

July 24, 2024 at 12:15 a.m.  
Via Videoconference and PBS North Carolina Livestream  
UNC System Office  
223 S. West Street, Board Room  
Raleigh, NC 27603

## **AGENDA**

### **OPEN SESSION**

- A-1. Approval of the Open Session Minutes ..... Carolyn Coward
  - a. Open Session Minutes of May 22, 2024
  - b. Open Session Minutes of May 29, 2024
  - c. Open Session Minutes of June 6, 2024
  - d. Open Session Minutes of June 21, 2024
- A-2. Employee Engagement Survey Overview ..... Thomas Walker

### **CLOSED SESSION**

- A-3. Approval of the Closed Session Minutes ..... Carolyn Coward
  - a. Closed Session Minutes of May 22, 2024
  - b. Closed Session Minutes of May 29, 2024
  - c. Closed Session Minutes of June 6, 2024
  - d. Closed Session Minutes of June 21, 2024
- A-4. Executive Compensation Matter ..... Peter Hans

### **OPEN SESSION**

- A-5. Adjourn



MEETING OF THE BOARD OF GOVERNORS  
Committee on University Personnel

## 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 22, 2024 at 11:30 a.m.  
Via Videoconference and PBS North Carolina Livestream  
UNC System Office  
223 S. West Street, Room 1809  
Raleigh, 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, 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 Darryl Bass, Mary Griffin Inscoe, and others from the University of North Carolina System Office.

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

The chair called the meeting to order at 11:30 a.m. on Wednesday, May 22, 2024, 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 minutes from the April 15, 2024, meeting were approved by unanimous consent.

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

Dr. David English shared annual informational reports on tenure conferrals at institutions without management flexibility and the Faculty Recruitment and Retention Fund. Mr. Darryl Bass shared annual informational reports on appointments to the System Office and new and reclassified Senior Academic and Administrative Officer (SAAO) positions with the System.

### 3. Performance Review of Tenured Faculty (Item A-3)

The committee reviewed an informational report on the performance review of tenured faculty. This annual report is conducted to assure the continuing rigorous application of post-tenure review to support and encourage excellence among tenured faculty. Of the 689 tenured faculty who were reviewed this year, over 96 percent met or exceeded expectations.

### 4. 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 11:35 A.M.**

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

**THE MEETING RESUMED IN OPEN SESSION AT 11:43 A.M.**

There being no further business and without objection, the meeting adjourned at 11:43 a.m.

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Woody White, Secretary

## DRAFT MINUTES

May 29, 2024 at 12:30 p.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 present via videoconference: Temple Sloan, Sonja Nichols, Swadesh Chatterjee, and John Fraley.

Chancellors participating were Kelli Brown, Brian Cole, and Randy Woodson. Shayna Hill, chair of the UNC Staff Assembly, was also in attendance.

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

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

The chair called the meeting to order at 12:30 p.m. on Wednesday, May 29, 2024, 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 12:32 P.M.**  
(The complete minutes of the closed session are recorded separately.)

**THE MEETING RESUMED IN OPEN SESSION AT 12:46 P.M.**

There being no further business and without objection, the meeting adjourned at 12:46 p.m.

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Woody White, Secretary

## DRAFT MINUTES

June 6, 2024 at 9:30 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 present via videoconference: Temple Sloan, Sonja Nichols, Swadesh Chatterjee, and John Fraley.

Chancellor participating was Randy Woodson.

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

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

The chair called the meeting to order at 9:30 a.m. on Thursday, June 6, 2024, 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 9:32 A.M.**  
(The complete minutes of the closed session are recorded separately.)

**THE MEETING RESUMED IN OPEN SESSION AT 9:48 A.M.**

There being no further business and without objection, the meeting adjourned at 9:48 a.m.

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Woody White, Secretary



## DRAFT MINUTES

June 21, 2024 at 11:00 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 present via videoconference: Temple Sloan, Sonja Nichols, Swadesh Chatterjee, and John Fraley.

Chancellor participating was Brian Cole.

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

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

The chair called the meeting to order at 11:00 a.m. on Friday, June 21, 2024, 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 11:02 A.M.**  
(The complete minutes of the closed session are recorded separately.)

**THE MEETING RESUMED IN OPEN SESSION AT 11:28 A.M.**

There being no further business and without objection, the meeting adjourned at 11:29 a.m.

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Woody White, Secretary

## AGENDA ITEM

A-2. Employee Engagement Survey Overview..... Thomas Walker

<b>Situation:</b>	This is an update on the 2024 UNC System Employee Engagement Survey, which was conducted in March 2024.
<b>Background:</b>	The UNC System Employee Engagement Survey is a program sponsored by the UNC System Office. It is a survey on workplace satisfaction that takes place at all UNC System constituent institutions every two years as part of the UNC System Strategic Plan. The survey goes to all permanent full-time faculty and staff and began in 2018, then was conducted again in 2020 and 2022.
<b>Assessment:</b>	The UNC System has improved in all measures since 2020. Overall, job satisfaction/support is 82 percent. 80 percent of survey participants feel that their department is a good place to work. 89 percent understand how their respective jobs contribute to their institution's mission. 84 percent positively responded that in their respective departments, they welcome the many identities and attributes of faculty and staff. Finally, 80 percent responded that their supervisor/department chair shows genuine interest in their well-being.
<b>Action:</b>	This item is for information only.

Institution	2018	2020	2022	2024
App State	62	55	60	59
ECSU	48	57	71	74
East Carolina	58	57	66	66
FSU	60	56	63	60
NCSSM	69	66	66	75
NC A&T	61	59	65	64
NC Central	56	49	59	61
NC State	65	65	68	68
UNC Asheville	63	55	61	57
UNC Charlotte	65	64	68	68
UNC-Chapel Hill	62	60	64	64
UNC Greensboro	65	65	61	62
UNC Pembroke	65	63	70	67
UNC School of the Arts	62	54	62	64
UNC System Office	61	61	68	71
UNC Wilmington	62	61	63	65
Western Carolina	68	66	68	74
WSSU	53	51	61	59
<b>System Aggregate</b>	<b>63</b>	<b>61</b>	<b>65</b>	<b>66</b>