

**RESOLUTION OF  
THE BOARD OF GOVERNORS OF THE UNIVERSITY OF NORTH CAROLINA  
INCENTIVE COMPENSATION CONTRIBUTION  
PARTICIPATION IN THE SENIOR ADMINISTRATIVE OFFICER RETIREMENT PROGRAM**

May 15, 2025

**WHEREAS**, the Board of Governors of The University of North Carolina may authorize the participation of administrative officers in certain deferred compensation programs and retirement arrangements, pursuant to Section 300.2.14 of the UNC Policy Manual, *Evaluations of Positions for Designation as Senior Academic and Administrative Officers*; and

**WHEREAS**, the Board of Governors of The University of North Carolina has previously approved Peter Hans, President, be authorized to participate in the Senior Administrative Officer Retirement Program (SAORP); and

**WHEREAS**, pursuant to Section 200.4.III of the UNC Policy Manual, *Assessment Process for the Chief Executive and Governing Boards of the University of North Carolina*, and the provisions of President Hans' term sheet, the Presidential Assessment Committee of the Board of Governors of the University of North Carolina has conducted an annual assessment of the president's performance during the 2024-25 fiscal year based upon quantitative goals approved by the Board and the Committee's evaluation of the president's leadership and management of UNC System operations; and

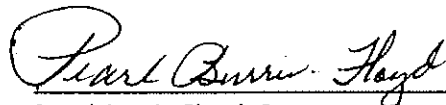
**WHEREAS**, following appropriate review and upon recommendation of the Presidential Assessment Committee, the Board of Governors of The University of North Carolina has determined to make a one-time incentive compensation as an Employer contribution to President Hans' SAORP retirement account in recognition of the president's extraordinary performance and leadership for the 2024-25 fiscal year.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Governors:

- (a) Authorizes a contribution on behalf of President Hans to his SAORP retirement account in the amount of \$442,200;
- (b) Directs that the contribution be paid for with non-state funds; and
- (c) Directs that the contribution described above to President Hans's SAORP retirement account shall be considered fully vested upon contribution, consistent with the terms of the SAORP.

Adopted this 15<sup>th</sup> day of May, 2025.

  
Wendy F. Murphy, Chair

  
Pearl Burris-Floyd, Secretary