

January 24, 2024, at 2:30 p.m.
Via Videoconference and PBS North Carolina Livestream
UNC System Office
223 S. West Street, Room 1809
Raleigh, North Carolina

AGENDA

OPEN SESSION

- A-1. Approval of the Open Session Minutes Carolyn Coward
 - a. Open Session Minutes of November 15, 2023
 - b. Open Session Minutes of November 29, 2023

- A-2. General Updates for the CommitteeDarryl Bass and David English

CLOSED SESSION

- A-3. Approval of the Closed Session Minutes Carolyn Coward
 - a. Closed Session Minutes of November 15, 2023
 - b. Closed Session Minutes of November 29, 2023

- A-4. Executive Compensation Matter Peter Hans

OPEN SESSION

- A-6. Adjourn



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

November 15, 2023 at 4 p.m.
Via videoconference and PBS North Carolina Livestream
University of North Carolina at Greensboro
Nursing and Instructional Building, Room 402
Greensboro, North Carolina

This meeting of the Committee on University Personnel was presided over by Chair Carolyn Coward. The following committee members, constituting a quorum, were present either in person or via videoconference: Temple Sloan, Sonja Nichols, Harry Brown, Swadesh Chatterjee, and John Fraley.

Chancellors participating were Kelli Brown and Brian Cole. Shayna Hill, chair of the UNC Staff Assembly, and Wade Maki, chair of the UNC Faculty Assembly, were also in attendance.

Staff members present included Michael Vollmer, Mary Griffin Inscoe, and others from the University of North Carolina System Office.

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

The chair called the meeting to order at 4 p.m. on Wednesday, November 15, 2023, and reminded all committee members of their duty under the State Government Ethics Act to avoid conflicts of interest and appearances of conflicts of interest. The chair asked if there were any conflicts or appearances of conflicts with respect to any matter coming before the committee. No members identified any conflicts at the time. The chair called for a motion to approve the open session minutes of October 19, 2023.

MOTION: Resolved, that the Committee on University Personnel approve the open session minutes of October 19, 2023, as distributed.

Motion: Harry Brown
Motion carried

2. General Updates for the Committee (Item A-2)

The committee received updates from Michael Vollmer on the implementation of the four percent across-the-board legislative salary increases and retroactive pay for employees across the UNC System as part of the Appropriations Act.

3. Proposed Revisions to Chapter 300 of the UNC Policy Manual (Item A-3)

The committee reviewed proposed changes to Chapter 300 of the UNC Policy Manual as part of a Systemwide policy review effort.

MOTION: Resolved, that the Committee on University Personnel approve the proposed changes to Chapter 300 of the UNC Policy Manual and submit the changes to be voted on through the January consent agenda.

Motion: Harry Brown
Motion carried

4. Proposed Supersede to Section 400.3.1 of the UNC Policy Manual, *Teaching Effectiveness in the University of North Carolina* (Item A-4)

The committee reviewed a proposed policy supersede of Section 400.3.1 of the UNC Policy Manual to implement the recommendations presented to the Committee on University Personnel during the September 2023 meeting.

MOTION: Resolved, that the Committee on University Personnel approve the proposed policy supersede of Section 400.3.1 of the UNC Policy Manual and submit the supersede for a vote through the January consent agenda.

Motion: John Fraley
Motion carried

5. Proposed Supersede to Section 400.3.3 of the UNC Policy Manual, *Performance Review of Tenured Faculty (Post-Tenure Review)* (Item A-5)

The committee reviewed a proposed policy supersede of Section 400.3.3 of the UNC Policy Manual to implement the recommendations presented to the Committee on University Personnel during the September 2023 meeting.

MOTION: Resolved, that the Committee on University Personnel approve the proposed policy supersede of Section 400.3.3 of the UNC Policy Manual and submit the supersede for a vote through the January consent agenda.

Motion: John Fraley
Motion carried

6. UNC Optional Retirement Program Technical Changes (Item A-6)

The committee reviewed a proposed resolution approving an amendment to the Optional Retirement Program plan document to ensure consistency with relevant North Carolina statutes and IRS regulations.

MOTION: Resolved, that the Committee on University Personnel approve the resolution amending the Optional Retirement Program plan document to ensure it is consistent with Session Law 2023-134, 2023 Appropriations Act, and the SECURE 2.0 Act of 2022.

Motion: Harry Brown

Motion carried

7. Faculty Recruitment and Retention Fund (Item A-7)

The committee heard a presentation about the Faculty Recruitment and Retention Fund and how it will continue to be used to help the University of North Carolina System retain top faculty talent with the addition of the transformational \$15 million increase to the fund provided by the North Carolina General Assembly in the recently adopted biennial budget.

8. 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 [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 [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 [G.S. 143-318.11(a)(6)].

Motion: Temple Sloan

Motion carried

THE MEETING MOVED INTO CLOSED SESSION AT 4:25 P.M.
(The complete minutes of the closed session are recorded separately.)

THE MEETING RESUMED IN OPEN SESSION AT 4:33 P.M.

There being no further business and without objection, the meeting was adjourned at 4:33 p.m.

Sonja Nichols, Secretary

DRAFT MINUTES

November 29, 2023 at 10:30 a.m.

Via videoconference and PBS North Carolina Livestream

This meeting of the Committee on University Personnel was presided over by Chair Carolyn Coward. The following committee members, constituting a quorum, were also present via videoconference: Temple Sloan, Sonja Nichols, Harry Brown, Swadesh Chatterjee, and John Fraley.

Chancellors participating were Kelli Brown and Brian Cole.

Staff members present included Darryl Bass, Mary Griffin Inscoe, and others from the University of North Carolina System Office.

1. Call to Order (Item A-1)

The chair called the meeting to order at 10:30 a.m. on Wednesday, November 29, 2023, and reminded all committee members of their duty under the State Government Ethics Act to avoid conflicts of interest and appearances of conflicts of interest. The chair asked if there were any conflicts or appearances of conflicts with respect to any matter coming before the committee. No members identified any conflicts at the time.

2. 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 [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 [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 [G.S. 143-318.11(a)(6)].

Motion: Temple Sloan

Motion carried

THE MEETING MOVED INTO CLOSED SESSION AT 10:31 A.M.

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

THE MEETING RESUMED IN OPEN SESSION AT 10:56 A.M.

There being no further business and without objection, the meeting adjourned at 10:57 a.m.



MEETING OF THE BOARD OF GOVERNORS
Committee on University Personnel

Sonja Nichols, Secretary

AGENDA ITEM

A-2. General Updates for the Committee..... Darryl Bass and David English

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 University of North Carolina 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 University of North Carolina System Office and across the 17 institutions.

Action: This item is for information only.