinary action was a dismissal, a copy of the written notice of the final decision of the head of the department setting forth the specific acts or omissions that are the basis of the dismissal.
- (12) The office or station to which the employee is currently assigned.

(b) For the purposes of this section, the term "salary" includes pay, benefits, incentives, bonuses, and deferred and all other forms of compensation paid by the employing entity.

G.S. § 126-23(a) and (b).

19. The statute provides a private right of action to compel access to these public records:

Subject only to rules and regulations for the safekeeping of the records, adopted by the State Human Resources Commission, every person having custody of such records shall permit them to be inspected and examined and copies thereof made by any person during regular business hours. . . . [A]ny person who is denied access to any such record for the purpose of inspecting, examining or copying the same shall have a right to compel compliance with the provisions of this section by application to a court of competent jurisdiction for a writ of mandamus or other appropriate relief.

G.S. § 126-23(c).

20. The personnel statute also vests defendants with the authority to release information beyond that already requested:

Notwithstanding any other provision of this Chapter, any department head may, in his discretion, inform any person or corporation of any promotion, demotion, suspension, reinstatement, transfer, separation, dismissal, employment or nonemployment of any applicant, employee or former employee employed by or assigned to his department or whose personnel file is maintained in his department and the reasons therefor and may allow the personnel file of such person or any portion thereof to be inspected and examined by any person or corporation when such department head shall determine that the release of such information or the inspection and examination of such file or portion thereof is ***essential to maintaining the integrity of such department or to maintaining the level or quality of services provided by such department***; provided that prior to releasing such information or making such file or portion thereof available as provided herein, such department head shall prepare a memorandum setting forth the circumstances which the department head deems to require such disclosure and the information to be disclosed. The memorandum shall be retained in the files of said department head and shall be a public record. (Emphasis supplied)

G.S. § 126-24.

### **History and Background Concerning the Records at Issue**

21. According to information and documents released by UNC-CH, at least two investigations conducted by the University during 2010-2011 and 2014 identified “serious anomalies” related to the course offerings and methods of instruction at the University.

22. The most recent investigation led by former federal prosecutor Kenneth L. Wainstein determined that more than 3,100 students enrolled nearly 4,000 in “paper-only” classes over an 18-year period. More than 47% of those enrollments were by student athletes.

23. On 22 October 2014, Chancellor Folt, among others, held a press conference to introduce the “Wainstein Report.” A copy of the report can be viewed at <http://advancingrefor.staging.wpengine.com/wp-content/uploads/2014/10/UNC-FINAL-REPORT.pdf>. The complete press conference can be viewed at <http://carolinacommitment.unc.edu/video/>. A transcript of the press conference can be reviewed at <http://3qh929iorux3fdpl532k03kg.wpengine.netdna-cdn.com/wp-content/uploads/2014/10/UNC-Oct-22-Press-Conference.pdf>

24. During the press conference, Chancellor Folt remarked:

Academic freedom does not mean freedom from accountability. Instead, I believe very strongly that we have to hold each other accountable and that's not because we don't trust each other. But by doing so, we can reward excellence and we can learn from feedback and most importantly we do this because integrity of the university is owned by all of us.

Press Conference video at 2:40:07; Transcript at pp. 27-28.

25. Among the actions taken in light of the findings of the Wainstein Report Chancellor Folt announced, in part:

And today we are taking even further action starting with our leadership. We know people deserve our very best. ... I'd now like to share a few of the actions that we are taking today, including personnel decisions and some



new initiatives that we are taking in direct response to the findings. First, individuals who remain part of the Carolina community and have been directly implicated in the wrongdoing will be held accountable. There are many individuals who are no longer here. All the decisions that we are making about personnel, however, are going to be based on evidence, not assumptions or opinions. We honor and hold very dear our processes for fairness and privacy. **Effective today, however, we have terminated or commenced disciplinary actions against nine University employees, and we are removing honorary status in at least one case.** We will also continue to follow up on the findings that relate to personnel expectations as we move forward... (Emphasis supplied.)

Id.

26. Although Chancellor Folt refused to identify the nine employees who had been terminated or disciplined, she responded “four” to the question of how many employees had been fired. The question and response begins at 2:57:38 of the press conference video.

27. The Wainstein Report directly and indirectly identified various individuals as being connected with the paper-only classes. They include:

- a. Jeannette Boxill
- b. Timothy J. McMillan
- c. Sinamenye Alphonso Mutima
- d. Eunice N. Sahle
- e. Lissa Broome
- f. Harold Woodard
- g. Brent S. Blanton
- h. Kym N. Orr
- i. Spencer B. Welborn
- j. Alice Dawson
- k. Elizabeth “Betsy” Taylor

- l. Corey L. Holliday
- m. Robert J. Mercer, Jr.
- n. Charlene B. Regester
- o. Roberta A. "Bobbi" Owen
- p. Sam Travis Gore
- q. Jaimie A. Lee
- r. Burgess McSwain
- s. Lance Markos
- t. Tammy McHale
- u. Jennifer Townsend

28. Pursuant to the Public Records Law and G.S. § 126-23(a), various representatives of plaintiffs' organizations have made multiple requests for access to the information about some or all of individuals identified in paragraph 27.

29. True and accurate copies of sample requests and UNC-CH's representative responses to plaintiffs' requests for access to the information are attached as **Exhibit A**.

30. While UNC-CH has provided access to some of the information required to be kept pursuant to G.S. § 126-23(a), the information provided does not comply with G.S. § 126-12(c) because it appears to be historical in nature and is not consistent with Chancellor's Folt's announcement on October 22 that at least nine employees had been terminated or disciplined. Specifically, UNC-CH has declined to identify the four employees whose employment has been terminated or to provide current information about those individuals that is required to be maintained pursuant to G.S. § 126-23(a)(5)-(8) and (10)-(12).

31. Similarly, UNC-CH has declined to identify the employees who have been disciplined or to provide current information about those individuals that is required to be maintained pursuant to G.S. § 126-23(a)(5)-(8) and (10)-(12).

32. In contrast, on 22 October 2014 – the same day the Wainstein Report was released – Janine Iamunno, Executive Director, Office of University Relations| University of >North Carolina Wilmington issued the following statement in response to its termination of employment of Beth Bridger, a former UNC-CH Associate Director of the Academic Support Program for Student-Athletes from 2006 to 2013:

We can confirm that Ms. Bridger was hired at UNCW in January of 2014 as an Academics Advisor for UNCW Athletics. The university has separated the employee as of October 22. As this is a personnel matter, no other information is available at this time.

WHEREFORE, the plaintiffs respectfully pray that the court:

1. Accord this matter priority and set it down for an immediate hearing pursuant to G.S. § 132-9(a);

2. Enter a preliminary order requiring the defendants (a) to bring the requested information before the court for *in camera* review and (b) show cause, if any, why the plaintiffs are not entitled to obtain the requested records;

3. Enter an order declaring the requested records as public records pursuant to the Public Records Law and G.S. § 126-23(a) and requiring the defendants to provide the plaintiffs with a copy of same;

4. Enter an order declaring that the release of the requested information is “essential to maintaining the integrity of” the University;

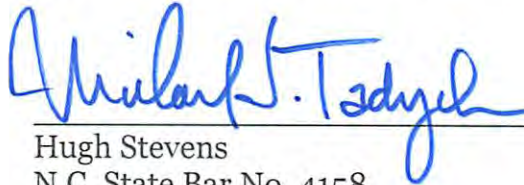
5. Enter an order awarding the plaintiffs their reasonable attorney fees pursuant to G.S. § 132-9(c)(1); and



6. Provide the plaintiffs with such further and additional relief as the court shall deem to be just, proper and authorized by law, and that the costs of this action be taxed against the defendants.

Respectfully submitted this the 24<sup>th</sup> day of November, 2014.

**STEVENS MARTIN VAUGHN & TADYCH, PLLC**



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November 5, 2014

Randall Kerr  
Senior Producer  
WRAL Investigates  
(919) 821-8742  
rkerr@wral.com

SENT VIA ELECTRONIC MAIL

Dear Mr. Kerr:

I write as a follow up to the correspondence sent to you on October 23, 2014, from Rick White Associate Vice Chancellor, Communications and Public Affairs, and to the correspondence sent to you on October 29, 2014, from me (copies of both are enclosed). For reference, in your request dated October 23, 2014, you included language from the North Carolina Human Resources Act and wrote:

"WRAL-TV requests the current employment status of the following UNC-Chapel Hill employees. If they've already separated from the school, the date of separation. If any of the below employees was disciplined, WRAL-TV requests the date and reason. . . .

Jeannette Boxill  
Roberta "Bobbi" Owen  
Travis Gore  
Jamie Lee  
Brent Blanton  
Alphonse Mutima  
Tim McMillan  
Corey Holliday  
Charlene Register"

The enclosed documents are being provided to you in accordance with the North Carolina Public Records Act. The enclosure included with my correspondence on October 29<sup>th</sup> consisted of the public personnel file information designated by the North Carolina Human Resources Act that was available at that time – specific to name, age, date of original employment, current position, title, current salary and office or station. The Office of Human Resources has provided the enclosures to this letter that consist of the corresponding additional public personnel information under the North Carolina Human Resources Act – specific to terms of contract, date and types of each promotion, demotion, transfer, suspension, separation or other change in position classification; and date and amount of each increase or decrease in salary. This request is fully processed and is now closed-out.

Please note that public records requests, and responses to those requests, are also public records. The University has dedicated a section of its website to providing information about public records requests as part of its ongoing commitment to transparency and a policy of openness, honesty and cooperation with the public and the news media about public records (see <http://publicrecords.unc.edu>). Public records requests received by the Public Records Office after July 1, 2014, are listed on the University's website at <http://publicrecords.unc.edu/public-records/>. The University's Public Records Policy, also linked from that website, is available at <http://policies.unc.edu/policies/public-records/>.

Sincerely,

Regina J. Stabile, J.D.  
Director, Institutional Records and Reporting Compliance

Enclosure

---

**From:** White, Rick  
**Sent:** Thursday, October 23, 2014 8:40 PM  
**To:** 'rkerr@wral.com'  
**Subject:** Following Up on your Request

Randall:

I'm following up on your request earlier today seeking public information about University employees now pending with the Public Records Office. We wanted to provide some additional context that I hope you will find helpful for now.

You may attribute the following statement to me as needed:

"We take privacy issues very seriously and have worked diligently to ensure the rights of individuals are protected during this process. We will not comment at this time about the status of individuals whose employment could be – or has been – impacted as a result of the investigation."

We will coordinate with the Public Records Office on the additional public information that can be shared about the individuals you named in your request. In the meantime, the information below clarifies the relevant University and state personnel policies.

#### **UNC-Chapel Hill Personnel Policy Background**

The University is committed to fully complying with North Carolina public records and personnel laws requiring disclosure of public information about the job status or disciplinary actions involving employees. The University's ability to do so differs for each of three categories of employees, depending on their job classification and policies that provide them with due process and the right to appeal personnel actions:

- **Faculty** are governed by tenure policies set by the UNC-Chapel Hill Board of Trustees as well as some provisions of the North Carolina Human Resources Act;
- **EPA non-faculty employees** are covered by the University's EPA policies and some provisions of the North Carolina Human Resources Act; and
- **SPA staff employees** are fully subject to the provisions of the North Carolina Human Resources Act and covered by the University's SPA policies.

The University's review can result in various disciplinary and non-disciplinary personnel actions, up to and including termination. ***Until a review is completed and a specific action is taken, the personnel matter remains confidential. After any employee appeals process is completed, the final determination of a dismissal, suspension or demotion may be disclosed. In the case of a dismissal for disciplinary reasons, the final written notice to the employee may be disclosed.***

***For faculty, Board of Trustees policy provides for a 14-day right of appeal of a personnel action, a hearing before a Faculty Hearings Committee and a decision by the chancellor. For EPA non-faculty employees, policy provides for a 30-day right to file a grievance regarding a personnel action, and for SPA employees, a 15-day right.***



Faculty appeal procedures: <http://policy.sites.unc.edu/files/2013/04/tenure.pdf> (Section 3 covers the suspension, demotion and discharge of faculty members, pages 11-14.)

EPA non-faculty grievance procedures: <http://hr.unc.edu/policies-procedures-systems/epa-non-faculty-employee-policies/dispute-resolution-and-grievance/epa-non-faculty-grievance-policy-of-the-university-of-north-carolina-at-chapel-hill/>

SPA staff employee grievance procedures: <http://hr.unc.edu/employee-management-relations/spa-grievance-policy-resources/>

Rick

Rick White

Associate Vice Chancellor, Communications and Public Affairs

The University of North Carolina at Chapel Hill

210 Pittsboro Street

Campus Box 6210

Chapel Hill, NC 27599-6210

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THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL

OFFICE OF UNIVERSITY COUNSEL

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CAMPUS BOX 9105  
222 EAST CAMERON AVENUE  
CHAPEL HILL, NC 27599-9105

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October 29, 2014

Randall Kerr  
Senior Producer  
WRAL Investigates  
(919) 821-8742  
rkerr@wral.com

SENT VIA ELECTRONIC MAIL

Dear Mr. Kerr:

I write as a follow up to the correspondence sent to you on October 23, 2014, from Rick White Associate Vice Chancellor, Communications and Public Affairs. Mr. White's correspondence addressed your public records request dated October 23, 2014 (sent to Joni Worthington at UNC General Administration and subsequently passed on to Karen Moon). In your request you included language from the North Carolina Human Resources Act and wrote:

"WRAL-TV requests the current employment status of the following UNC-Chapel Hill employees. If they've already separated from the school, the date of separation. If any of the below employees was disciplined, WRAL-TV requests the date and reason. . . .

Jeannette Boxill  
Roberta "Bobbi" Owen  
Travis Gore  
Jamie Lee  
Brent Blanton  
Alphonse Mutima  
Tim McMillan  
Corey Holliday  
Charlene Register"

The enclosed document is being provided to you in accordance with the North Carolina Public Records Act. The Office of Human Resources provided the public personnel information reflected in the enclosure. This is a partial response and this request is still being processed.

Please note that public records requests, and responses to those requests, are also public records. The University has dedicated a section of its website to providing information about public records requests as part of its ongoing commitment to transparency and a policy of openness, honesty and cooperation with the public and the news media about public records (see <http://publicrecords.unc.edu/>). Public records requests received by the Public Records Office after July 1, 2014, are listed on the University's website at <http://publicrecords.unc.edu/public-records/>. The University's Public Records Policy, also linked from that website, is available at <http://policies.unc.edu/policies/public-records/>.

Sincerely,

Regina J. Stabile, J.D.  
Director, Institutional Records and Reporting Compliance

Enclosure

# The University of North Carolina at Chapel Hill

## Public Personnel File Information

(Consisting of Name, Age, Date of Original Employment, Current Position, Title, Current Salary and Office or Station)

Name	Age	Date of Original Employment	Current Position	Title	Current Salary	Office or Station
Blanton, Brent S.	40	1/3/2005	Associate Director	Associate Director	\$67,093	Academic Support Program Student-Athletes
Boxill, Jeannette M.	75	7/1/1994	Teaching Professor	Master Lecturer	\$85,970	Philosophy
Gore, Sam T.	36	9/21/2000	Admin Support Associate	Administrative Assistant	\$31,118	African, African American & Diaspora Studies
Holliday, Corey L.	43	1/12/2001	Administrative Director	Associate Director of Athletics	\$102,740	Ath Football Office
Lee, Jaimie A.	32	8/28/2006	Academic Counselor	Academic Counselor	\$39,483	Academic Support Program for Student-Athletes
McMillan, Timothy J.	55	7/1/1997	Senior Lecturer	Senior Lecturer	\$46,040	African, African American & Diaspora Studies
Mutima, Sinamenye A.	66	7/1/1996	Lecturer	Lecturer	\$42,000	Department of African, African-American and Diaspora Studies
Owen, Roberta A.	65	8/1/1974	Distinguished Professor	Distinguished Professor	\$138,669	Dramatic Art
Regester, Charlene B.	58	7/1/1999	Associate Professor	Associate Professor	\$78,550	African, African American & Diaspora Studies



# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/05/2014

<b>Name:</b>	Brent S Blanton	
<b>Age:</b>	40	
<b>Date of original employment:</b>	01/03/2005	
<b>Current Position:</b>	Associate Director	
<b>Title:</b>	Associate Director	
<b>Current Salary:</b>	\$67,093	
<b>Office or station to which the employee is currently assigned:</b>	Academic Support Program for Student-Athletes  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>• 01/03/2005</li> <li>• 10/03/2007</li> <li>• 01/03/2008</li> <li>• 01/03/2011</li> <li>• 05/06/2013</li> </ul>	<ul style="list-style-type: none"> <li>• New Hire (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 01/02/2008, in Ath Academic Counseling, as Assistant Director, with an initial annual salary of \$42,000)</li> <li>• Promotion (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 01/02/2008, in Ath Academic Counseling, as Associate Director, with an initial annual salary of \$53,735)</li> <li>• Reappointment (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 01/02/2011, in Ath Academic Counseling, as Associate Director, with an initial annual salary of \$53,735)</li> <li>• Reappointment (EPA Non-Faculty, Permanent, Full-time Employee, At-Will, in Ath Academic Counseling, as Associate Director, with an initial annual salary of \$55,884)</li> <li>• Department transfer to Academic Support Program for Student-Athletes</li> </ul>
<b>Date and amount of each increase or decrease in salary:</b>	<ul style="list-style-type: none"> <li>• 01/03/2005</li> <li>• 07/01/2005</li> <li>• 07/01/2006</li> <li>• 07/01/2007</li> <li>• 07/01/2008</li> </ul>	<ul style="list-style-type: none"> <li>• \$42,000</li> <li>• \$42,850</li> <li>• \$48,850</li> <li>• \$53,735</li> <li>• \$55,884</li> </ul>

	<ul style="list-style-type: none"><li>• 07/01/2012</li><li>• 03/01/2014</li></ul>	<ul style="list-style-type: none"><li>• \$61,554</li><li>• \$67,093</li></ul>
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# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/05/2014

<b>Name:</b>	Jeanette M Boxill	
<b>Age:</b>	75	
<b>Date of original employment:</b>	08/25/1988	
<b>Current Position:</b>	Teaching Professor	
<b>Title:</b>	Teaching Professor	
<b>Current Salary:</b>	\$85,970	
<b>Office or station to which the employee is currently assigned:</b>	Philosophy Department  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	• 08/25/1988	• New Hire (EPA Non-Faculty, Permanent, Full-time Employee, At-Will, in the Athletics Academic Support Program, as an Academic Counselor, with an Initial Annual Salary of \$30,000)
	• 08/25/1988	• Secondary Appointment as Lecturer in the Philosophy Department
	• 01/06/1989	• Secondary Appointment as Lecturer in Continuing Education
	• 06/30/1991	• End of Continuing Education Appointment
	• 06/30/1994	• End of Lecturer Appointment
	• 06/30/1994	• End of EPA Non-Faculty Employment
	• 07/01/1994	• New Hire (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/1999, in the Philosophy Department, as Lecturer and Associate Department Chair, with an Initial Annual Salary of \$42,575)
	• 07/01/1998	• Secondary Appointment as Academic Counselor in the Academic Support Program for Student-Athletes
	• 06/30/1999	• End of Academic Counselor Appointment
	• 07/01/1999	• Reappointment (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2004, in the Philosophy Department, as Lecturer and Associate Department Chair, with an Initial Annual Salary of \$58,400)

	<ul style="list-style-type: none"> <li>• 09/29/2000</li> <li>• 07/02/2001</li> <li>• 07/01/2004</li> <li>• 07/01/2004</li> <li>• 03/01/2005</li> <li>• 06/30/2006</li> <li>• 08/01/2006</li> <li>• 03/31/2007</li> <li>• 06/30/2007</li> <li>• 07/01/2007</li> <li>• 07/01/2009</li> <li>• 07/01/2010</li> <li>• 06/30/2011</li> <li>• 07/01/2011</li> <li>• 07/01/2012</li> <li>• 06/30/2014</li> </ul>	<ul style="list-style-type: none"> <li>• Secondary Appointment as Lecturer in Continuing Education</li> <li>• End of Continuing Education Appointment</li> <li>• Reappointment (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2009, in the Philosophy Department, as Lecturer and Associate Department Chair, with an Initial Annual Salary of \$69,721)</li> <li>• Secondary Appointment as Lecturer in Continuing Education</li> <li>• Promotion (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2009, in the Philosophy Department, as Senior Lecturer and Associate Department Chair, with an initial annual salary of \$69,721)</li> <li>• End of Continuing Education Appointment</li> <li>• Secondary Appointment as Faculty Advisor for Graduate School Fellows</li> <li>• End of Faculty Advisor Appointment</li> <li>• End of Associate Department Chair Appointment</li> <li>• Secondary Appointment as Senior Lecturer in Continuing Education</li> <li>• Reappointment (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2014, in the Philosophy Department, as Senior Lecturer, with an initial annual salary of \$88,470)</li> <li>• Secondary Appointment as Associate Department Chair</li> <li>• End of Associate Department Chair Appointment</li> <li>• Secondary Appointment as Chair of the Faculty</li> <li>• Promotion (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2017, in the Philosophy Department, as Master Lecturer, with an initial annual salary of \$85,970)</li> <li>• End of Faculty Chair Appointment</li> </ul>
<b>Date and amount of each increase or decrease in salary:</b>	<ul style="list-style-type: none"> <li>• 08/25/1988</li> <li>• 07/01/1989</li> </ul>	<ul style="list-style-type: none"> <li>• \$30,000</li> <li>• \$31,748</li> </ul>

	• 07/01/1990	• \$33,670
	• 07/01/1992	• \$36,667
	• 07/01/1994	• \$42,575
	• 07/01/1995	• \$43,427
	• 09/01/1996	• \$47,311
	• 07/01/1997	• \$49,197
	• 07/01/1998	• \$55,869
	• 07/01/1999	• \$58,400
	• 07/01/2000	• \$61,192
	• 07/01/2001	• \$64,092
	• 07/01/2002	• \$66,592
	• 07/01/2004	• \$69,721
	• 07/01/2005	• \$72,221
	• 07/01/2006	• \$79,446
	• 08/01/2006	• \$91,446
	• 04/01/2007	• \$79,446
	• 07/01/2007	• \$85,246
	• 07/01/2008	• \$88,470
	• 07/01/2010	• \$90,470
	• 07/01/2011	• \$80,970
	• 07/01/2012	• \$85,970



# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/05/2014

<b>Name:</b>	Sam T. Gore	
<b>Age:</b>	36	
<b>Date of original employment:</b>	Temporary: 09/21/2000 Permanent: 08/17/2001	
<b>Current Position:</b>	Admin Support Associate	
<b>Title:</b>	Administrative Assistant	
<b>Current Salary:</b>	\$31,118	
<b>Office or station to which the employee is currently assigned:</b>	African, African-American, and Diaspora Studies  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>• 09/21/2000</li> <li>• 08/16/2001</li> <li>• 08/17/2001</li> <li>• 04/28/2008</li> </ul>	<ul style="list-style-type: none"> <li>• New Hire (SPA, Temporary, Part-Time Employee, in the Ath Basketball Office, as an Intermittent Temporary, with an initial rate of \$8.00 per hour)</li> <li>• End of Temporary Employment</li> <li>• New Hire (SPA, Permanent, Full-time Employee, in the African, African American, and Diaspora Studies Department, as an Office Assistant IV, Working Title: Administrative Assistant, with an initial annual salary of \$23,207)</li> <li>• Career Banding Position Title change to Administrative Support Associate</li> </ul>
<b>Date and amount of each increase or decrease in salary:</b>	<ul style="list-style-type: none"> <li>• 09/21/2000</li> <li>• 08/17/2001</li> <li>• 07/01/2004</li> <li>• 07/01/2005</li> <li>• 07/01/2006</li> <li>• 07/01/2007</li> <li>• 07/01/2008</li> </ul>	<ul style="list-style-type: none"> <li>• \$8.00</li> <li>• \$23,207</li> <li>• \$24,207</li> <li>• \$25,057</li> <li>• \$26,435</li> <li>• \$27,492</li> <li>• \$28,592</li> </ul>

	<ul style="list-style-type: none"> <li>• 07/01/2012</li> <li>• 11/19/2012</li> <li>• 07/01/2014</li> </ul>	<ul style="list-style-type: none"> <li>• \$28,935</li> <li>• \$30,118</li> <li>• \$31,118</li> </ul>
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# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/05/2014

<b>Name:</b>	Corey L Holliday	
<b>Age:</b>	43	
<b>Date of original employment:</b>	01/12/2001	
<b>Current Position:</b>	Administrative Director	
<b>Title:</b>	Associate Director of Athletics	
<b>Current Salary:</b>	\$102,740	
<b>Office or station to which the employee is currently assigned:</b>	Ath Football Office  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>01/12/2001</li> <li>08/14/2014</li> </ul>	<ul style="list-style-type: none"> <li>New Hire (EPA Non-Faculty, Permanent, Full-time Employee, At-Will, in the Ath Football Office, as Assistant to the Athletic Director, with an initial annual salary of \$57,000)</li> <li>Title Change only, to Associate Director of Athletics</li> </ul>
<b>Date and amount of each increase or decrease in salary:</b>	<ul style="list-style-type: none"> <li>01/12/2001</li> <li>07/01/2001</li> <li>07/01/2004</li> <li>07/01/2005</li> <li>07/01/2006</li> <li>07/01/2007</li> <li>07/01/2008</li> <li>07/01/2012</li> <li>09/01/2013</li> </ul>	<ul style="list-style-type: none"> <li>\$57,000</li> <li>\$57,625</li> <li>\$62,625</li> <li>\$68,225</li> <li>\$75,000</li> <li>\$85,000</li> <li>\$95,000</li> <li>\$96,140</li> <li>\$102,740</li> </ul>

# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/05/2014

<b>Name:</b>	Jaimie A. Lee	
<b>Age:</b>	32	
<b>Date of original employment:</b>	Temporary: 08/28/2006 Permanent: 08/06/2007	
<b>Current Position:</b>	Academic Counselor	
<b>Title:</b>	Academic Counselor	
<b>Current Salary:</b>	\$39,483	
<b>Office or station to which the employee is currently assigned:</b>	Academic Support Program for Student-Athletes  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>08/28/2006</li> </ul>	<ul style="list-style-type: none"> <li>New Hire (SPA, Temporary, Full-time Employee in Academic Counseling, with an initial annual rate of \$12.00 per hour)</li> </ul>
	<ul style="list-style-type: none"> <li>08/05/2007</li> </ul>	<ul style="list-style-type: none"> <li>End of Temporary Employment</li> </ul>
	<ul style="list-style-type: none"> <li>08/06/2007</li> </ul>	<ul style="list-style-type: none"> <li>New Hire (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 08/04/2010, in Student Success – Academic Counseling, as an Academic Counselor, with an initial annual salary of \$35,000)</li> </ul>
	<ul style="list-style-type: none"> <li>08/05/2010</li> </ul>	<ul style="list-style-type: none"> <li>Reappointment (EPA Non-Faculty, Permanent, Full-time Employee, At-Will, in Student Success – Academic Counseling, as an Academic Counselor, with an initial annual salary of \$36,050)</li> </ul>
	<ul style="list-style-type: none"> <li>05/06/2013</li> </ul>	<ul style="list-style-type: none"> <li>Department Transfer to Academic Support Program for Student-Athletes</li> </ul>
<b>Date and amount of each increase or decrease in salary:</b>	<ul style="list-style-type: none"> <li>08/28/2006</li> </ul>	<ul style="list-style-type: none"> <li>\$12.00 per hour</li> </ul>
	<ul style="list-style-type: none"> <li>08/06/2007</li> </ul>	<ul style="list-style-type: none"> <li>\$35,000</li> </ul>
	<ul style="list-style-type: none"> <li>07/01/2008</li> </ul>	<ul style="list-style-type: none"> <li>\$36,050</li> </ul>
	<ul style="list-style-type: none"> <li>07/01/2012</li> </ul>	<ul style="list-style-type: none"> <li>\$36,483</li> </ul>
	<ul style="list-style-type: none"> <li>05/01/2014</li> </ul>	<ul style="list-style-type: none"> <li>\$39,483</li> </ul>

# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/05/2014

<b>Name:</b>	Timothy J McMillan	
<b>Age:</b>	55	
<b>Date of original employment:</b>	Temporary: 07/01/1997 Permanent: 07/01/1999	
<b>Current Position:</b>	Senior Lecturer	
<b>Title:</b>	Senior Lecturer	
<b>Current Salary:</b>	\$46,040	
<b>Office or station to which the employee is currently assigned:</b>	African, African American & Diaspora Studies  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	• 07/01/1997	• New Hire (EPA Faculty, Temporary, Full-time Employee, Term, end date 06/30/1998, in the Department of African, African American & Diaspora Studies, as Visiting Assistant Professor, with an initial salary of \$35,000)
	• 07/01/1998	• Reappointment (EPA Faculty, Temporary, Full-time Employee, Term, end date 12/31/1998, in the Department of African, African American & Diaspora Studies, as Lecturer, with an initial salary of \$30,000)
	• 01/01/1999	• Reappointment (EPA Faculty, Temporary, Part-time Employee, Term, end date 06/30/1999, in the Department of African, African American & Diaspora Studies, as Lecturer, with an initial salary of \$15,000)
	• 06/30/1999	• Temporary Employment Ended
	• 07/01/1999	• New Hire (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2002, in the Department of African, African American & Diaspora Studies, as Adjunct Assistant Professor, with an initial annual salary of \$30,000)
	• 07/01/2002	• Reappointment (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2005, in the Department of African, African American & Diaspora Studies, as Adjunct Assistant Professor, with an initial annual salary of \$30,625)



	<ul style="list-style-type: none"> <li>• 07/01/2005</li> <li>• 07/01/2007</li> <li>• 07/01/2007</li> <li>• 07/01/2008</li> <li>• 06/30/2009</li> <li>• 01/01/2010</li> <li>• 01/01/2011</li> <li>• 12/31/2011</li> <li>• 01/01/2012</li> <li>• 06/15/2012</li> <li>• 06/15/2013</li> <li>• 07/01/2013</li> <li>• 12/31/2013</li> </ul>	<ul style="list-style-type: none"> <li>• Reappointment (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2008, in the Department of African, African American &amp; Diaspora Studies, as Adjunct Assistant Professor, with an initial annual salary of \$32,475)</li> <li>• Secondary appointment as Associate Department Chair</li> <li>• Secondary appointment as Lecturer in the William and Ida Friday Center for Continuing Education</li> <li>• Reappointment (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2011, in the Department of African, African American &amp; Diaspora Studies, as Adjunct Assistant Professor, with an initial annual salary of \$44,000)</li> <li>• End of Friday Center Appointment</li> <li>• Secondary appointment as Lecturer in the William and Ida Friday Center for Continuing Education</li> <li>• Promotion (EPA Faculty, Permanent, Full-time Employee, Term, end date 12/31/2015, in the Department of African, African American &amp; Diaspora Studies, as Senior Lecturer, with an initial annual salary of \$44,000)</li> <li>• End of Friday Center Appointment</li> <li>• End of Associate Department Chair Appointment</li> <li>• Secondary appointment as Senior Lecturer in the William and Ida Friday Center for Continuing Education</li> <li>• End of Friday Center Appointment</li> <li>• Secondary appointment as Senior Lecturer in the William and Ida Friday Center for Continuing Education</li> <li>• End of Friday Center Appointment</li> </ul>
<b>Date and amount of each increase or decrease in salary:</b>	<ul style="list-style-type: none"> <li>• 07/01/1997</li> <li>• 07/01/1998</li> <li>• 01/01/1999</li> <li>• 07/01/1999</li> <li>• 07/01/2001</li> <li>• 07/01/2004</li> </ul>	<ul style="list-style-type: none"> <li>• \$35,000</li> <li>• \$30,000</li> <li>• \$15,000</li> <li>• \$30,000</li> <li>• \$30,625</li> <li>• \$32,475</li> </ul>

	<ul style="list-style-type: none"> <li>• 07/01/2006</li> <li>• 07/01/2007</li> <li>• 07/01/2008</li> <li>• 07/01/2011</li> <li>• 12/31/2011</li> <li>• 07/01/2012</li> </ul>	<ul style="list-style-type: none"> <li>• \$35,000</li> <li>• \$40,000</li> <li>• \$44,000</li> <li>• \$47,000</li> <li>• \$45,000</li> <li>• \$46,040</li> </ul>
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# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/05/2014

<b>Name:</b>	Sinamenye A. Mutima	
<b>Age:</b>	66	
<b>Date of original employment:</b>	Temporary: 07/01/1996 Permanent: 07/01/1999	
<b>Current Position:</b>	Lecturer	
<b>Title:</b>	Lecturer	
<b>Current Salary:</b>	\$42,000	
<b>Office or station to which the employee is currently assigned:</b>	Department of African, African-American and Diaspora Studies  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>• 07/01/1996</li> <li>• 07/01/1997</li> <li>• 06/30/1998</li> <li>• 07/01/1998</li> <li>• 01/01/1999</li> <li>• 06/30/1999</li> </ul>	<ul style="list-style-type: none"> <li>• New Hire (EPA Faculty, Temporary, Full-time Employee, Term, end date 06/30/1997, in the Department of African, African American and Diaspora Studies, as Visiting Assistant Professor, with an initial annual salary of \$25,000)</li> <li>• Reappointment (EPA Faculty, Temporary, Full-time Employee, Term, end date 06/30/1998, in the Department of African, African American and Diaspora Studies, as Visiting Assistant Professor, with an initial annual salary of \$25,000)</li> <li>• End of Visiting Assistant Professor Appointment</li> <li>• Rehire (EPA Faculty, Temporary, Full-time Employee, Term, end date 12/31/1998, in the Department of African, African American and Diaspora Studies, as Lecturer, with an initial annual salary of \$33,332)</li> <li>• Reappointment (EPA Faculty, Temporary, Part-time Employee, Term, end date 06/30/1999, in the Department of African, African American and Diaspora Studies, as Lecturer, with an initial annual salary of \$16,666)</li> <li>• End of Temporary Employment</li> </ul>

	<ul style="list-style-type: none"> <li>• 07/01/1999</li> <li>• 07/01/2002</li> <li>• 07/01/2005</li> <li>• 07/01/2008</li> <li>• 07/01/2009</li> <li>• 07/01/2011</li> <li>• 06/30/2014</li> <li>• 06/30/2014</li> <li>• 07/01/2014</li> </ul>	<ul style="list-style-type: none"> <li>• New Hire (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2002, in the Department of African, African American and Diaspora Studies, as Adjunct Assistant Professor, with an initial annual salary of \$25,000)</li> <li>• Reappointment (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2005, in the Department of African, African American and Diaspora Studies, as Adjunct Assistant Professor, with an initial annual salary of \$25,625)</li> <li>• Reappointment (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2008, in the Department of African, African American and Diaspora Studies, as Adjunct Assistant Professor, with an initial annual salary of \$27,475)</li> <li>• Reappointment (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2011, in the Department of African, African American and Diaspora Studies, as Adjunct Assistant Professor, with an initial annual salary of \$37,000)</li> <li>• Secondary Appointment as Adjunct Assistant Professor in the William and Ida Friday Center for Continuing Education</li> <li>• Reappointment (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2014, in the Department of African, African American and Diaspora Studies, as Adjunct Assistant Professor, with an initial annual salary of \$37,000)</li> <li>• End of Friday Center Appointment</li> <li>• End of Adjunct Assistant Professor Appointment</li> <li>• Rehire (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2016, in the Department of African, African American and Diaspora Studies, as Lecturer, with an initial annual salary of \$42,000)</li> </ul>
<b>Date and amount of each increase or decrease in salary:</b>	<ul style="list-style-type: none"> <li>• 07/01/1996</li> <li>• 07/01/1998</li> <li>• 01/01/1999</li> <li>• 07/01/1999</li> <li>• 07/01/2001</li> <li>• 07/01/2004</li> <li>• 07/01/2006</li> </ul>	<ul style="list-style-type: none"> <li>• \$25,000</li> <li>• \$33,332</li> <li>• \$16,666</li> <li>• \$25,000</li> <li>• \$25,625</li> <li>• \$27,475</li> <li>• \$29,400</li> </ul>

	<ul style="list-style-type: none"> <li>• 07/01/2007</li> <li>• 07/01/2008</li> <li>• 07/01/2012</li> </ul>	<ul style="list-style-type: none"> <li>• \$33,400</li> <li>• \$37,000</li> <li>• \$42,000</li> </ul>
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# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/05/2014

<b>Name:</b>	Roberta A Owen	
<b>Age:</b>	65	
<b>Date of original employment:</b>	08/01/1974	
<b>Current Position:</b>	Distinguished Professor	
<b>Title:</b>	Distinguished Professor	
<b>Current Salary:</b>	\$138,669	
<b>Office or station to which the employee is currently assigned:</b>	Dramatic Art  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	• 08/01/1974	• New Hire (EPA Faculty, Permanent, Full-time Employee, Term, end date 07/31/1977, in the Department of Dramatic Art, as Assistant Professor, with an initial annual salary of \$11,000)
	• 08/01/1977	• Reappointment (EPA Faculty, Permanent, Full-time Employee, Term, end date 07/31/1980, in the Department of Dramatic Art, as Assistant Professor, with an initial annual salary of \$13,090)
	• 07/01/1980	• Promotion (EPA Faculty, Permanent, Full-time Employee, Tenured, in the Department of Dramatic Art, as Associate Professor, with an initial annual salary of \$17,388)
	• 07/01/1982	• Secondary Appointment as Assistant to the Chair
	• 06/30/1987	• End of Assistant to the Chair Appointment
	• 07/01/1987	• Secondary Appointment as Assistant Dean of the General College
	• 06/30/1989	• End of Assistant Dean Appointment
	• 07/01/1989	• Secondary Appointment as Acting Associate Dean, Academic Services, College of Arts & Sciences
	• 09/30/1989	• End of Acting Associate Dean Appointment
	• 10/01/1989	• Secondary Appointment as Associate Dean, Academic Services, College of Arts & Sciences



	<ul style="list-style-type: none"> <li>• 07/01/1992</li> <li>• 01/01/1999</li> <li>• 06/30/1999</li> <li>• 06/30/1999</li> <li>• 01/01/2000</li> <li>• 06/30/2000</li> <li>• 01/01/2001</li> <li>• 06/30/2001</li> <li>• 01/01/2002</li> <li>• 12/31/2002</li> <li>• 10/01/2003</li> <li>• 12/31/2003</li> <li>• 08/16/2004</li> <li>• 01/01/2009</li> <li>• 06/30/2014</li> </ul>	<ul style="list-style-type: none"> <li>• Promotion (EPA Faculty, Permanent, Full-time Employee, Tenured, in the Department of Dramatic Art, as Professor, with an initial annual salary of \$38,382)</li> <li>• Secondary Appointment as Assistant to the Department Chair</li> <li>• End of Appointment as Assistant to the Department Chair</li> <li>• End of Appointment as Associate Dean</li> <li>• Secondary Appointment as Assistant to the Department Chair</li> <li>• End Appointment as Assistant to the Department Chair</li> <li>• Secondary Appointment as Assistant to the Department Chair</li> <li>• End Appointment as Assistant to the Department Chair</li> <li>• Secondary Appointment as Assistant to the Department Chair</li> <li>• End Appointment as Assistant to the Department Chair</li> <li>• Secondary Appointment as Assistant to the Department Chair</li> <li>• End Appointment as Assistant to the Department Chair</li> <li>• Secondary Appointment as Associate Dean, College of Arts &amp; Sciences</li> <li>• Promotion (EPA Faculty, Permanent, Full-time Employee, Tenured, in the Department of Dramatic Art, as Distinguished Professor, with an initial annual salary of \$155,669)</li> <li>• End of Associate Dean Appointment</li> </ul>
<b>Date and amount of each increase or decrease in salary:</b>	<ul style="list-style-type: none"> <li>• 08/01/1974</li> <li>• 07/01/1975</li> <li>• 07/01/1976</li> <li>• 07/01/1977</li> <li>• 07/01/1978</li> </ul>	<ul style="list-style-type: none"> <li>• \$11,000</li> <li>• \$11,154</li> <li>• \$11,900</li> <li>• \$13,090</li> <li>• \$14,140</li> </ul>

	• 07/01/1979	• \$14,988
	• 07/01/1980	• \$17,388
	• 07/01/1981	• \$18,588
	• 04/28/1982	• \$19,517
	• 07/01/1983	• \$21,454
	• 07/01/1984	• \$25,860
	• 07/01/1985	• \$29,260
	• 07/01/1986	• \$31,260
	• 07/01/1987	• \$37,000
	• 07/01/1988	• \$39,038
	• 07/01/1989	• \$41,860
	• 07/01/1990	• \$45,360
	• 07/01/1992	• \$38,382
	• 07/01/1993	• \$46,382
	• 07/01/1994	• \$50,956
	• 07/01/1995	• \$52,815
	• 09/01/1996	• \$61,222
	• 07/01/1997	• \$63,351
	• 07/01/1998	• \$67,012
	• 01/01/1999	• \$68,272
	• 07/01/1999	• \$68,775
	• 09/01/1999	• \$70,035
	• 01/01/2000	• \$71,295
	• 07/01/2000	• \$71,900
	• 01/01/2001	• \$73,200
	• 07/01/2001	• \$73,603
	• 01/01/2002	• \$74,903
	• 01/01/2003	• \$73,603

	<ul style="list-style-type: none"> <li>• 10/01/2003</li> </ul>	<ul style="list-style-type: none"> <li>• \$74,903</li> </ul>
	<ul style="list-style-type: none"> <li>• 01/01/2004</li> </ul>	<ul style="list-style-type: none"> <li>• \$73,603</li> </ul>
	<ul style="list-style-type: none"> <li>• 07/01/2004</li> </ul>	<ul style="list-style-type: none"> <li>• \$81,000</li> </ul>
	<ul style="list-style-type: none"> <li>• 08/16/2004</li> </ul>	<ul style="list-style-type: none"> <li>• \$99,000</li> </ul>
	<ul style="list-style-type: none"> <li>• 07/01/2005</li> </ul>	<ul style="list-style-type: none"> <li>• \$117,000</li> </ul>
	<ul style="list-style-type: none"> <li>• 07/01/2006</li> </ul>	<ul style="list-style-type: none"> <li>• \$117,069</li> </ul>
	<ul style="list-style-type: none"> <li>• 07/01/2007</li> </ul>	<ul style="list-style-type: none"> <li>• \$141,169</li> </ul>
	<ul style="list-style-type: none"> <li>• 07/01/2008</li> </ul>	<ul style="list-style-type: none"> <li>• \$145,669</li> </ul>
	<ul style="list-style-type: none"> <li>• 01/01/2009</li> </ul>	<ul style="list-style-type: none"> <li>• \$155,669</li> </ul>
	<ul style="list-style-type: none"> <li>• 07/01/2012</li> </ul>	<ul style="list-style-type: none"> <li>• \$173,669</li> </ul>
	<ul style="list-style-type: none"> <li>• 07/01/2014</li> </ul>	<ul style="list-style-type: none"> <li>• \$138,669</li> </ul>

# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/05/2014

<b>Name:</b>	Charlene B Regester	
<b>Age:</b>	58	
<b>Date of original employment:</b>	Temporary: 01/09/1978 Permanent: 07/01/1999	
<b>Current Position:</b>	Associate Professor and Continuing Education Specialist	
<b>Title:</b>	Associate Professor and Continuing Education Specialist	
<b>Current Salary:</b>	\$78,550	
<b>Office or station to which the employee is currently assigned:</b>	African, African American & Diaspora Studies  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>• 01/09/1978</li> <li>• 05/14/1978</li> <li>• 08/14/1978</li> <li>• 04/22/1979</li> <li>• 08/13/1979</li> <li>• 04/20/1980</li> <li>• 09/01/1982</li> <li>• 04/30/1983</li> <li>• 08/01/1983</li> <li>• 04/30/1984</li> </ul>	<ul style="list-style-type: none"> <li>• New Hire (EPA, Temporary, Part-time Employee, in the Department of Radio, Television, and Motion Pictures, as a Graduate Assistant, with an initial annual salary of \$500)</li> <li>• End of Temporary Appointment</li> <li>• Rehire (EPA, Temporary, Part-time Employee, in the Department of Radio, Television, and Motion Pictures, as a Graduate Assistant, with an initial annual salary of \$500)</li> <li>• End of Temporary Appointment</li> <li>• Rehire (EPA, Temporary, Part-time Employee, in the Department of Radio, Television, and Motion Pictures, as a Graduate Assistant, with an initial annual salary of \$560)</li> <li>• End of Temporary Employment</li> <li>• New Hire (EPA, Temporary, Part-time Employee, in the Graduate School, as a Fellow/Trainee, with an initial annual salary \$6,133)</li> <li>• End of Temporary Appointment</li> <li>• Rehire (EPA, Temporary, Part-time Employee, in the Graduate School, as a Fellow/Trainee, with an initial annual salary of \$6,666.66)</li> <li>• End of Temporary Appointment</li> </ul>

	<ul style="list-style-type: none"> <li>• 06/11/1984</li> <li>• 07/22/1984</li> <li>• 08/06/1984</li> <li>• 12/10/1984</li> <li>• 04/14/1985</li> <li>• 08/05/1985</li> <li>• 08/08/1985</li> <li>• 04/13/1986</li> <li>• 04/14/1986</li> <li>• 06/02/1986</li> <li>• 06/22/1986</li> <li>• 07/20/1986</li> <li>• 08/01/1986</li> <li>• 08/04/1986</li> <li>• 08/04/1986</li> <li>• 12/07/1986</li> </ul>	<ul style="list-style-type: none"> <li>• New Hire (EPA, Temporary, Part-time Employee, in the School of Education, as an Upward Bound Tutor Counselor, with an initial annual salary of \$7,800)</li> <li>• End of Temporary Appointment</li> <li>• Rehire (EPA, Temporary, Part-time Employee, in the School of Education, as a Research Assistant, with an initial annual salary of \$2,250)</li> <li>• Additional Appointment (EPA, Temporary, Part-time Employee, in the Curriculum for African and Afro-American Studies, as a Teaching Assistant, with an initial annual salary of \$1,600)</li> <li>• End of Temporary Appointments</li> <li>• Rehire (EPA, Temporary, Part-time Employee, in the School of Education, as a Research Assistant, with an initial annual salary of \$2,750)</li> <li>• Reappointment (EPA, Temporary, Part-time Employee, in the Curriculum for African and Afro-American Studies, as a Teaching Assistant, with an initial annual salary of \$1,600)</li> <li>• End of Temporary Appointments</li> <li>• Rehire (EPA, Temporary, Part-time Employee, in the School of Education, as a Graduate Assistant, with an initial annual salary of \$4,364)</li> <li>• Additional Appointment (EPA, Temporary, Part-time Employee, in The College of Arts And Sciences, as a Counselor, with an initial annual salary of \$17,829)</li> <li>• End of Graduate Assistant Appointment</li> <li>• End of Temporary Employment</li> <li>• New Hire (EPA, Temporary, Part-time Employee, in the Graduate School, as a Fellow/Trainee, with an initial annual salary \$7,999.92)</li> <li>• Additional Appointment (EPA, Temporary, Part-time Employee, in the Curriculum for African and Afro-American Studies, as a Teaching Assistant, with an initial annual salary of \$1,600)</li> <li>• Additional Appointment (EPA, Temporary, Part-time Employee, in the School of Education, as a Research Assistant, with an initial annual salary of \$1,500)</li> <li>• End of Research Assistant Appointment</li> </ul>
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<ul style="list-style-type: none"> <li>• 12/08/1986</li> <li>• 04/12/1987</li> <li>• 04/27/1987</li> <li>• 04/30/1987</li> <li>• 06/12/1987</li> <li>• 07/01/1987</li> <li>• 12/16/1987</li> <li>• 12/28/1987</li> <li>• 07/31/1988</li> <li>• 08/01/1988</li> <li>• 06/30/1989</li> <li>• 07/01/1989</li> <li>• 06/30/1990</li> <li>• 07/01/1990</li> <li>• 05/31/1991</li> <li>• 07/01/1991</li> </ul>	<ul style="list-style-type: none"> <li>• Additional Appointment (EPA, Temporary, Part-time Employee, in the School of Education, as a Graduate Assistant, with an initial annual salary of \$1,500)</li> <li>• End of Additional Appointments</li> <li>• Additional Appointment (EPA, Temporary, Part-time Employee, in the School of Education, as a Graduate Assistant, with an initial annual salary of \$8,663)</li> <li>• End of Fellow/Trainee Appointment</li> <li>• End of Temporary Employment</li> <li>• New Hire (EPA, Temporary, Part-time Employee, in the Curriculum for African and Afro-American Studies, as a Lecturer, with an initial annual salary of \$10,600)</li> <li>• End of Temporary Employment</li> <li>• New Hire (EPA, Temporary, Part-time Employee, in the NC Health Manpower Development Program, as acting Associate Director, with an initial annual salary of \$31,000)</li> <li>• End of acting Associate Director Appointment</li> <li>• New Hire (EPA, Temporary, Part-time Employee, in the Graduate School, as a Postdoctoral Fellow/Trainee, with an initial annual salary \$25,113)</li> <li>• End of Temporary Employment</li> <li>• New Hire (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 06/30/1990, in the Graduate School, as a Research Associate, with an initial annual salary \$25,113)</li> <li>• End of Employment</li> <li>• New Hire (EPA, Temporary, Full-time Employee, in the Curriculum for African and Afro-American Studies, as Visiting Assistant Professor, with an initial annual salary of \$26,000)</li> <li>• End of Visiting Assistant Professor Appointment</li> <li>• Rehire (EPA, Temporary, Full-time Employee, in the Curriculum for African and Afro-American Studies, as Visiting Assistant Professor, with an initial annual salary of \$28,000)</li> </ul>
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<ul style="list-style-type: none"> <li>• 06/30/1992</li> </ul>	<ul style="list-style-type: none"> <li>• End of Visiting Assistant Professor Appointment</li> </ul>
<ul style="list-style-type: none"> <li>• 07/01/1992</li> </ul>	<ul style="list-style-type: none"> <li>• Rehire (EPA Faculty, Permanent, Part-time Employee, Term, end date 06/30/1993, in the Curriculum for African and Afro-American Studies, as Lecturer, with an initial annual salary of \$10,000)</li> </ul>
<ul style="list-style-type: none"> <li>• 01/01/1993</li> </ul>	<ul style="list-style-type: none"> <li>• Hours Change to Full-time</li> </ul>
<ul style="list-style-type: none"> <li>• 06/30/1993</li> </ul>	<ul style="list-style-type: none"> <li>• End of Lecturer Appointment</li> </ul>
<ul style="list-style-type: none"> <li>• 07/01/1993</li> </ul>	<ul style="list-style-type: none"> <li>• Rehire (EPA, Temporary, Full-time Employee, in the Curriculum for African and Afro-American Studies, as Visiting Assistant Professor, with an initial annual salary of \$28,000)</li> </ul>
<ul style="list-style-type: none"> <li>• 06/30/1995</li> </ul>	<ul style="list-style-type: none"> <li>• End of Visiting Assistant Professor Appointment</li> </ul>
<ul style="list-style-type: none"> <li>• 07/01/1995</li> </ul>	<ul style="list-style-type: none"> <li>• Rehire (EPA Faculty, Permanent, Part-time Employee, Term, end date 06/30/1996, in the Curriculum for African and Afro-American Studies, as Lecturer, with an initial annual salary of \$15,000)</li> </ul>
<ul style="list-style-type: none"> <li>• 01/01/1996</li> </ul>	<ul style="list-style-type: none"> <li>• Hours Change to Full-time</li> </ul>
<ul style="list-style-type: none"> <li>• 06/30/1996</li> </ul>	<ul style="list-style-type: none"> <li>• End of Lecturer Appointment</li> </ul>
<ul style="list-style-type: none"> <li>• 07/01/1996</li> </ul>	<ul style="list-style-type: none"> <li>• Rehire (EPA, Temporary, Full-time Employee, in the Curriculum for African and Afro-American Studies, as Visiting Assistant Professor, with an initial annual salary of \$30,000)</li> </ul>
<ul style="list-style-type: none"> <li>• 06/30/1998</li> </ul>	<ul style="list-style-type: none"> <li>• End of Visiting Assistant Professor Appointment</li> </ul>
<ul style="list-style-type: none"> <li>• 07/01/1998</li> </ul>	<ul style="list-style-type: none"> <li>• Rehire (EPA Faculty, Permanent, Part-time Employee, Term, end date 06/30/1999, in the Curriculum for African and Afro-American Studies, as Lecturer, with an initial annual salary of \$22,000)</li> </ul>
<ul style="list-style-type: none"> <li>• 01/01/1999</li> </ul>	<ul style="list-style-type: none"> <li>• Hours Change to Full-time</li> </ul>
<ul style="list-style-type: none"> <li>• 06/30/1999</li> </ul>	<ul style="list-style-type: none"> <li>• End of Lecturer Appointment</li> </ul>
<ul style="list-style-type: none"> <li>• 07/01/1999</li> </ul>	<ul style="list-style-type: none"> <li>• New Hire (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2002, in the Department of African and Afro-American Studies, as Adjunct Assistant Professor, with an initial annual salary of \$33,000)</li> </ul>
<ul style="list-style-type: none"> <li>• 07/01/2002</li> </ul>	<ul style="list-style-type: none"> <li>• Reappointment (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2005, in the Department of African and Afro-American Studies, as Adjunct Assistant Professor, with an initial annual salary of \$33,625)</li> </ul>
<ul style="list-style-type: none"> <li>• 06/30/2003</li> </ul>	<ul style="list-style-type: none"> <li>• End of Adjunct Assistant Professor Appointment</li> </ul>

	<ul style="list-style-type: none"> <li>• 07/01/2003</li> <li>• 07/01/2007</li> <li>• 07/01/2009</li> <li>• 07/01/2009</li> <li>• 12/31/2009</li> <li>• 07/01/2010</li> <li>• 12/31/2010</li> <li>• 01/01/2012</li> <li>• 12/31/2012</li> <li>• 07/01/2014</li> </ul>	<ul style="list-style-type: none"> <li>• New Hire (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2007, in the Department of African and Afro-American Studies as Assistant Professor, with an initial annual salary of \$50,000)</li> <li>• Reappointment (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/2010, in the Department of African and Afro-American Studies, as Assistant Professor, with an initial annual salary of \$69,300)</li> <li>• Promotion (EPA Faculty, Permanent, Full-time Employee, Tenured, in the Department of African and Afro-American Studies, as Associate Professor, with an initial annual salary of \$77,500)</li> <li>• Secondary Appointment in the William and Ida Friday Center for Continuing Education as Associate Professor</li> <li>• End of Friday Center Appointment</li> <li>• Secondary Appointment in the William and Ida Friday Center for Continuing Education as Associate Professor</li> <li>• End of Friday Center Appointment</li> <li>• Secondary Appointment in the William and Ida Friday Center for Continuing Education as Associate Professor</li> <li>• End of Friday Center Appointment</li> <li>• Secondary Appointment in the William and Ida Friday Center for Continuing Education as Associate Professor</li> </ul>
<b>Date and amount of each increase or decrease in salary:</b>	<ul style="list-style-type: none"> <li>• 01/09/1978</li> <li>• 08/14/1978</li> <li>• 12/18/1978</li> <li>• 08/13/1979</li> <li>• 09/01/1982</li> <li>• 08/01/1983</li> <li>• 06/11/1984</li> <li>• 08/06/1984</li> <li>• 12/10/1984</li> </ul>	<ul style="list-style-type: none"> <li>• \$500</li> <li>• \$500</li> <li>• \$550</li> <li>• \$560</li> <li>• \$6,133</li> <li>• \$6,666.66</li> <li>• \$7,800</li> <li>• \$2,250</li> <li>• \$3,850</li> </ul>

	• 08/05/1985	• \$4,350
	• 04/14/1986	• \$4,364
	• 06/02/1986	• \$22,193
	• 06/22/1986	• \$17,829
	• 08/01/1986	• \$7,999.92
	• 08/04/1986	• \$11,099.92
	• 12/08/1986	• \$12,499.92
	• 04/12/1987	• \$7,999.92
	• 04/27/1987	• \$16,662.92
	• 04/30/1987	• \$8,663
	• 07/01/1987	• \$10,600
	• 12/28/1987	• \$31,000
	• 08/01/1988	• \$25,113
	• 07/01/1990	• \$26,000
	• 07/01/1991	• \$28,000
	• 07/01/1992	• \$10,000
	• 01/01/1993	• \$24,000
	• 07/01/1993	• \$28,000
	• 07/01/1994	• \$30,000
	• 07/01/1995	• \$15,000
	• 01/01/1996	• \$30,000
	• 07/01/1998	• \$22,000
	• 01/01/1999	• \$44,000
	• 07/01/1999	• \$33,000
	• 07/01/2001	• \$33,625
	• 07/01/2003	• \$50,000
	• 07/01/2004	• \$53,500
	• 07/01/2005	• \$55,350

	<ul style="list-style-type: none"> <li>• 07/01/2006</li> <li>• 07/01/2007</li> <li>• 07/01/2008</li> <li>• 07/01/2009</li> <li>• 07/01/2012</li> </ul>	<ul style="list-style-type: none"> <li>• \$62,850</li> <li>• \$69,300</li> <li>• \$74,500</li> <li>• \$77,500</li> <li>• \$78,550</li> </ul>
--	--	--

## Mike Tadych

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**From:** Public Records  
**Sent:** Tuesday, November 11, 2014 12:37 PM  
**To:** 'Kerr, Randall'  
**Cc:** 'Rick Gall'; Cullen Browder (cbrowder@wral.com); 'Bonnie Moore'; 'Mike Tadych'  
**Subject:** Acknowledgment & Notice Administratively Closed (Public Records Requested 11.10.2014)

Dear Mr. Kerr,

I write to acknowledge receipt of your request for public records received via email yesterday (sent to [publicrecords@unc.edu](mailto:publicrecords@unc.edu), [hr@unc.edu](mailto:hr@unc.edu), and [news@unc.edu](mailto:news@unc.edu)). A copy of your message is included below for reference.

This acknowledgment also serves as notice that this request was administratively closed because you already had a pending request from November 7, 2014, seeking the same records or information.

Please note that public records requests, and responses to those requests, are also public records. The University has dedicated a section of its website to providing information about public records requests as part of its ongoing commitment to transparency and a policy of openness, honesty and cooperation with the public and the news media about public records (see <http://publicrecords.unc.edu>). Public records requests received by the Public Records Office after July 1, 2014, are listed on the University's website at <http://publicrecords.unc.edu/public-records/>. The University's Public Records Policy, also linked from that website, is available at <http://policies.unc.edu/policies/public-records/>.

Sincerely,  
Denise

---

*Denise Q. Allen*  
*Public Records Assistant*  
*Office of University Counsel*  
*(919) 962-1219*  
[publicrecords@unc.edu](mailto:publicrecords@unc.edu)

---

**From:** Kerr, Randall [<mailto:rkerr@wral.com>]  
**Sent:** Monday, November 10, 2014 9:41 AM  
**To:** [hr@unc.edu](mailto:hr@unc.edu); UNC News; Public Records  
**Cc:** Gall, Rick; Mike Tadych  
**Subject:** WRAL Public Records Request

In view of Leslie Strohm's 7 November 2014 e-mail confirming the University's decision to decline to recognize similar, prior public requests from me as ongoing in nature, I submit the following: This is a public records request under GS 126-23 (9) for the date and type of each promotion, demotion, transfer, suspension, separation, or other change in position classification with that department, agency, institution, commission, or bureau, as well as GS 126 (11) for the date and type of each dismissal, suspension, or demotion for disciplinary reasons taken by the department, agency, institution, commission, or bureau. If the disciplinary action was a dismissal, a copy of the written notice of the final decision of the head of the department setting forth the specific acts or omissions that are the basis of the dismissal.

WRAL-TV requests the above information for any action taken by the University on or after October 20, 2014 until the date of this email for the following employees:

Brent S. Blanton

Jeannette M. Boxill

Sam T. Gore

Corey L. Holliday

Jaimie A. Lee

Timothy J. McMillan

Sinamenye A. Mutima

Roberta A. Owen

Charlene B. Register

When fulfilling this request, please copy the following people on the response:

[rgall@wral.com](mailto:rgall@wral.com)

[cbrowder@wral.com](mailto:cbrowder@wral.com)

[mike@smvt.com](mailto:mike@smvt.com)

[bmoore@wral.com](mailto:bmoore@wral.com)

Randall Kerr

Senior Producer, WRAL Investigates

Cell: (919) 302-2287 Office: (919) 821-8742

[rkerr@wral.com](mailto:rkerr@wral.com)

or

[investigates@wral.com](mailto:investigates@wral.com)





THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL

OFFICE OF UNIVERSITY COUNSEL

110 BYNUM HALL  
CAMPUS BOX 9105  
222 EAST CAMERON AVENUE  
CHAPEL HILL, NC 27599-9105

T 919.962.1219  
F 919.843.1617

November 18, 2014

Laura Oleniacz  
The Herald-Sun  
2828 Pickett Road  
Durham, NC 27705  
(919) 419-6636  
ljo@heraldsun.com

SENT VIA ELECTRONIC MAIL

Dear Ms. Oleniacz:

I write as a follow up to my correspondence dated November 17, 2014, when I wrote to provide you with public records responsive to your request dated November 17, 2014. For reference, your request dated November 17, 2014, referenced your request dated October 23, 2014, and a summary of both follows.

In your October 23<sup>rd</sup> request you had written:

"I wanted to know the employment status and the date and type of the last employment action for the following employees:

1. Jaimie Lee
2. Burgess McSwain
3. Brent Blanton
4. Jan Boxill
5. Travis Gore
6. Kym Orr
7. Spencer Welborn
8. Bobbi Owen
9. Eunice Sahle
10. Tim McMillan
11. Alice Dawson
12. Alphones Mutima
13. Alice Dawson
14. Elizabeth 'Betsy' Taylor
15. Core Holliday"

In your November 17<sup>th</sup> correspondence you had written:

"My original records request for the most updated employment status for a particular group of employees identified in the Wainstein report did not appear to have the most fully updated information, since the most recent date of promotion, demotion, transfer, suspension, separation or other change in position classification type was July 1 of 2014. I'm asking for changes and updates to this information (employment status, ate and type of last employment action) made on or since Oct. 16, 2014. In addition, I would like to request this information for every directorship or other position held by the employees listed. I would also like the date and amount of each increase or decrease in salary for the employee in each position held with the university, and if a dismissal was made, I want to request the final decision of the head of the department describing the reason for the dismissal. The list of employees is as follows:

1. Jaimie Lee
2. Brent Blanton
3. Jan Boxill
4. Travis Gore

5. Kym Orr
6. Spencer Welborn
7. Bobbi Owen
8. Eunice Sahle
9. Tim McMillan
10. Alice Dawson
11. Alphonse Mutima
12. Elizabeth Taylor
13. Corey Holliday"

The enclosed documents and information that follows are being provided to you in accordance with the North Carolina Public Records Act. On November 17, 2014, I wrote to provide you with public records the Office of Human Resources provided that consisted of the responsive, public personnel information you requested for the following individuals listed in your request: Jaimie Lee, Brent Blanton, Jeanette Boxill, Sam Gore, Corey Holliday, Timothy McMillan, Sinamenye Mutima and Roberta Owen. The Office of Human Resources has provided the enclosures to this letter that include the responsive, public personnel information you requested for the following individuals listed in your request: Alice Dawson, Spencer Welborn and Eunice Sahle. This request is still being processed specific to Kym Orr and Elizabeth Taylor, and we will contact you again when additional responsive public records are available to provide to you.

Please note that public records requests, and responses to those requests, are also public records. The University has dedicated a section of its website to providing information about public records requests as part of its ongoing commitment to transparency and a policy of openness, honesty and cooperation with the public and the news media about public records (see <http://publicrecords.unc.edu>). Public records requests received by the Public Records Office after July 1, 2014, are listed on the University's website at <http://publicrecords.unc.edu/public-records/>. The University's Public Records Policy, also linked from that website, is available at <http://policies.unc.edu/policies/public-records/>.

Sincerely,



Regina J. Stabile, J.D.  
Director, Institutional Records and Reporting Compliance

RJS/dqa

Enclosure



# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/18/2014

<b>Name:</b>	Alice C. Dawson	
<b>Age:</b>	63	
<b>Date of original employment:</b>	02/13/1984	
<b>Current Position:</b>	Assistant Dean	
<b>Title:</b>	Senior Assistant Dean	
<b>Current Salary:</b>	\$70,000	
<b>Office or station to which the employee is currently assigned:</b>	Academic Advising  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>• 02/13/1984</li> <li>• 08/02/1985</li> <li>• 09/29/1986</li> <li>• 08/17/1987</li> <li>• 05/23/1988</li> <li>• 05/18/1990</li> <li>• 05/23/1990</li> <li>• 07/13/1990</li> <li>• 07/16/1990</li> <li>• 07/29/1990</li> </ul>	<ul style="list-style-type: none"> <li>• New Hire (SPA, Permanent, Full-time Employee, in the College of Arts &amp; Sciences, as a Clerk-Typist IV, with an initial annual salary of \$12,060)</li> <li>• Title Change only, to Secretary IV</li> <li>• Lateral transfer to the School of Business Administration</li> <li>• Promotion (SPA, Permanent, Full-time Employee, in the School of Business Administration, as an Administrative Secretary V, with an initial annual salary of \$19,320)</li> <li>• Lateral transfer to Information Management Services</li> <li>• End of Permanent Employment</li> <li>• Rehire (SPA, Temporary, Part-time Employee, in the Institute for Academic Technology, as a Student Assistant, with an initial rate of \$12.00 per hour)</li> <li>• End of Temporary Employment</li> <li>• Rehire (SPA, Temporary, Part-time Employee, in Information Resource Management, as a Student Assistant, with an initial rate of \$12.00 per hour)</li> <li>• End of Temporary Employment</li> </ul>

	<ul style="list-style-type: none"> <li>• 12/07/1994</li> <li>• 07/08/1996</li> <li>• 08/05/1999</li> <li>• 08/06/1999</li> <li>• 05/10/2001</li> <li>• 05/11/2001</li> <li>• 03/01/2002</li> <li>• 05/14/2004</li> <li>• 05/02/2005</li> <li>• 05/02/2008</li> <li>• 10/01/2008</li> </ul>	<ul style="list-style-type: none"> <li>• Rehire (SPA, Permanent, Part-time Employee, in the Office of International Programs as a Clerk-Typist V, with an initial annual salary of \$17,250)</li> <li>• Change in hours to Full-time</li> <li>• End of SPA employment</li> <li>• Rehire (EPA Non-Faculty, Permanent, Full-time Employee, At-Will, in the Study Abroad Office, as an Academic Advisor, with an initial annual salary of \$33,000)</li> <li>• End of employment in Study Abroad Office</li> <li>• Rehire (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 05/13/2004, in Academic Advising, as an Academic Advisor, with an initial annual salary of \$33,000)</li> <li>• Promotion (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 05/13/2004, in Academic Advising, as a Senior Advisor, with an initial annual salary of \$36,095)</li> <li>• Reappointment (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 05/13/2007, in Academic Advising, as a Senior Advisor, with an initial annual salary of \$36,294)</li> <li>• Promotion (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 05/01/2008, in Academic Advising, as Assistant Director, with an initial annual salary of \$41,000)</li> <li>• Reappointment (EPA Non-Faculty, Permanent, Full-time Employee, At-Will, in Academic Advising, as Assistant Director, with an initial annual salary of \$52,800)</li> <li>• Promotion (EPA Non-Faculty, Permanent, Full-time Employee, At-Will, in Academic Advising, as Senior Assistant Dean, with an initial annual salary of \$60,000)</li> </ul>
Date and amount of each increase or decrease in salary:	<ul style="list-style-type: none"> <li>• 02/13/1984</li> <li>• 07/22/1985</li> <li>• 10/28/1985</li> <li>• 07/01/1986</li> <li>• 09/26/1986</li> </ul>	<ul style="list-style-type: none"> <li>• \$12,060</li> <li>• \$14,256</li> <li>• \$14,568</li> <li>• \$15,468</li> <li>• \$15,636</li> </ul>

	• 07/01/1987	• \$16,416
	• 08/07/1987	• \$17,820
	• 08/17/1987	• \$19,320
	• 07/01/1988	• \$20,184
	• 07/01/1989	• \$20,988
	• 01/01/1990	• \$22,247
	• 05/23/1990	• \$12.00
	• 07/16/1990	• \$12.00
	• 12/07/1994	• \$17,250
	• 07/01/1995	• \$17,595
	• 07/08/1996	• \$23,460
	• 09/01/1996	• \$24,516
	• 07/0/1997	• \$25,496
	• 07/01/1998	• \$26,261
	• 07/01/1999	• \$27,049
	• 08/06/1999	• \$33,000
	• 07/01/2000	• \$34,386
	• 05/11/2001	• \$33,000
	• 07/01/2001	• \$33,625
	• 03/01/2002	• \$36,095
	• 07/01/2002	• \$36,294
	• 07/01/2004	• \$38,294
	• 05/02/2005	• \$41,000
	• 07/01/2005	• \$42,000
	• 07/01/2006	• \$45,000
	• 07/01/2007	• \$52,800
	• 07/01/2008	• \$60,000
	• 07/01/2012	• \$61,800

	<ul style="list-style-type: none"><li>• 01/01/2014</li><li>• 07/01/2014</li></ul>	<ul style="list-style-type: none"><li>• \$65,000</li><li>• \$70,000</li></ul>
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# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/18/2014

<b>Name:</b>	Eunice N. Sahle	
<b>Age:</b>	56	
<b>Date of original employment:</b>	07/01/2001	
<b>Current Position:</b>	Associate Professor and Department Chair	
<b>Title:</b>	Associate Professor and Department Chair	
<b>Current Salary:</b>	\$97,950	
<b>Office or station to which the employee is currently assigned:</b>	Department of African, African American, and Diaspora Studies  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>07/01/2001</li> </ul>	<ul style="list-style-type: none"> <li>New Hire (EPA Faculty, Temporary, Full-time Employee, Term, end date 12/31/2001, in the Department of African, African American, and Diaspora Studies, as Visiting Instructor, with an initial annual salary of \$47,000)</li> </ul>
	<ul style="list-style-type: none"> <li>12/31/2001</li> </ul>	<ul style="list-style-type: none"> <li>End of Temporary Employment</li> </ul>
	<ul style="list-style-type: none"> <li>01/01/2002</li> </ul>	<ul style="list-style-type: none"> <li>New Hire (EPA Faculty, Permanent, Full-time Employee, Term, end date 12/31/2005, in the Department of African, African American, and Diaspora Studies, as Assistant Professor, with an initial annual salary of \$47,000)</li> </ul>
	<ul style="list-style-type: none"> <li>07/01/2005</li> </ul>	<ul style="list-style-type: none"> <li>Secondary Appointment as Adjunct Assistant Professor in Global Studies</li> </ul>
	<ul style="list-style-type: none"> <li>01/01/2006</li> </ul>	<ul style="list-style-type: none"> <li>Reappointment (EPA Faculty, Permanent, Full-time Employee, Term, end date 12/31/2008, in the Department of African, African American, and Diaspora Studies, as Assistant Professor, with an initial annual salary of \$52,300)</li> </ul>
	<ul style="list-style-type: none"> <li>07/01/2007</li> </ul>	<ul style="list-style-type: none"> <li>Secondary Appointment as Assistant Professor in the William and Ida Friday Center for Continuing Education</li> </ul>
	<ul style="list-style-type: none"> <li>01/01/2009</li> </ul>	<ul style="list-style-type: none"> <li>Promotion (EPA Faculty, Permanent, Full-time Employee, Tenured, in the Department of African, African American, and Diaspora Studies, as Associate Professor, with an initial annual salary of \$72,500)</li> </ul>

	<ul style="list-style-type: none"> <li>• 12/31/2009</li> <li>• 12/31/2009</li> <li>• 01/01/2011</li> <li>• 12/31/2011</li> <li>• 01/01/2012</li> </ul>	<ul style="list-style-type: none"> <li>• End of Friday Center Appointment</li> <li>• End of Global Studies Appointment</li> <li>• Secondary Appointment as Associate Professor in the William and Ida Friday Center for Continuing Education</li> <li>• End of Friday Center Appointment</li> <li>• Secondary Appointment as Department Chair, Department of African, African American, and Diaspora Studies</li> </ul>
Date and amount of each increase or decrease in salary:	<ul style="list-style-type: none"> <li>• 07/01/2001</li> <li>• 07/01/2002</li> <li>• 07/01/2004</li> <li>• 07/01/2005</li> <li>• 07/01/2006</li> <li>• 07/01/2007</li> <li>• 07/01/2008</li> <li>• 07/01/2009</li> <li>• 01/13/2012</li> <li>• 07/01/2012</li> </ul>	<ul style="list-style-type: none"> <li>• \$ 47,000</li> <li>• \$ 47,450</li> <li>• \$ 50,950</li> <li>• \$ 52,300</li> <li>• \$ 60,100</li> <li>• \$ 67,300</li> <li>• \$ 72,500</li> <li>• \$ 75,500</li> <li>• \$ 90,500</li> <li>• \$ 97,950</li> </ul>

# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/18/2014

<b>Name:</b>	Spencer B Welborn	
<b>Age:</b>	33	
<b>Date of original employment:</b>	01/03/2008	
<b>Current Position:</b>	Assistant Dean	
<b>Title:</b>	Assistant Dean	
<b>Current Salary:</b>	\$58,000	
<b>Office or station to which the employee is currently assigned:</b>	Academic Advising	
	<u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>• 01/03/2008</li> <li>• 01/03/2011</li> <li>• 04/08/2013</li> </ul>	<ul style="list-style-type: none"> <li>• New Hire (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 01/02/2011, in Academic Support Programs for Student Athletes, as an Academic Counselor, with an annual salary of \$40,000)</li> <li>• Reappointment (EPA, Non-Faculty, Permanent, Full-time Employee, At-Will, in Academic Support Programs for Student Athletes, as an Academic Counselor, with an initial annual salary of \$41,600)</li> <li>• Promotion (EPA Non-Faculty, Permanent, Full-time Employee, At-Will, in Academic Advising, as Assistant Dean, with an initial annual salary of \$58,000)</li> </ul>
<b>Date and amount of each increase or decrease in salary:</b>	<ul style="list-style-type: none"> <li>• 01/03/2008</li> <li>• 07/01/2008</li> <li>• 07/01/2012</li> <li>• 04/08/2013</li> </ul>	<ul style="list-style-type: none"> <li>• \$40,000</li> <li>• \$41,600</li> <li>• \$42,100</li> <li>• \$58,000</li> </ul>



THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL

OFFICE OF UNIVERSITY COUNSEL

110 BYNUM HALL  
CAMPUS BOX 9103  
222 EAST CAMERON AVENUE  
CHAPEL HILL, NC 27590-9103

T 919.962.1219  
F 919.843.1617

November 17, 2014

Laura Oleniacz  
The Herald-Sun  
2828 Pickett Road  
Durham, NC 27705  
(919) 419-6636  
ljo@heraldsun.com

SENT VIA ELECTRONIC MAIL

Dear Ms. Oleniacz:

I write in response to your correspondence dated November 17, 2014 (sent to Rick White, Karen Moon and publicrecords@unc.edu). In your correspondence, you wrote:

"My original records request for the most updated employment status for a particular group of employees identified in the Wainstein report did not appear to have the most fully updated information, since the most recent date of promotion, demotion, transfer, suspension, separation or other change in position classification type was July 1 of 2014. I'm asking for changes and updates to this information (employment status, ate and type of last employment action) made on or since Oct. 16, 2014. In addition, I would like to request this information for every directorship or other position held by the employees listed. I would also like the date and amount of each increase or decrease in salary for the employee in each position held with the university, and if a dismissal was made, I want to request the final decision of the head of the department describing the reason for the dismissal. The list of employees is as follows:

1. Jaimie Lee
2. Brent Blanton
3. Jan Boxxil
4. Travis Gore
5. Kym Orr
6. Spencer Welborn
7. Bobbi Owen
8. Eunice Sahle
9. Tim McMillan
10. Alice Dawson
11. Alphonse Mutima
12. Elizabeth Taylor
13. Corey Holliday"

The enclosed documents and information that follows are being provided to you in accordance with the North Carolina Public Records Act. The Office of Human Resources has provided the enclosures to this letter that include the responsive, public personnel information you requested for the following individuals listed in your request: Jaimie Lee, Brent Blanton, Jeanette Boxill, Sam Gore, Corey Holliday, Timothy McMillan, Sinamenye Mutima and Roberta Owen. This request is still being processed and we will contact you again when additional responsive public records are available to provide to you.



Laura Oleniacz  
November 17, 2014  
Page 2 of 2

Please note that public records requests, and responses to those requests, are also public records. The University has dedicated a section of its website to providing information about public records requests as part of its ongoing commitment to transparency and a policy of openness, honesty and cooperation with the public and the news media about public records (see <http://publicrecords.unc.edu>). Public records requests received by the Public Records Office after July 1, 2014, are listed on the University's website at <http://publicrecords.unc.edu/public-records/>. The University's Public Records Policy, also linked from that website, is available at <http://policies.unc.edu/policies/public-records/>.

Sincerely,

A handwritten signature in cursive script that reads "Regina Stabile".

Regina J. Stabile, J.D.  
Director, Institutional Records and Reporting Compliance

RJS/dqa

Enclosure



THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL

OFFICE OF UNIVERSITY COUNSEL

110 BYNUM HALL  
CAMPUS BOX 9103  
222 EAST CAMERON AVENUE  
CHAPEL HILL, NC 27599-9103

T 919.962.1219  
F 919.843.1617

November 19, 2014

Laura Oleniacz  
The Herald-Sun  
2828 Pickett Road  
Durham, NC 27705  
(919) 419-6636  
ljo@heraldsun.com

SENT VIA ELECTRONIC MAIL

Dear Ms. Oleniacz:

I write as a follow up to my correspondence dated November 17, 2014 and November 18, 2014, when I wrote to provide you with public records responsive to your request dated November 17, 2014. For reference, your request dated November 17, 2014, referenced your request dated October 23, 2014, and a summary of both follows.

In your October 23<sup>rd</sup> request you had written:

"I wanted to know the employment status and the date and type of the last employment action for the following employees:

1. Jaimie Lee
2. Burgess McSwain
3. Brent Blanton
4. Jan Boxill
5. Travis Gore
6. Kym Orr
7. Spencer Welborn
8. Bobbi Owen
9. Eunice Sahle
10. Tim McMillan
11. Alice Dawson
12. Alphones Mutima
13. Alice Dawson
14. Elizabeth 'Betsy' Taylor
15. Core Holliday"

In your November 17<sup>th</sup> correspondence you had written:

"My original records request for the most updated employment status for a particular group of employees identified in the Wainstein report did not appear to have the most fully updated information, since the most recent date of promotion, demotion, transfer, suspension, separation or other change in position classification type was July 1 of 2014. I'm asking for changes and updates to this information (employment status, ate and type of last employment action) made on or since Oct. 16, 2014. In addition, I would like to request this information for every directorship or other position held by the employees listed. I would also like the date and amount of each increase or decrease in salary for the employee in each position held with the university, and if a dismissal was made, I want to request the final decision of the head of the department describing the reason for the dismissal. The list of employees is as follows:

1. Jaimie Lee
2. Brent Blanton
3. Jan Boxxil
4. Travis Gore

Laura Oleniacz  
November 19, 2014  
Page 2 of 2

5. Kym Orr
6. Spencer Welborn
7. Bobbi Owen
8. Eunice Sahle
9. Tim McMillan
10. Alice Dawson
11. Alphonse Mutima
12. Elizabeth Taylor
13. Corey Holliday"

The enclosed documents and information that follows are being provided to you in accordance with the North Carolina Public Records Act. On November 17, 2014, I wrote to provide you with public records the Office of Human Resources provided that included the responsive, public personnel information you requested for the following individuals listed in your request: Jaimie Lee, Brent Blanton, Jeanette Boxill, Sam Gore, Corey Holliday, Timothy McMillan, Sinamenye Mutima and Roberta Owen. On November 18, 2014, I wrote to provide you with public records the Office of Human Resources provided that included the responsive, public personnel information you requested for the following individuals listed in your request: Alice Dawson, Eunice Sahle and Spencer Welborn. The Office of Human Resources has provided the enclosures to this letter that include the responsive, public personnel information you requested for the following individuals listed in your request: Kym Orr and Elizabeth Taylor. This request has been fully processed and is now closed-out.

Please note that public records requests, and responses to those requests, are also public records. The University has dedicated a section of its website to providing information about public records requests as part of its ongoing commitment to transparency and a policy of openness, honesty and cooperation with the public and the news media about public records (see <http://publicrecords.unc.edu>). Public records requests received by the Public Records Office after July 1, 2014, are listed on the University's website at <http://publicrecords.unc.edu/public-records/>. The University's Public Records Policy, also linked from that website, is available at <http://policies.unc.edu/policies/public-records/>.

Sincerely,



Regina J. Stabile, J.D.  
Director, Institutional Records and Reporting Compliance

RJS/dqa

Enclosure

# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/19/2014

<b>Name:</b>	Kym N Orr	
<b>Age:</b>	51	
<b>Date of original employment:</b>	07/17/1995	
<b>Current Position:</b>	Academic Counselor	
<b>Title:</b>	Academic Counselor for Student Athletes	
<b>Current Salary:</b>	\$42,755	
<b>Office or station to which the employee is currently assigned:</b>	Academic Support Program Student-Athletes  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>• 07/17/1995</li> <li>• 09/07/1999</li> <li>• 12/02/2002</li> <li>• 12/02/2005</li> <li>• 12/02/2008</li> <li>• 05/06/2013</li> </ul>	<ul style="list-style-type: none"> <li>• New Hire (SPA, Permanent, Full-time Employee, in Housing, as a University Residence Administrator II, with an initial annual salary of \$23,783)</li> <li>• End of SPA Employment</li> <li>• Rehire (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 12/01/2005, in Academic Services, as an Academic Counselor for Student Athletes, with an annual salary of \$35,000)</li> <li>• Reappointment (EPA, Non Faculty, Permanent, Full-time Employee, Term, end date 12/01/2008, in Academic Services, as an Academic Counselor for Student Athletes, with an annual salary of \$36,850)</li> <li>• Reappointment (EPA, Non-Faculty, Permanent, Full-time Employee, At-Will, in Student Success-Academic Counseling, as an Academic Counselor for Student Athletes, with an annual salary of \$42,248)</li> <li>• Department Transfer to Academic Support Programs Student Athletes</li> </ul>
<b>Date and amount of each increase or decrease in salary:</b>	<ul style="list-style-type: none"> <li>• 07/17/1995</li> <li>• 09/01/1996</li> <li>• 07/01/1997</li> <li>• 07/01/1998</li> </ul>	<ul style="list-style-type: none"> <li>• \$23,783</li> <li>• \$24,854</li> <li>• \$25,848</li> <li>• \$26,623</li> </ul>

	<ul style="list-style-type: none"> <li>• 07/01/1999</li> <li>• 12/02/2002</li> <li>• 07/01/2004</li> <li>• 07/01/2005</li> <li>• 07/01/2006</li> <li>• 07/01/2007</li> <li>• 07/01/2008</li> <li>• 07/01/2012</li> </ul>	<ul style="list-style-type: none"> <li>• \$27,421</li> <li>• \$35,000</li> <li>• \$36,000</li> <li>• \$36,850</li> <li>• \$39,061</li> <li>• \$40,623</li> <li>• \$42,248</li> <li>• \$42,755</li> </ul>
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# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/19/2014

Name:	Elizabeth B Taylor	
Age:	74	
Date of original employment:	10/20/1975	
Current Position:	Not a Current Employee	
Title:	Not a Current Employee	
Current Salary:	Not a Current Employee	
Office or station to which the employee is currently assigned:	Not a Current Employee  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	Date of Action	Corresponding Information (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>• 10/20/1975</li> <li>• 12/08/1975</li> <li>• 08/15/1977</li> <li>• 06/02/1978</li> <li>• 10/09/1978</li> <li>• 12/17/1979</li> <li>• 05/16/1983</li> <li>• 07/25/1988</li> <li>• 04/12/1999</li> </ul>	<ul style="list-style-type: none"> <li>• New Hire (SPA, Permanent, Part-time Employee, in the Health Services Research Center, as a Secretary III, with an initial annual salary of \$3,228)</li> <li>• Change hours from 20 hours to 30 hours per week</li> <li>• Reclassification (SPA, Permanent, Part-time Employee, in the Health Services Research Center, as a Secretary IV, with an initial annual salary of \$6,399)</li> <li>• End of Employment</li> <li>• New Hire (SPA, Permanent, Part-time Employee, in the Political Science Department, as a Secretary IV, with an initial annual salary of \$4,524)</li> <li>• Reclassification (SPA, Permanent, Part-time Employee, in the Political Science Department, as an Editorial Assistant, with an initial annual salary of \$5,658)</li> <li>• Promotion (SPA, Permanent, Part-time Employee, in the Political Science Department, as an Administrative Assistant I, with an initial annual salary of 14,256)</li> <li>• Promotion (SPA, Permanent, Full-time Employee, in the College of Arts and Sciences, as a Student Services Manager I, with an initial annual salary of \$22,956)</li> <li>• Position Transfer from College of Arts and Sciences to Arts and Sciences</li> </ul>

	<ul style="list-style-type: none"> <li>• 07/01/1999</li> <li>• 04/28/2008</li> <li>• 06/30/2008</li> <li>• 01/05/2009</li> <li>• 03/31/2009</li> <li>• 04/09/2009</li> <li>• 04/30/2009</li> </ul>	<ul style="list-style-type: none"> <li>• Position Transfer from Arts and Sciences to General College</li> <li>• Career Band Walk-Over, Title Change only, to Student Services Specialist</li> <li>• End of Employment</li> <li>• New Hire (SPA, Temporary, Part-time Employee, in the Political Science Department, as a Temporary, with an initial rate of \$20.00 per hour)</li> <li>• End of Employment</li> <li>• Rehire (SPA, Temporary, Part-time Employee, , in the Political Science Department, as a Temporary, with an initial rate of \$20.00 per hour)</li> <li>• End of Employment</li> </ul>
<b>Date and amount of each increase or decrease in salary:</b>	<ul style="list-style-type: none"> <li>• 10/20/1975</li> <li>• 12/08/1975</li> <li>• 10/25/1976</li> <li>• 06/06/1977</li> <li>• 08/15/1977</li> <li>• 10/24/1977</li> <li>• 10/09/1978</li> <li>• 12/17/1979</li> <li>• 10/20/1980</li> <li>• 10/19/1981</li> <li>• 05/16/1983</li> <li>• 07/22/1985</li> <li>• 07/01/1986</li> <li>• 07/21/1986</li> <li>• 07/01/1987</li> <li>• 07/01/1988</li> <li>• 07/25/1988</li> <li>• 07/01/1989</li> </ul>	<ul style="list-style-type: none"> <li>• \$3,228</li> <li>• \$4,842</li> <li>• \$5,499</li> <li>• \$5,751</li> <li>• \$6,399</li> <li>• \$6,678</li> <li>• \$4,524</li> <li>• \$5,658</li> <li>• \$6,498</li> <li>• \$6,786</li> <li>• \$14,256</li> <li>• \$18,096</li> <li>• \$18,996</li> <li>• \$19,212</li> <li>• \$20,172</li> <li>• \$21,084</li> <li>• \$22,956</li> <li>• \$23,880</li> </ul>

	• 01/01/1990	• \$24,716
	• 07/01/1990	• \$25,705
	• 09/10/1990	• \$26,605
	• 07/01/1992	• \$27,127
	• 07/01/1993	• \$27,670
	• 07/01/1994	• \$28,777
	• 07/01/1995	• \$29,353
	• 09/01/1996	• \$30,674
	• 07/01/1997	• \$31,900
	• 07/01/1998	• \$32,857
	• 07/01/1999	• \$33,843
	• 07/01/2001	• \$35,890
	• 07/01/2004	• \$36,890
	• 07/01/2005	• \$37,740
	• 07/01/2006	• \$39,816
	• 10/30/2006	• \$42,603
	• 07/01/2007	• \$44,307
	• 01/05/2009	• \$20.00
	• 04/09/2009	• \$20.00





THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL

OFFICE OF UNIVERSITY COUNSEL

110 BYNUM HALL  
CAMPUS BOX 9105  
222 EAST CAMERON AVENUE  
CHAPEL HILL, NC 27599-9105

T 919.962.1219  
F 919.843.1617

November 18, 2014

Laura Oleniacz  
The Herald-Sun  
2828 Pickett Road  
Durham, NC 27705  
(919) 419-6636  
ljo@heraldsun.com

SENT VIA ELECTRONIC MAIL

Dear Ms. Oleniacz:

I write as a follow up to my correspondence dated November 17, 2014, when I wrote to provide you with public records responsive to your request dated November 17, 2014. For reference, your request dated November 17, 2014, referenced your request dated October 23, 2014, and a summary of both follows.

In your October 23<sup>rd</sup> request you had written:

"I wanted to know the employment status and the date and type of the last employment action for the following employees:

1. Jaimie Lee
2. Burgess McSwain
3. Brent Blanton
4. Jan Boxill
5. Travis Gore
6. Kym Orr
7. Spencer Welborn
8. Bobbi Owen
9. Eunice Sahle
10. Tim McMillan
11. Alice Dawson
12. Alphones Mutima
13. Alice Dawson
14. Elizabeth 'Betsy' Taylor
15. Core Holliday"

In your November 17<sup>th</sup> correspondence you had written:

"My original records request for the most updated employment status for a particular group of employees identified in the Wainstein report did not appear to have the most fully updated information, since the most recent date of promotion, demotion, transfer, suspension, separation or other change in position classification type was July 1 of 2014. I'm asking for changes and updates to this information (employment status, ate and type of last employment action) made on or since Oct. 16, 2014. In addition, I would like to request this information for every directorship or other position held by the employees listed. I would also like the date and amount of each increase or degrease in salary for the employee in each position held with the university, and if a dismissal was made, I want to request the final decision of the head of the department describing the reason for the dismissal. The list of employees is as follows:

1. Jaimie Lee
2. Brent Blanton
3. Jan Boxxil
4. Travis Gore

Laura Oleniacz  
November 18, 2014  
Page 2 of 2

5. Kym Orr
6. Spencer Welborn
7. Bobbi Owen
8. Eunice Sahle
9. Tim McMillan
10. Alice Dawson
11. Alphonse Mutima
12. Elizabeth Taylor
13. Corey Holliday"

The enclosed documents and information that follows are being provided to you in accordance with the North Carolina Public Records Act. On November 17, 2014, I wrote to provide you with public records the Office of Human Resources provided that consisted of the responsive, public personnel information you requested for the following individuals listed in your request: Jaimie Lee, Brent Blanton, Jeanette Boxill, Sam Gore, Corey Holliday, Timothy McMillan, Sinamenye Mutima and Roberta Owen. The Office of Human Resources has provided the enclosures to this letter that include the responsive, public personnel information you requested for the following individuals listed in your request: Alice Dawson, Spencer Welborn and Eunice Sahle. This request is still being processed specific to Kym Orr and Elizabeth Taylor, and we will contact you again when additional responsive public records are available to provide to you.

Please note that public records requests, and responses to those requests, are also public records. The University has dedicated a section of its website to providing information about public records requests as part of its ongoing commitment to transparency and a policy of openness, honesty and cooperation with the public and the news media about public records (see <http://publicrecords.unc.edu>). Public records requests received by the Public Records Office after July 1, 2014, are listed on the University's website at <http://publicrecords.unc.edu/public-records/>. The University's Public Records Policy, also linked from that website, is available at <http://policies.unc.edu/policies/public-records/>.

Sincerely,



Regina J. Stabile, J.D.  
Director, Institutional Records and Reporting Compliance

RJS/dqa

Enclosure



THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL

OFFICE OF UNIVERSITY COUNSEL

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CAMPUS BOX 9103  
222 EAST CAMERON AVENUE  
CHAPEL HILL, NC 27599-9103

T 919.962.1219  
F 919.843.1617

October 29, 2014

Justin Quesinberry  
Reporter  
WNCN News  
1205 Front Street  
Raleigh, NC 27609  
(919) 306-6526  
jquesinberry@wncn.com

SENT VIA ELECTRONIC MAIL

Dear Mr. Quesinberry:

I write as a follow up to the correspondence sent to you on October 23, 2014, from Rick White Associate Vice Chancellor, Communications and Public Affairs. Mr. White's correspondence addressed your public records request dated October 22, 2014 (sent to Karen Moon). Specifically, you wrote:

"Could we please get public employment information (including position history; date/type of any dismissal, suspension, demotion, promotion, etc - and any documentation regarding final decisions of disciplinary action) for the following:

Jan Boxill  
Tim McMillan  
Brent Blanton  
Robert Mercer  
Jamie Lee  
Alice Dawson  
Alphonse Mutima  
Eunice Sahle  
Lance Markos  
Tammy McHale  
Lisa Broome  
Jennifer Townsend  
Corey Holliday."

The enclosed document is being provided to you in accordance with the North Carolina Public Records Act. The Office of Human Resources provided the public personnel information reflected in the enclosure. This is a partial response and this request is still being processed.

Please note that public records requests, and responses to those requests, are also public records. The University has dedicated a section of its website to providing information about public records requests as part of its ongoing commitment to transparency and a policy of openness, honesty and cooperation with the public and the news media about public records (see <http://publicrecords.unc.edu>). Public records requests received by the Public Records Office after July 1, 2014, are listed on the University's website at <http://publicrecords.unc.edu/public-records/>. The University's Public Records Policy, also linked from that website, is available at <http://policies.unc.edu/policies/public-records/>.

Sincerely,

Regina J. Stabile, J.D.  
Director, Institutional Records and Reporting Compliance

RJS/dqa

Enclosure

# The University of North Carolina at Chapel Hill

## Public Personnel File Information

(Consisting of Name, Age, Date of Original Employment, Current Position, Title, Current Salary and Office or Station)

Name	Age	Date of Original Employment	Current Position	Title	Current Salary	Office or Station
Blanton, Brent S.	40	1/3/2005	Associate Director	Associate Director	\$67,093	Academic Support Program Student-Athletes
Boxill, Jeannette M.	75	7/1/1994	Teaching Professor	Master Lecturer	\$85,970	Philosophy
Broome, Lissa A.	57	7/1/1984	Distinguished Term Professor and Director	Wachovia Professor of Banking Law and Director	\$197,690	School of Law
Dawson, Alice C.	63	2/13/1984	Assistant Dean	Senior Assistant Dean - Academic Advising	\$70,000	Academic Advising
Holliday, Corey L.	43	1/12/2001	Administrative Director	Associate Director of Athletics	\$102,740	Ath Football Office
Lee, Jaimie A.	32	8/28/2006	Academic Counselor	Academic Counselor	\$39,483	Academic Support Program for Student-Athletes
Markos, Lance M.	39	8/12/2002	Institutional Policy/Compliance Professional	Director of Compliance	\$55,659	Ath Administration
McHale, Tammy J.	53	3/23/1998	Associate Dean	Senior Associate Dean – Finance & Planning	\$212,000	Arts & Sciences Dean's Office
McMillan, Timothy J.	55	7/1/1997	Senior Lecturer	Senior Lecturer	\$46,040	African, African American & Diaspora Studies
Mercer, Robert J. Jr.	49	8/8/1994	Not a current employee	Not a current employee	Not a current employee	Not a current employee
Mutima, Sinamenye A.	66	7/1/1996	Lecturer	Lecturer	\$42,000	Department of African, African-American and Diaspora Studies
Sahle, Eunice N.	56	7/1/2001	Associate Professor and Department Chairman	Associate Professor and Department Chairman	\$97,950	Department of African, African American, and Diaspora Studies
Townsend, Jennifer J.	38	8/1/2009	Associate Director	Associate Director	\$69,464	Academic Support Program Student-Athletes



THE UNIVERSITY  
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at CHAPEL HILL

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November 5, 2014

Justin Quesinberry  
Reporter  
WNCN News  
1205 Front Street  
Raleigh, NC 27609  
(919) 306-6526  
jqquesinberry@wncn.com

SENT VIA ELECTRONIC MAIL

Dear Mr. Quesinberry:

I write as a follow up to the correspondence sent to you on October 23, 2014, from Rick White Associate Vice Chancellor, Communications and Public Affairs, and to the correspondence sent to you on October 29, 2014, from me (copies of both are enclosed).

For reference, in your request dated October 22, 2014, you wrote:

"Could we please get public employment information (including position history; date/type of any dismissal, suspension, demotion, promotion, etc - and any documentation regarding final decisions of disciplinary action) for the following:

Jan Boxill  
Tim McMillan  
Brent Blanton  
Robert Mercer  
Jamie Lee  
Alice Dawson  
Alphonse Mutima  
Eunice Sahle  
Lance Markos  
Tammy McHale  
Lisa Broome  
Jennifer Townsend  
Corey Holliday."

The enclosed documents are being provided to you in accordance with the North Carolina Public Records Act. The enclosure included with my correspondence on October 29<sup>th</sup> consisted of the public personnel file information designated by the North Carolina Human Resources Act that was available at that time – specific to name, age, date of original employment, current position, title, current salary and office or station. The Office of Human Resources has provided the enclosures to this letter that consist of the corresponding additional public personnel information under the North Carolina Human Resources Act – specific to terms of contract, date and types of each promotion, demotion, transfer, suspension, separation or other change in position classification; and date and amount of each increase or decrease in salary. This request is fully processed and is now closed-out.

Please note that public records requests, and responses to those requests, are also public records. The University has dedicated a section of its website to providing information about public records requests as part of its ongoing commitment to transparency and a policy of openness, honesty and cooperation with the public and the news media about public records

Justin Quesinberry  
November 5, 2014  
Page 2 of 2

(see <http://publicrecords.unc.edu>). Public records requests received by the Public Records Office after July 1, 2014, are listed on the University's website at <http://publicrecords.unc.edu/public-records/>. The University's Public Records Policy, also linked from that website, is available at <http://policies.unc.edu/policies/public-records/>.

Sincerely,

A handwritten signature in cursive script that reads "Regina Stabile".

Regina J. Stabile, J.D.  
Director, Institutional Records and Reporting Compliance

RJS/dqa

Enclosure

---

**From:** White, Rick  
**Sent:** Thursday, October 23, 2014 8:18 PM  
**To:** 'jquesinberry@wncn.com'  
**Cc:** 'pubrecords@unc.edu'  
**Subject:** Follow-Up to Your Request

Justin:

I'm following up with a partial response to your request seeking the public information about the 13 current or former employees named in the Wainstein report. I'm sorry for the delay in getting back to you with some context that I hope you will find helpful for now. Thank you for your patience.

You may attribute the following statement to me:

"We take privacy issues very seriously and have worked diligently to ensure the rights of individuals are protected during this process. We will not comment at this time about the status of individuals whose employment could be – or has been – impacted as a result of the investigation."

We will coordinate with the Public Records Office on any additional public information that can be shared about the employees or former employees listed in your email. In the meantime, below is additional background that clarifies the relevant University and state personnel policies.

#### **UNC-Chapel Hill Personnel Policy Background**

The University is committed to fully complying with North Carolina public records and personnel laws requiring disclosure of public information about the job status or disciplinary actions involving employees. The University's ability to do so differs for each of three categories of employees, depending on their job classification and policies that provide them with due process and the right to appeal personnel actions:

- **Faculty** are governed by tenure policies set by the UNC-Chapel Hill Board of Trustees as well as some provisions of the North Carolina Human Resources Act;
- **EPA non-faculty employees** are covered by the University's EPA policies and some provisions of the North Carolina Human Resources Act; and
- **SPA staff employees** are fully subject to the provisions of the North Carolina Human Resources Act and covered by the University's SPA policies.

The University's review can result in various disciplinary and non-disciplinary personnel actions, up to and including termination. ***Until a review is completed and a specific action is taken, the personnel matter remains confidential. After any employee appeals process is completed, the final determination of a dismissal, suspension or demotion may be disclosed. In the case of a dismissal for disciplinary reasons, the final written notice to the employee may be disclosed.***

For faculty, Board of Trustees policy provides for a 14-day right of appeal of a personnel action, a hearing before a Faculty Hearings Committee and a decision by the chancellor. For EPA non-faculty employees, policy provides for a 30-day right to file a grievance regarding a personnel action, and for SPA employees, a 15-day right.

Faculty appeal procedures: <http://policy.sites.unc.edu/files/2013/04/tenure.pdf> (Section 3 covers the suspension, demotion and discharge of faculty members, pages 11-14.)

EPA non-faculty grievance procedures: <http://hr.unc.edu/policies-procedures-systems/epa-non-faculty-employee-policies/dispute-resolution-and-grievance/epa-non-faculty-grievance-policy-of-the-university-of-north-carolina-at-chapel-hill/>

SPA staff employee grievance procedures: <http://hr.unc.edu/employee-management-relations/spa-grievance-policy-resources/>

Thanks.

Rick

Rick White

Associate Vice Chancellor, Communications and Public Affairs

The University of North Carolina at Chapel Hill

210 Pittsboro Street

Campus Box 6210

Chapel Hill, NC 27599-6210

o 919.962.1221 | c 919.999.0773

news.unc.edu | @UNC





THE UNIVERSITY  
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at CHAPEL HILL

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October 29, 2014

Justin Quesinberry  
Reporter  
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SENT VIA ELECTRONIC MAIL

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Jan Boxill  
Tim McMillan  
Brent Blanton  
Robert Mercer  
Jamie Lee  
Alice Dawson  
Alphonse Mutima  
Eunice Sahle  
Lance Markos  
Tammy McHale  
Lisa Broome  
Jennifer Townsend  
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Sincerely,

Regina J. Stabile, J.D.  
Director, Institutional Records and Reporting Compliance

RJS/dqa

Enclosure

# The University of North Carolina at Chapel Hill

## Public Personnel File Information

(Consisting of Name, Age, Date of Original Employment, Current Position, Title, Current Salary and Office or Station)

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McMillan, Timothy J.	55	7/1/1997	Senior Lecturer	Senior Lecturer	\$46,040	African, African American & Diaspora Studies
Mercer, Robert J. Jr.	49	8/8/1994	Not a current employee	Not a current employee	Not a current employee	Not a current employee
Mutima, Sinamenye A.	66	7/1/1996	Lecturer	Lecturer	\$42,000	Department of African, African-American and Diaspora Studies
Sahle, Eunice N.	56	7/1/2001	Associate Professor and Department Chairman	Associate Professor and Department Chairman	\$97,950	Department of African, African American, and Diaspora Studies
Townsend, Jennifer J.	38	8/1/2009	Associate Director	Associate Director	\$69,464	Academic Support Program Student-Athletes

# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/05/2014

<b>Name:</b>	Lissa Broome	
<b>Age:</b>	57	
<b>Date of original employment:</b>	07/01/1984	
<b>Current Position:</b>	Distinguished Term Professor and Director	
<b>Title:</b>	Wachovia Professor of Banking Law and Director	
<b>Current Salary:</b>	\$197,690	
<b>Office or station to which the employee is currently assigned:</b>	School of Law  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>• 07/01/1984</li> <li>• 07/01/1988</li> <li>• 07/01/1989</li> <li>• 07/01/1993</li> <li>• 07/01/1993</li> <li>• 07/01/1995</li> <li>• 07/01/2004</li> <li>• 07/01/2007</li> </ul>	<ul style="list-style-type: none"> <li>• New Hire (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/1988, in the School of Law, as Assistant Professor, with an initial annual salary of \$36,500)</li> <li>• Reappointment (EPA Faculty, Permanent, Full-time Employee, Term, end date 06/30/1991, in the School of Law, as Assistant Professor, with an initial annual salary of \$47,700)</li> <li>• Promotion (EPA Faculty, Permanent, Full-time Employee, Tenured, in the School of Law, as Associate Professor, with an initial annual salary of \$47,700)</li> <li>• Promotion (EPA Faculty, Permanent, Full-time Employee, Tenured, in the School of Law, as Professor, with an initial annual salary of \$59,100)</li> <li>• Secondary Appointment as Associate Dean for Academic Affairs</li> <li>• End of Associate Dean Appointment</li> <li>• Secondary Appointment as Distinguished Term Professor: Wachovia Professor of Banking Law</li> <li>• Secondary Appointment as Director for the Center of Banking and Finance and Co-Director of the Dan K. Moore Programs</li> </ul>

<b>Date and amount of each increase or decrease in salary:</b>	• 07/01/1984	• \$36,500
	• 07/01/1985	• \$40,600
	• 07/01/1986	• \$42,700
	• 07/01/1987	• \$45,400
	• 07/01/1988	• \$47,700
	• 07/01/1989	• \$54,400
	• 07/01/1990	• \$58,100
	• 07/01/1992	• \$59,100
	• 07/01/1993	• \$73,000
	• 07/01/1994	• \$ 78,000
	• 07/01/1995	• \$ 82,200
	• 09/01/1996	• \$ 91,000
	• 07/01/1997	• \$ 96,000
	• 07/01/1998	• \$100,500
	• 07/01/1999	• \$112,678
	• 07/01/2000	• \$126,178
	• 07/01/2001	• \$129,178
	• 07/01/2002	• \$130,178
	• 07/01/2004	• \$140,678
	• 07/01/2005	• \$144,678
	• 07/01/2006	• \$155,678
	• 07/01/2007	• \$179,000
	• 07/01/2008	• \$191,500
	• 07/01/2012	• \$197,690

# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/05/2014

<b>Name:</b>	Lance M Markos	
<b>Age:</b>	39	
<b>Date of original employment:</b>	Temporary: 08/12/2002 Permanent: 08/09/2004	
<b>Current Position:</b>	Institutional Policy/Compliance Professional	
<b>Title:</b>	Director of Compliance	
<b>Current Salary:</b>	\$55,659	
<b>Office or station to which the employee is currently assigned:</b>	Ath Administration  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>• 08/12/2002</li> <li>• 04/18/2004</li> <li>• 08/09/2004</li> <li>• 10/01/2011</li> </ul>	<ul style="list-style-type: none"> <li>• New Hire (EPA Temporary, Part-time Employee, in the Department of Exercise and Sport Science, as a Teaching Assistant, with an initial annual salary of \$9,000)</li> <li>• End of Temporary Employment</li> <li>• New Hire (EPA Non- Faculty, Permanent, Full-time Employee, At Will, in the Department of Ath Director Of Athletics, as Assistant Director of Compliance, with an initial annual salary of \$30,000)</li> <li>• Promotion (EPA Non- Faculty, Permanent, Full-time Employee, At Will, in the Department of Ath Director Of Athletics, as Director of Compliance, with an initial annual salary of \$45,000)</li> </ul>
<b>Date and amount of each increase or decrease in salary:</b>	<ul style="list-style-type: none"> <li>• 08/12/2002</li> <li>• 08/11/2003</li> <li>• 08/09/2004</li> <li>• 07/01/2005</li> <li>• 07/01/2006</li> <li>• 07/01/2007</li> <li>• 07/01/2008</li> </ul>	<ul style="list-style-type: none"> <li>• \$9,000</li> <li>• \$10,000</li> <li>• \$30,000</li> <li>• \$33,000</li> <li>• \$36,000</li> <li>• \$40,000</li> <li>• \$45,000</li> </ul>

	<ul style="list-style-type: none"> <li>• 10/01/2010</li> <li>• 07/01/2011</li> <li>• 11/22/2011</li> <li>• 07/01/2012</li> </ul>	<ul style="list-style-type: none"> <li>• \$59,856</li> <li>• \$45,000</li> <li>• \$54,999</li> <li>• \$55,659</li> </ul>
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# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/05/2014

<b>Name:</b>	Tammy J McHale	
<b>Age:</b>	53	
<b>Date of original employment:</b>	03/23/1998	
<b>Current Position:</b>	Associate Dean	
<b>Title:</b>	Senior Associate Dean - Finance & Planning	
<b>Current Salary:</b>	\$212,000	
<b>Office or station to which the employee is currently assigned:</b>	Arts & Sciences Dean's Office  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>03/23/1998</li> </ul>	<ul style="list-style-type: none"> <li>New Hire (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 03/23/2003, in the College of Arts and Sciences Dean's Office, as Associate Dean for Operations, with an initial annual salary of \$90,000)</li> </ul>
	<ul style="list-style-type: none"> <li>03/23/2003</li> </ul>	<ul style="list-style-type: none"> <li>Reappointment (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 03/22/2008, in the College of Arts and Sciences Dean's Office, as Associate Dean for Operations, with an initial annual salary of \$131,650)</li> </ul>
	<ul style="list-style-type: none"> <li>07/01/2006</li> </ul>	<ul style="list-style-type: none"> <li>Promotion (EPA, Non-Faculty, Permanent, Full-time Employee, Term, end date 03/22/2008, in the College of Arts and Sciences Dean's Office, as Senior Associate Dean - Finance and Planning, with an initial annual salary of \$172,775)</li> </ul>
	<ul style="list-style-type: none"> <li>03/23/2007</li> </ul>	<ul style="list-style-type: none"> <li>Reappointment (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 03/22/2013, in the College of Arts and Sciences Dean's Office, as Senior Associate Dean - Finance and Planning, with an initial annual salary of \$184,775)</li> </ul>
	<ul style="list-style-type: none"> <li>03/23/2012</li> </ul>	<ul style="list-style-type: none"> <li>Reappointment (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 03/22/2018, in the College of Arts and Sciences Dean's Office, as Senior Associate Dean - Finance and Planning, with an initial annual salary of \$192,775)</li> </ul>
<b>Date and amount of each increase or decrease in salary:</b>	<ul style="list-style-type: none"> <li>03/23/1998</li> <li>07/01/1998</li> </ul>	<ul style="list-style-type: none"> <li>\$90,000</li> <li>\$93,285</li> </ul>

	• 07/01/1999	• \$99,815
	• 07/01/2000	• \$125,000
	• 07/01/2001	• \$125,625
	• 01/01/2002	• \$130,250
	• 07/01/2002	• \$131,650
	• 07/01/2004	• \$150,000
	• 07/01/2005	• \$155,000
	• 07/01/2006	• \$172,775
	• 03/23/2007	• \$184,775
	• 07/01/2008	• \$192,775
	• 07/01/2012	• \$195,088
	• 03/20/2013	• \$212,000



# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/05/2014

<b>Name:</b>	Robert J. Mercer, Jr.	
<b>Age:</b>	49	
<b>Date of original employment:</b>	08/08/1994	
<b>Current Position:</b>	Not a current employee	
<b>Title:</b>	Not a current employee	
<b>Current Salary:</b>	Not a current employee	
<b>Office or station to which the employee is currently assigned:</b>	Not a current employee  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>• 08/08/1994</li> <li>• 09/19/1994</li> <li>• 10/24/1996</li> <li>• 10/25/1996</li> <li>• 01/01/1997</li> <li>• 07/01/1998</li> <li>• 06/30/1999</li> <li>• 09/01/1999</li> </ul>	<ul style="list-style-type: none"> <li>• New Hire (SPA, Permanent, Full-time Employee in the Department of Housing and Residential Education, as a University Residence Administrator II, with an initial annual salary of \$23,317)</li> <li>• Lateral transfer within Department of Housing and Residential Education</li> <li>• End of SPA Employment</li> <li>• New Hire (EPA Non-Faculty, Permanent, Full-Time Employee, Term, end date 09/22/1999, in the Academic Support Program for Student-Athletes, as an Academic Counselor, with an initial annual salary of \$30,000)</li> <li>• Promotion (EPA Non-Faculty, Permanent, Full-Time Employee, Term, end date 09/22/1999, in the Academic Support Program for Student-Athletes, as Assistant Director, with an initial annual salary of \$30,000)</li> <li>• Secondary Appointment in Arts and Sciences as General College Advisor</li> <li>• End of General College Advisor Appointment</li> <li>• Promotion (EPA Non-Faculty, Permanent, Full-Time Employee, Term, end date 09/22/1999, in the Academic Support Program for Student-Athletes, as Associate Director, with an initial annual salary of \$40,000)</li> </ul>

	<ul style="list-style-type: none"> <li>• 09/23/1999</li> <li>• 09/23/2002</li> <li>• 10/08/2002</li> <li>• 08/15/2012</li> <li>• 04/15/2013</li> </ul>	<ul style="list-style-type: none"> <li>• Reappointment (EPA Non-Faculty, Permanent, Full-Time Employee, Term, end date 09/22/2002, in the Academic Support Program for Student-Athletes, as Associate Director, with an initial annual salary of \$40,000)</li> <li>• Reappointment (EPA Non-Faculty, Permanent, Full-Time Employee, Term, end date 09/22/2005, in the Academic Support Program for Student-Athletes, as Associate Director, with an initial annual salary of \$42,305)</li> <li>• Promotion (EPA Non-Faculty, Permanent, Full-Time Employee, At-Will, in the Academic Support Program for Student-Athletes, as Director, with an initial annual salary of \$62,500)</li> <li>• Lateral Transfer (EPA Non-Faculty, Permanent, Full-time Employee, At-Will, in the Honors Department, as Honors Special Assistant for Operations, with an initial annual salary of \$82,883)</li> <li>• End of Employment</li> </ul>
<b>Date and amount of each increase or decrease in salary:</b>	<ul style="list-style-type: none"> <li>• 8/8/1994</li> <li>• 7/1/1995</li> <li>• 9/1/1996</li> <li>• 10/25/1996</li> <li>• 7/1/1997</li> <li>• 7/1/1998</li> <li>• 7/1/1999</li> <li>• 7/1/2000</li> <li>• 7/1/2001</li> <li>• 10/8/2002</li> <li>• 7/1/2004</li> <li>• 7/1/2005</li> <li>• 7/1/2006</li> <li>• 7/1/2007</li> <li>• 7/1/2008</li> </ul>	<ul style="list-style-type: none"> <li>• \$23,317</li> <li>• \$23,783</li> <li>• \$24,854</li> <li>• \$30,000</li> <li>• \$31,200</li> <li>• \$36,136</li> <li>• \$40,000</li> <li>• \$41,680</li> <li>• \$42,305</li> <li>• \$62,500</li> <li>• \$64,063</li> <li>• \$70,000</li> <li>• \$75,000</li> <li>• \$78,750</li> <li>• \$81,900</li> </ul>

	<ul style="list-style-type: none"><li>• 7/1/2012</li></ul>	<ul style="list-style-type: none"><li>• \$82,883</li></ul>
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# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/05/2014

<b>Name:</b>	Jennifer J Townsend	
<b>Age:</b>	38	
<b>Date of original employment:</b>	08/01/2009	
<b>Current Position:</b>	Associate Director	
<b>Title:</b>	Associate Director	
<b>Current Salary:</b>	\$69,464	
<b>Office or station to which the employee is currently assigned:</b>	Academic Support Program Student-Athletes  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>08/01/2009</li> <li>05/06/2013</li> </ul>	<ul style="list-style-type: none"> <li>New Hire (EPA Non-Faculty, Permanent, Full-time Employee, At-Will, in Student Success – Academic Counseling, as Associate Director, with an initial annual salary of \$63,000)</li> <li>Department transfer to Academic Support Program for Student-Athletes</li> </ul>
<b>Date and amount of each increase or decrease in salary:</b>	<ul style="list-style-type: none"> <li>08/01/2009</li> <li>07/01/2012</li> <li>03/01/2014</li> </ul>	<ul style="list-style-type: none"> <li>\$63,000</li> <li>\$63,756</li> <li>\$69,464</li> </ul>



THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL

OFFICE OF UNIVERSITY COUNSEL

110 BYNUM HALL  
CAMPUS BOX 9103  
222 EAST CAMERON AVENUE  
CHAPEL HILL, NC 27599-9103

T 919.962.1219  
F 919.843.1617

November 5, 2014

Emery P. Dalesio  
The Associated Press  
4800 Six Forks Road, Suite 210  
Raleigh, NC 27609  
(919) 510-8937  
EDalesio@ap.org

SENT VIA ELECTRONIC MAIL

Dear Mr. Dalesio:

I write in response to your correspondence dated November 3, 2014 (sent to [publicrecords@unc.edu](mailto:publicrecords@unc.edu)). In your request, you included language from the North Carolina Human Resources Act and wrote:

"I request that you please provide employment records of the following individuals employed by or previously employed by UNC-CH:

- \_ Lissa Broome
- \_ Harold Woodard
- \_ Jaimie Lee
- \_ Brent Blanton
- \_ Kym Orr
- \_ Spencer Welborn
- \_ Robert Mercer"

The enclosed documents are being provided to you in accordance with the North Carolina Public Records Act. The Office of Human Resources has provided the enclosures to this letter that consist of the corresponding public personnel information under the North Carolina Human Resources Act. This request is fully processed and is now closed-out.

Please note that public records requests, and responses to those requests, are also public records. The University has dedicated a section of its website to providing information about public records requests as part of its ongoing commitment to transparency and a policy of openness, honesty and cooperation with the public and the news media about public records (see <http://publicrecords.unc.edu>). Public records requests received by the Public Records Office after July 1, 2014, are listed on the University's website at <http://publicrecords.unc.edu/public-records/>. The University's Public Records Policy, also linked from that website, is available at <http://policies.unc.edu/policies/public-records/>.

Sincerely,

Regina J. Stabile, J.D.  
Director, Institutional Records and Reporting Compliance

RJS/dqa

Enclosure

# University of North Carolina at Chapel Hill

## Public Personnel File Information

Date Processed: 11/05/2014

<b>Name:</b>	Harold Woodard	
<b>Age:</b>	58	
<b>Date of original employment:</b>	Date of First Temporary Employment: 08/01/1978 Date of First Permanent Employment: 06/01/1982 Date of Continuous Employment: 08/15/1990	
<b>Current Position:</b>	Associate Dean	
<b>Title:</b>	Associate Dean and Director	
<b>Current Salary:</b>	\$125,395	
<b>Office or station to which the employee is currently assigned:</b>	Student Success Academic Counseling  <u>Note:</u> public work-related contact information can be obtained from the University's website via the on-line directory at <a href="http://directory.unc.edu/">http://directory.unc.edu/</a> .	
	<b>Date of Action</b>	<b>Corresponding Information</b> (salary amount, type of action or general description as applicable)
<b>Terms of Contract and Date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification:</b>	<ul style="list-style-type: none"> <li>• 08/01/1978</li> <li>• 08/13/1979</li> <li>• 04/18/1982</li> <li>• 04/30/1982</li> <li>• 06/01/1982</li> <li>• 06/17/1984</li> <li>• 06/18/1984</li> <li>• 06/18/1985</li> </ul>	<ul style="list-style-type: none"> <li>• New Hire (EPA Temporary, Part-time Employee in the Graduate School, as a Fellow/Trainee, with an initial annual salary of \$5,333.33)</li> <li>• Additional Appointment (EPA Temporary Part-time Appointment in the College of Arts &amp; Sciences, as a Graduate Assistant, with an initial annual salary of \$2,500)</li> <li>• End of Employment in the College of Arts &amp; Sciences</li> <li>• End of Employment in the Graduate School</li> <li>• New Hire (EPA Non-Faculty Permanent Full-time Employee, At-Will, in the University Counseling Center, as an Academic Skills Counselor, with an initial salary of \$14,500)</li> <li>• End of Employment</li> <li>• Rehire (EPA Non-Faculty Permanent Full-time Employee, Term, end date 06/17/1985, in the School of Education, as a Curriculum Specialist – Upward Bound, with an initial annual salary of \$15,500)</li> <li>• Reappointment (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 06/17/1987, in the School of Education, as a Curriculum Specialist –Upward Bound, with an initial annual salary of \$17,050)</li> </ul>

<ul style="list-style-type: none"> <li>• 07/31/1986</li> <li>• 08/04/1986</li> <li>• 06/21/1987</li> <li>• 07/01/1987</li> <li>• 07/01/1989</li> <li>• 08/01/1989</li> <li>• 08/15/1990</li> <li>• 07/01/1993</li> <li>• 10/01/1993</li> <li>• 02/01/1994</li> <li>• 07/01/2005</li> <li>• 07/01/2006</li> <li>• 01/01/2009</li> <li>• 06/30/2009</li> <li>• 07/01/2009</li> <li>• 06/30/2011</li> <li>• 08/15/2012</li> <li>• 05/05/2013</li> </ul>	<ul style="list-style-type: none"> <li>• End of Employment</li> <li>• Rehire (EPA Temporary Part-time Employee in the Curriculum for African Afro-American Studies, as a Teaching Assistant, with an initial annual salary of \$19,500)</li> <li>• End of Teaching Assistant Appointment</li> <li>• Rehire (EPA Temporary Full-time Employee in the Curriculum for African Afro-American Studies, as a Visiting Lecturer, with an initial annual salary of \$22,000)</li> <li>• Change from Full-time Visiting Lecturer to a Part-time Lecturer</li> <li>• Appointment as Full-time Acting Assistant Dean</li> <li>• Permanent Appointment (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 06/30/1993, in the General College as Assistant Dean, with an initial annual salary of \$32,500)</li> <li>• Reappointment (EPA Non-Faculty, Permanent, Full-time Employee, Term, end date 06/30/1995, in the General College, as Assistant Dean, with an initial annual salary of \$33,022)</li> <li>• Appointment as General College Advisor for Johnston Scholars</li> <li>• Appointment as Associate Dean of Student Counseling</li> <li>• Appointment as Pogue Scholars Mentor</li> <li>• Appointment as Assistant Faculty Coordinator for the Carolina Covenant Mentor Program</li> <li>• Appointment as Acting Interim Director of African American Research</li> <li>• End of Interim Director Appointment</li> <li>• Appointment as Associate Dean and Director of the Center for Student Success and Academic Counseling</li> <li>• End of Johnston Scholar Advisor Appointment</li> <li>• Appointment as Interim Director of Academic Support Program for Student-Athletes</li> <li>• End of Interim Director Appointment</li> </ul>
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Date and amount of each increase or decrease in salary:	• 08/01/1978	• \$5,333.33
	• 08/01/1979	• \$5,333
	• 08/13/1979	• \$7,833
	• 04/20/1980	• \$5,333
	• 08/01/1980	• \$5,333
	• 08/11/1980	• \$8,333
	• 04/19/1981	• \$5,333
	• 08/01/1981	• \$6,000
	• 08/10/1981	• \$9,300
	• 04/18/1982	• \$6,000
	• 06/01/1982	• \$14,500
	• 07/01/1983	• \$15,225
	• 06/18/1984	• \$15,500
	• 07/01/1984	• \$17,050
	• 07/01/1985	• \$18,585
	• 08/04/1986	• \$19,500
	• 04/13/1987	• \$20,800
	• 07/01/1987	• \$22,000
	• 07/01/1988	• \$23,000
	• 07/01/1989	• \$8,000
	• 08/01/1989	• \$26,000
	• 08/15/1990	• \$32,500
	• 07/01/1992	• \$33,022
	• 07/01/1993	• \$34,000
	• 10/01/1993	• \$34,666
	• 07/01/1994	• \$39,666
	• 07/01/1995	• \$40,446
	• 07/01/1996	• \$47,086



	• 09/01/1996	• \$50,666
	• 07/01/1997	• \$53,166
	• 07/01/1998	• \$54,825
	• 07/01/1999	• \$56,697
	• 07/01/2000	• \$59,036
	• 01/01/2001	• \$60,536
	• 07/01/2001	• \$61,161
	• 07/01/2002	• \$65,854
	• 07/01/2004	• \$67,438
	• 07/01/2005	• \$77,500
	• 07/01/2006	• \$86,700
	• 07/01/2007	• \$90,767
	• 07/01/2008	• \$93,898
	• 01/01/2009	• \$105,898
	• 07/01/2009	• \$117,500
	• 07/01/2011	• \$115,000
	• 07/01/2012	• \$125,395
	• 08/15/2012	• \$137,395
	• 05/06/2013	• \$125,395