



## ANNUAL REPORT TO THE UNC BOARD OF GOVERNORS

Committee on Personnel and Tenure

July 1, 2019 through June 30, 2020

## DUTIES AND MEMBERSHIP

The major responsibilities of the Committee on Personnel and Tenure are: (1) to make recommendations to the UNC Board of Governors on all personnel actions under the jurisdiction of the Board; (2) to review *The Code* and institutional policies and regulations regarding tenure and dismissal; (3) to review appeals from faculty members that involve tenure denial, non-reappointment, or the imposition of a serious sanction (suspension, demotion, or discharge); (4) to act on compensation matters that exceed prescribed thresholds; (5) to act on compensation matters for the president's direct reports, chancellors, and the CEOs of UNC Health Care and UNC-Television/North Carolina Public Media; and (6) to act on new or modified policies regarding human resources-related matters. Beginning in fiscal year 2021 (which began on July 1, 2020) the committee is no longer part of the review process for appeals from faculty members regarding tenure denial, non-reappointment, or the imposition of a serious sanction.

Board members who served on the committee during the fiscal year July 1, 2019, through June 30, 2020, were Wendy Floyd Murphy, Kellie Hunt Blue, J. Alex Mitchell, Robert P. Bryan (through October 2019), C. Philip Byers, Michael Williford, and Reginald Holley (beginning November 2019). Through October 2019, Ms. Murphy served as chair, Ms. Blue served as vice chair, and Mr. Mitchell served as secretary. Beginning in November of 2019, Ms. Blue served as chair, Mr. Mitchell served as vice chair, and Mr. Williford served as secretary. Chancellors Kelli Brown, Franklin Gilliam, and Kevin Guskiewicz served as chancellor representatives to the committee.

## ACTIONS

The committee met in ten (10) regular or special meetings between July 1, 2019, and June 30, 2020. The major actions of the committee and matters presented to the committee are summarized below.

### Human Resources Actions

Salary Pre-Authorizations: The committee reviewed and pre-authorized 30 EHRA salary requests.

Delegated Salary Actions: The committee received reports on 74 EHRA Faculty and 158 EHRA Non-Faculty salary requests approved by the UNC System Office.

Consultation Actions: The committee also received reports on 254 EHRA Faculty, 202 EHRA Non-Faculty, and 14 SHRA salary requests that required legislatively mandated consultation with the chair and vice chair of the committee.

Annual Raise Process: Due to the lack of an adopted State Budget for Fiscal Year 2019/20, there was no University annual raise process for this fiscal year.

Annual SHRA Compensation Review: In April 2020, the committee reviewed the annual SHRA compensation scorecard to see how overall average market index data varies by institution.

Chancellor Incentive Compensation: In September 2019, the Board voted to approve a resolution delegating authority to the president to create a chancellor incentive compensation program, beginning with the 2020-2021 academic year, that would include both institutional and shared System-wide goals. In November 2019, the Board approved the plan document and authorized the president to return to the committee with proposed shared System-wide goals.

Chancellor Salary Ranges: In September 2019, the Board voted to adopt revised salary ranges for the chancellors. These ranges were increased by a total of 3.67% from when they were last updated in 2017. The revised ranges did not result in increases to any chancellor salaries.

Chancellor Searches (East Carolina University, Fayetteville State University, North Carolina School of the Arts, the University of North Carolina at Charlotte, and University of North Carolina at Chapel Hill): The committee was periodically apprised of the process for chancellor searches at ECU, FSU, UNC Charlotte, UNC-Chapel Hill, and UNCSA. In December 2019, Dr. Kevin Guskiewicz was selected as the chancellor of UNC-Chapel Hill. In April 2020, Dr. Sharon Gaber was selected as the chancellor of UNC Charlotte. In May 2020, Mr. Brian Cole was selected as the chancellor of UNCSA.

Chancellor Search Process: In August 2019, the committee considered a proposed change to Section 200.8 (Policy on Chancellor Searches and Elections), amending the minimum number of chancellor candidates recommended to the president by the institution's board of trustees from three to two. In September 2019, the Board approved these revisions to Section 200.8 via consent agenda.

Consultation: Section 35.24 of the Appropriations Act of 2017 established a requirement that, as of July 1, 2017, the UNC Board of Governors monitor certain human resource transactions and be consulted prior to actions taking effect. This requirement has been rescinded as part of House Bill 1096, which was ratified by the Governor on June 30, 2020.

COVID-19 Updates: Beginning in March 2020, the committee received updates on the UNC System's response to the coronavirus pandemic, including guidance issued by the System Office Human Resources team related to remote work arrangements, available leave options, and the return to onsite work..

Executive Leadership Institute: Throughout the year the Committee received updates on the development of the UNC Executive Leadership Institute (ELI) and the program was officially launched in June 2020. With the support of the Board, the President, and a steering committee of UNC System leaders, ELI will develop and train talent identified within the UNC System for future senior leadership positions.

Faculty Salary Analysis Project: In November 2019, the committee was presented with updates on the development of a new System-wide tool to monitor and report on faculty salaries with respect to relevant national benchmarks. Throughout the year, the committee received additional updates on the development of this tool.

Human Capital Legislative Initiatives: The committee began reviewing four human capital initiatives that would require additional statutory authority to be granted to the Board by the General Assembly, including enhanced compensation and leave for University police officers, enhancements to several of the University's employee benefits programs, and measures aimed at reducing the complexity and administrative burden of the University's human resources system.

Optional Retirement Program “Like Plan” Provision Change: The Optional Retirement Plan (ORP) currently has a five year vesting schedule. In lieu of five years of service, employees may have the University contribution to the ORP vest if certain conditions are met, including enrolling in a “Like Plan” with their next employer. In September 2019, the Board voted to clarify the definition of “Like Plan” to include associated entities or other foundations affiliated with institutions of higher education or health. This change prevents the loss of retirement benefits when transferring between organizations.

Paid Parental Leave Benefit for University Employees: In September 2019, the Board approved a resolution to grant authority to the president to provide eight weeks of fully paid parental leave to eligible employees who have given birth to a child or four weeks of paid parental leave to eligible employees for other circumstances, such as the adoption or legal placement of a child.

Pandemic and Communicable Disease Emergency Policy Technical Corrections: In March 2020, the committee considered and recommended technical corrections to Section 300.2.15 of the UNC Policy Manual, the Pandemic and Communicable Disease Emergency Policy. These changes were primarily to update terminology and comply with updated references in General Statute.

Senior Administrative Officers Retirement Plan (SAORP): The committee voted to approve participation in the SAORP for UNCA Chancellor Nancy Cable in August 2019 and UNC-Chapel Hill Chancellor Kevin Guskiewicz in February 2020.

Senior Administrative Officers Retirement Plan (SAORP) Fund Source Eligibility: In February 2020, the Board voted to permit contributions to the SAORP to be funded using any combination of state or non-state funds.

Sexual Harassment Prevention Training: In September 2019, the Board voted to mandate training on preventing sexual harassment for all Board of Governors and institutional boards of trustee members.

Turnover Metrics: In January 2020, the committee was presented with two years of detailed System-wide turnover dates. Potential turnover trends are expected to emerge more clearly in later 2020 after a third year of rates have been collected.

## **Academic Affairs Actions**

Faculty Recruitment and Retention Fund: At committee meetings throughout the year, Dr. Kimberly van Noort apprised committee members on the state of the fund, which was established by the General Assembly in 2006 to be used to recruit and retain key tenured and tenure-track faculty.

Performance Review of Tenured Faculty: The committee reviewed the Performance Review of Tenured Faculty from fiscal year 2017-2018 and 2018-2019. Of the 774 tenured faculty reviewed in 2017-2018, 25 were deemed deficient. Of the 1,222 tenured faculty reviewed in 2018-2019, 36 were deemed deficient.

Tenure Conferrals: Academic Affairs reported on 15 tenure conferrals or promotions from campuses without management flexibility.