



MEETING OF THE BOARD OF GOVERNORS
Committee on University Personnel

July 20, 2022 at 1:00 p.m.
Via Videoconference and PBS North Carolina Livestream
University of North Carolina System Office
140 Friday Center Drive, Room 128
Chapel Hill, North Carolina

AGENDA

OPEN SESSION

- A-1. Approval of the Open Session Minutes of May 25, 2022 Carolyn Coward
- A-2. Informational Reports
 - a. Faculty Recruitment and Retention Fund Utilization Under Delegated Authority to the President..... Kimberly van Noort
 - b. New UNC System Office and SAAO-I Appointments Under Delegated Authority to the President..... Darryl Bass
- A-3. General Updates for the CommitteeDarryl Bass and Kimberly van Noort

CLOSED SESSION

- A-4. Approval of the Closed Session Minutes of May 25, 2022 Carolyn Coward
- A-5. Informational Report: EHRA Salary Adjustment Pre-Authorizations Delegated to the President or His Designee Darryl Bass
- A-6. Executive Compensation Matter Darryl Bass

OPEN SESSION

- A-7. Adjourn

Additional Information Available:
Salary Increase Metrics



Closed Session Motion

Motion to go into closed session to:

- Prevent the disclosure of information that is privileged or confidential under Article 7 of Chapter 126 of the North Carolina General Statutes, or not considered a public record within the meaning of Chapter 132 of the General Statutes.
- Consult with our attorney to protect attorney-client privilege.
- Consider the qualifications, competence, performance, or condition of appointment of a public officer or employee or prospective public officer or employee.

Pursuant to: G.S. 143-318.11(a)(1), (3), and (6).

DRAFT MINUTES

May 25, 2022 at 3:15 p.m.
Via Videoconference and PBS North Carolina Livestream
UNC System Office
140 Friday Center Drive, Room 128
Chapel Hill, North Carolina

This meeting of the Committee on University Personnel was presided over by Chair Kellie Hunt Blue. The following committee members, constituting a quorum, also attended: Reginald R. Holley, Art Pope, C. Philip Byers, and Carolyn Coward.

Chancellors participating were Johnson Akinleye and Harold Martin. Crystal Woods, chair of the UNC Staff Assembly, and Timothy Ives, chair of the UNC Faculty Assembly, were also in attendance.

Staff members present included Matthew Brody, Mary Griffin Inscoe, and others from the UNC System Office.

1. Call to Order and OPEN Session Minutes (Item A-1)

The chair called the meeting to order at 3:15 p.m., Wednesday, May 25, 2022, and called for a motion to approve the open session minutes of April 6, 2022.

MOTION: Resolved, that the Committee on University Personnel approve the open session minutes of April 6, 2022, as distributed.

Motion: C. Philip Byers
Motion carried

2. Informational Reports (Item A-2)

The committee received informational reports on new UNC System Office SAAO-I appointments under delegated authority to the president; faculty promotions and tenure conferrals under delegated authority to the president; and faculty recruitment and retention fund utilization under delegated authority to the president.

3. General Updates for the Committee (Item A-3)

The committee received additional informational reports on recent salary increase metrics, employee engagement, turnover, and new hire trends.

4. Delegation of Authority to the President to Issue Instructions for SHRA and EHRA Annual Raise Process (ARP) (Item A-4)

The committee reviewed a proposed resolution to delegate authority to the president to develop and issue detailed instructions for the upcoming Annual Raise Process (ARP) pending completion of the current legislative short session.

MOTION: Resolved, that the Committee on University Personnel approve for a vote by the Board of Governors a resolution delegating to the president, the authority to develop and issue detailed instructions for the upcoming fiscal year 2022-2023 ARP.

Motion: Carolyn Coward

Motion carried

5. Delegated Authorities Regarding Non-Base Salary Compensation for Employees Exempt from the State Human Resources Act (Item A-5)

The committee reviewed a proposed resolution authorizing the delegation of authority to the president to establish regulations permitting non-base salary compensation for EHRA employees. This would include options such as sign-on bonuses, retention bonuses, and performance-based bonus compensation within prescribed limits.

MOTION: Resolved, that the Committee on University Personnel approve for a vote by the Board of Governors a resolution delegating to the president the authority to issue regulations permitting non-base salary compensation for EHRA employees.

Motion: Reginald R. Holley

Motion carried

6. Delegated Authorities to the President Related to Campus Law Enforcement Officers Exempt from the Provisions of the State Human Resources Act (Item A-6)

The committee reviewed a proposed resolution covering the delegation of authority to the president to issue regulations allowing specific commissioned University police officers to retain select provisions of SHRA human resources policies after transitioning to EHRA non-faculty status.

MOTION: Resolved, that the Committee on University Personnel approve for a vote by the Board of Governors a resolution delegating authority to the president to establish regulations regarding the transition from SHRA to EHRA non-faculty status for the University's commissioned police officers.

Motion: C. Philip Byers

Motion carried

7. Closed Session

The chair called for a motion to move into closed session.

MOTION: Resolved, that the Committee on University Personnel move into closed session to prevent the disclosure of information that is privileged or confidential pursuant to Article 7 of Chapter 126 of the North

Carolina General Statutes [N.C.G.S. 143-318.11(a)(1)]; to consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body, which privilege is hereby acknowledged [N.C.G.S. 143-318.11(a)(3)]; and to consider the qualifications, competence, performance, or conditions of appointment of a public officer or employee or prospective public officer or employee [N.C.G.S. 143- 318.11(a)(6)].

Motion: Reginald R. Holley

Motion carried

THE MEETING MOVED INTO CLOSED SESSION AT 3:34 PM

(The complete minutes of the closed session are recorded separately.)

THE MEETING RESUMED IN OPEN SESSION AT 3:46 p.m.

There being no further business and without objection, the meeting adjourned at 3:47 p.m.

Sonja Nichols, Secretary



AGENDA ITEM

A-2a. Informational Report: Faculty Recruitment and Retention Fund
Utilization Under Delegated Authority to the President..... Kimberly van Noort

Situation: This is an informational report provided to the committee at each meeting pursuant to Section 200.6 of the UNC Policy Manual.

Background: Authority has been delegated to the president for approval of salary increases supported by the University of North Carolina Faculty Recruitment and Retention Fund.

Assessment: This month's report includes the following:

Faculty Retention and Recruitment Fund Expenditure:

- North Carolina State University, two approved requests
- University of North Carolina at Chapel Hill, 13 approved requests
- University of North Carolina at Charlotte, two approved requests
- University of North Carolina at Greensboro, three approved requests
- University of North Carolina Wilmington, three approved requests

Remaining Balance of Fund

Note: Permanent adjustments to salary may be accomplished only with recurring funds. However, nonrecurring funds may be used for retention bonuses, research equipment and facilities, and other one-time inducements to counter outside offers. The remaining balances are:

\$0 in nonrecurring funds
\$5,138,835 in recurring funds

Action: This item is for information only.



Report: Faculty Recruitment and Retention Fund Utilization Under the Delegated Authority to the President

North Carolina State University

Dana Gulling, associate professor in the Department of Architecture, \$12,500 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$96,440 **from** \$83,940 effective May 6, 2022)

Tiffany Barnes, professor in the Department of Computer Science, \$26,675 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$223,825 **from** \$197,150 effective June 14, 2022)

The University of North Carolina at Chapel Hill

Barbara Ambros, professor in the Department of Religious Studies, \$20,738 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$124,950 **from** \$104,212 effective May 24, 2022)

Christian Iliadis, professor in the Department of Physics and Astronomy, \$30,528 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$201,313 **from** \$170,785 effective May 24, 2022)

Jan Hannig, professor in the Department of Statistics and Operations Research, \$35,462 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$177,000 **from** \$141,538 effective May 24, 2022)

David Rose, assistant professor in the Department of Mathematics, \$6,009 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$95,000 **from** \$88,991 effective May 24, 2022)

Navin Bapat, professor in the Department of Political Science, \$23,505 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$141,032 **from** \$117,527 effective June 2, 2022)

Stephanie DeGooyer, assistant professor in the Department of English and Comparative Literature, \$8,500 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$84,500 **from** \$76,000 effective June 2, 2022)

Kari North, professor in the Department of Epidemiology, \$15,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$264,000 **from** \$249,000 effective June 2, 2022)

Elizabeth Engelhardt, Distinguished Professor in the Department of American Studies, \$33,500 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$202,500 **from** \$169,000 effective June 2, 2022)

Julietta Gruszko, assistant professor in the Department of Physics and Astronomy, \$6,775 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$96,000 **from** \$89,225 effective June 3, 2022)

Andrew Mann, assistant professor in the Department of Physics and Astronomy, \$8,925 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$96,000 **from** \$87,075 effective June 3, 2022)

Eric Kirby, professor in the Department of Earth, Marine, and Environmental Sciences, \$12,040 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$162,540 **from** \$150,500 effective June 3, 2022)

Miguel La Serna, professor in the Department of History, \$26,355 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$131,775 **from** \$105,420 effective June 6, 2022)

Keely Muscatell, associate professor in the Department of Psychology and Neurosciences, \$14,096 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$111,039 **from** \$96,943 effective June 15, 2022)

The University of North Carolina at Charlotte

Kirill Afonin, professor in the Department of Chemistry, \$30,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$142,035 **from** \$112,035 effective May 12, 2022)

Jason Windett, associate professor in the Department of Political Science and Public Administration, \$23,875 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$120,000 **from** \$96,125 effective June 6, 2022)

The University of North Carolina at Greensboro

Rachel Olsen, assistant professor in the Department of University Libraries, \$4,835 from the Faculty Recruitment and Retention Fund with \$4,000 to going toward salary and \$835 toward funding the cost of benefits, with UNC Greensboro funding any remaining cost of benefits
(\$58,601 **from** \$54,601 effective May 12, 2022)

Ana Hofling, associate professor in the Department of Dance, \$6,215 from the Faculty Recruitment and Retention Fund with \$5,142 to going toward salary and \$1,073 toward funding the cost of benefits, with UNC Greensboro funding any remaining cost of benefits
(\$76,365 **from** \$71,223 effective May 17, 2022)

Dayna Touron, professor in the Department of Psychology, \$19,389 from the Faculty Recruitment and Retention Fund with \$16,041 to going toward salary and \$3,348 toward funding the cost of benefits, with UNC Greensboro funding any remaining cost of benefits
(\$117,255 **from** \$101,214 effective May 24, 2022)

The University of North Carolina Wilmington

Raymond Pastore, professor in the Department of Instructional Technology, Foundations, and Secondary Education, \$10,000 from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits

(\$94,226 **from** \$84,226 effective May 6, 2022)

Len Lecci, professor in the Department of Psychology, \$22,844 from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits

(\$118,000 **from** \$95,156 effective May 19, 2022)

Ursula Ramsey, assistant professor in the Department of Accountancy and Business Law, \$30,775 from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits

(\$120,000 **from** \$89,225 effective June 21, 2022)



AGENDA ITEM

A-2b. Informational Report: New UNC System Office and SAAO-I Appointments Under Delegated Authority to the PresidentDarryl Bass

Situation: This is an informational report provided to the committee at each meeting pursuant to Section 200.6 of the UNC Policy Manual.

Background: Section 200.6 of the UNC Policy Manual delegates authority to the president to appoint and fix the compensation of senior academic and administrative officers and other employees exempt from the State Human Resources Act serving at the UNC System Office.

Section 600.3.4 of the UNC Policy Manual delegates authority to the president to create senior academic and administrative officer positions (Tier I) within the System.

Assessment: This meeting's report includes the following:

UNC System Office Appointments:

- Three personnel appointments that are state funded
- Three personnel appointments that are non-state funded

System SAAO-I Appointments

- Two SAAO-I Position Reclassifications

Action: This item is for information only.



President's Delegated Personnel Actions Report

The following actions have been approved by the president pursuant to Section 200.6 of the UNC Policy Manual during the period of May 4, 2022, to June 27, 2022.

UNC System Office

Appointments

State Funds:

Heather McCullough, Director of Learning & Technology, Academic Programs Division, June 13, 2022, \$117,000, vacant position

Suzanne Baker, Director of Student Affairs, Student Affairs Division, June 6, 2022, \$100,000, vacant position

Ulisa Bowles, Assistant Vice President for Student Affairs, Student Affairs Division, May 30, 2022, \$121,788, vacant position

Non-State Funds:

Andrea Lewton, IT Business Intelligence & Data Analyst, NC State Education Assistance Authority, June 27, 2022, \$95,000, new position

Erice Nyambi, IT Database Administrator, Information Technology Division, June 13, 2022, \$91,250, vacant position

David Crabtree, Interim CEO PBS NC, Academic Affairs Division, June 1, 2022, \$265,000, vacant position

UNC System Institutions

New or Modified UNC System SAAO-I Positions or Appointments

University of North Carolina at Charlotte:

Reclassification from SAAO-II (Executive Director Honors College) to SAAO-I (Dean, Honors College).

University of North Carolina System Office:

Reclassification from SAAO-II (Director, Data Warehousing & Online Services) to SAAO-I (Associate Vice President for IT & Deputy Chief Information Officer).



AGENDA ITEM

A-3. General Updates for the Committee..... Darryl Bass and Kimberly van Noort

Situation: The committee will hear updates on recent Academic Affairs and Human Resources activities.

Background: The Committee on University Personnel reviews and makes recommendations to the UNC Board of Governors on issues supporting faculty, personnel, academic affairs, and human resources matters under the jurisdiction of the Board. The Human Resources and Academic Affairs departments provide updates to the committee at every meeting on both annual and ad hoc work, including HR-related efforts during the pandemic, the review of tenured faculty, and annual salary guidance related to any legislatively supported salary raise process.

Assessment: Information will be provided to the committee on recent updates in academic affairs and human resources at the UNC System Office and across the 17 institutions.

Action: This item is for information only.