

April 15, 2026
15 minutes after the adjournment of the Joint Committee Meeting
Via Videoconference and PBS North Carolina Livestream
North Carolina School of Science and Mathematics
901 Burkemont Avenue, Joiner Hall, Third Floor
Morganton, NC 28655

AGENDA

OPEN SESSION

- A-1. Approval of the Open Session Minutes of February 25, 2026..... Carolyn Coward
- A-2. Faculty Recruitment and Retention Fund
Utilization Under Delegated Authority to the President David English
- A-3. Proposed Amendments to Section 300.1.5 of the UNC Policy Manual, *Occupation of Official
Residences of the Chancellors and the President*..... Michael Vollmer

CLOSED SESSION

- A-4. Approval of the Closed Session Minutes of February 25, 2026..... Carolyn Coward
- A-5. Compensation Matter Michael Vollmer
- A-6. Compensation Matter..... Michael Vollmer

OPEN SESSION

- A-7. 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

February 25, 2026

15 minutes after the adjournment of the Joint Committee Meeting

Via Videoconference and PBS North Carolina Livestream

UNC System Office

223 S. West Street, Room 1809

Raleigh, NC 27603

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: Woody White, Swadesh Chatterjee, Kellie Hunt Blue, and Jimmy D. Clark.

Chancellors participating were Robin Cummings and Sharon Gaber.

Alan Porch, chair of the UNC Staff Assembly, and Wade Maki, chair of the UNC Faculty Assembly, were also in attendance.

Staff members present included Thomas Walker, Mary Griffin Riggins, 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 11:45 a.m. on Wednesday, February 25, 2026, 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 November 19, 2025, meeting were approved by unanimous consent.

2. Employee Turnover (Item A-2)

Shelby Bass, deputy chief operating officer for the UNC System, shared an update on recent employee turnover trends, which demonstrated that voluntary turnover trends have returned to pre-COVID levels over the past two years.

3. Shared Services Update (Item A-3)

Mrs. Bass; Dr. Maurice Ferrell, deputy chief operating officer for technology and enterprise data; and Brian Usischon, vice president for human resource services, shared an update on the continued expansion of shared services in key administrative areas, including human resources, advancement services, and information technology.

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, or not considered a public record within the meaning of Chapter 132 of the 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: Woody White

Motion carried

THE MEETING MOVED INTO CLOSED SESSION AT 11:59 A.M.

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

THE MEETING RESUMED IN OPEN SESSION AT 12:35 P.M.

There being no further business and without objection, the meeting adjourned at 12:35 p.m.

Swadesh Chatterjee, Secretary

AGENDA ITEM

A-2. Faculty Recruitment and Retention Fund
Utilization Under Delegated Authority to the President..... David English

Situation: This is an informational report provided to the committee annually pursuant to Section 200.6 of the UNC Policy Manual, *Policy on Delegated Authority to the President*.

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 year's report includes the following:

Faculty Retention and Recruitment Fund Expenditures March 23, 2025, through March 13, 2026:

- East Carolina University, 10 approved requests
- Fayetteville State University, one approved request
- North Carolina Central University, one approved request
- North Carolina School of Science and Mathematics, six approved requests
- NC State University, 12 approved requests
- University of North Carolina Asheville, two approved requests
- University of North Carolina at Chapel Hill, 35 approved requests
- University of North Carolina at Charlotte, 13 approved requests
- University of North Carolina at Greensboro, 10 approved requests
- University of North Carolina Pembroke, nine approved requests
- University of North Carolina School of the Arts, one approved request
- University of North Carolina Wilmington, 14 approved requests
- Western Carolina University, three approved requests
- Winston Salem State University, two 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 other one-time inducements for recruitment or retention. The remaining balances are: **\$12,534,628** in recurring and/or nonrecurring requests.

Action: This item is for information only.



**Report: Faculty Recruitment and Retention Fund Utilization
Under the Delegated Authority to the President
March 23, 2025, through March 13, 2026**

East Carolina University

Tiffany Baffour, Professor in the School of Social Work, \$10,512 in recurring funding from the Faculty Recruitment and Retention Fund with ECU funding the cost of benefits
((\$114,488 to \$125,000 effective April 15, 2025))

Teiya Kijimoto, Assistant Professor in the Department of Biology, \$20,000 in nonrecurring operating support funding
(Effective May 5, 2025)

Emily Gathright, Assistant Professor in the Department of Psychology, \$20,000 in nonrecurring operating support funding
(Effective May 5, 2025)

Michelle Malkin, Assistant Professor in the Department of Criminal Justice and Criminology, \$20,000 in nonrecurring operating support funding and \$13,315 (\$8,315 in base pay and \$5,000 in supplemental pay) recurring funding from the Faculty Recruitment and Retention Fund with ECU funding the cost of benefits
((\$75,392 to \$83,707 effective June 20, 2025))

Elizabeth Bjornsen, Assistant Professor in the Department of Kinesiology, \$98,000 in nonrecurring operating support funding
(Effective July 7, 2025)

Cynthia Anderson, Professor in the Department of Sociology, \$7,500 in nonrecurring operating support funding and \$14,536 in recurring funding from the Faculty Recruitment and Retention Fund with ECU funding the cost of benefits
((\$130,827 to \$145,363 effective July 16, 2025))

Christopher Geyer, Professor in the Department of Anatomy and Cell Biology, \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with ECU funding the cost of benefits
((\$165,000 to \$185,000 effective July 24, 2025))

Nicholas Broskey, Associate Professor in the Department of Kinesiology, \$36,374 in recurring funding from the Faculty Recruitment and Retention Fund with ECU funding the cost of benefits
((\$88,959 to \$125,333 effective January 6, 2026))

Michael Muglia, Associate Professor in the Department of Coastal Studies, \$5,405 in recurring funding from the Faculty Recruitment and Retention Fund with ECU funding the cost of benefits

(\$98,127 to \$103,532 effective February 2, 2026)

Peter Francia, Professor in the Department of Political Science, \$10,353 in recurring funding from the Faculty Recruitment and Retention Fund with ECU funding the cost of benefits
(\$102,647 to \$113,000 effective February 24, 2026)

Fayetteville State University

Kofi Afrifah, Professor in the Department of Biological and Forensic Sciences, \$20,000 in nonrecurring operating support funding and \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with FSU funding the cost of benefits
(\$85,000 to \$105,000 effective October 3, 2025)

North Carolina Central University

Jason Jones, Assistant Professor in the School of Law, \$16,850 in recurring funding from the Faculty Recruitment and Retention Fund with NCCU funding the cost of benefits
(\$108,150 to \$125,000 effective June 6, 2025)

North Carolina School of Science and Mathematics

Charles Robinson, Instructor in the Department of Engineering and Computer Science, \$9,647 in recurring funding from the Faculty Recruitment and Retention Fund with NCSSM funding the cost of benefits
(\$60,756 to \$70,403 effective October 29, 2025)

Stephanie Eggers, Instructor in the Department of Engineering and Computer Science, \$11,858 in recurring funding from the Faculty Recruitment and Retention Fund with NCSSM funding the cost of benefits
(\$74,685 to \$86,544 effective October 29, 2025)

Letitia Hubbard, Instructor in the Department of Engineering and Computer Science, \$8,149 in recurring funding from the Faculty Recruitment and Retention Fund with NCSSM funding the cost of benefits
(\$70,438 to \$78,587 effective February 17, 2026)

Jonathan Davis, Instructor in the Department of Engineering and Computer Science, \$40,500 in nonrecurring funding
(Effective February 26, 2026)

Rayn Sakaguchi, Instructor in the Department of Engineering and Computer Science, \$91,500 in nonrecurring funding
(Effective March 9, 2026)

Matthew Hilton, Instructor in the Department of Engineering and Computer Science, \$30,000 in nonrecurring funding
(Effective March 9, 2026)

NC State University

Jason Hou, Associate Professor in the Department of Nuclear Engineering, \$9,000 in recurring funding from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$119,883 to \$128,883 effective July 29, 2025)

Veljiko Dubljevic, Professor of Philosophy and Religious Studies in the College of Humanities and Social Sciences, \$7,000 in recurring funding from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits

(\$108,435 to \$115,935 effective August 8, 2025)

Venkat Narayanaswamy, Professor in the Department of Mechanical and Aerospace Engineering, \$15,224 in recurring funding from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits

(\$159,512 to \$174,736 effective November 14, 2025)

Tiegang Fang, Professor in the Department of Mechanical and Aerospace Engineering, \$9,568 in recurring funding from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits

(\$150,864 to \$160,432 effective December 19, 2025)

Yaroslava Yingling, Professor in the Department of Mechanical and Aerospace Engineering, \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits

(\$198,076 to \$218,076 effective December 19, 2025)

Traci Voyles, Professor in the History Department in the College of Humanities and Social Sciences, \$7,500 in recurring funding from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits

(\$175,100 to \$182,600 effective December 19, 2025)

Matthew Bryant, Professor in the Department of Mechanical and Aerospace Engineering, \$13,097 in recurring funding from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits

(\$143,807 to \$156,904 effective December 19, 2025)

Jordan Rogers, Assistant Professor in the History Department in the College of Humanities and Social Sciences, \$6,000 in recurring funding from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits

(\$74,000 to \$80,000 effective February 2, 2026)

Natalie Murr, Associate Professor in the Psychology Department in the College of Humanities and Social Sciences, \$8,000 in recurring funding from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits

(\$97,836 to \$101,836 effective February 2, 2026)

Jacob Jones, Professor in the Department of Materials Science and Engineering, \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits

(\$197,597 to \$217,597 effective February 2, 2026)

Arun Kota, Professor in the Department of Mechanical and Aerospace Engineering, \$8,597 in recurring funding from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits

(\$132,807 to \$141,404 effective February 2, 2026)

Martin Thuo, Professor in the Department of Materials Science and Engineering, \$17,500 in recurring funding from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits

(\$171,392 to \$188,892 effective February 2, 2026)

University of North Carolina Asheville

Kevin Riordan, Assistant Professor in the Department of Psychology, \$30,000 in nonrecurring operating support funding and \$10,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNCA funding the cost of benefits
((\$70,000 to \$80,000 effective July 7, 2025)

Muhammad Nawaz, Assistant Professor in the Department of Economics and Finance, \$30,000 in nonrecurring operating support funding and \$35,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNCA funding the cost of benefits
((\$95,625 to \$130,625 effective December 15, 2025)

University of North Carolina at Chapel Hill

Marisa Marraccini, Associate Professor in the Department of Education, \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
((\$104,000 to \$124,000 effective May 29, 2025)

Blake Rushing, Research Assistant Professor in the Department of Nutrition, \$20,000 in nonrecurring operating support funding and \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
((\$99,423 to \$119,423 effective June 7, 2025)

Michael Hallquist, Associate Professor in the Department of Psychology & Neuroscience, \$80,000 in nonrecurring operating support funding and \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
((\$131,712 to \$151,712 effective June 18, 2025)

Alexander Miller, Professor in the Department of Chemistry, \$500,000 in nonrecurring operating support funding and \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
((\$132,945 to \$152,945 effective June 24, 2025)

Jillian Dempsey, Distinguished Term Professor in the Department of Chemistry, \$500,000 in nonrecurring operating support funding and \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
((\$132,945 to \$152,945 effective June 24, 2025)

Shauna Cooper, Professor in the Department of Psychology and Neuroscience, \$210,000 in nonrecurring operating support funding and \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
((\$138,409 to \$158,409 effective June 24, 2025)

Christopher Shea, Professor in the Department of Health Policy and Management, \$50,000 in nonrecurring operating support funding and \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
((\$190,785 to \$210,785 effective July 16, 2025)

Karen Sheffield-Abdullah, Assistant Professor in the School of Nursing, \$10,000 in nonrecurring operating support funding
(Effective July 18, 2025)

Andrey Smirnov, Associate Professor in the Department of Mathematics, \$10,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
(\$113,539 to \$123,539 effective July 23, 2025)

Jessica Soldavini, Assistant Professor in the Department of Nutrition, \$50,000 in nonrecurring operating support funding and \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
(\$104,772 to \$124,772 effective July 24, 2025)

Nicholas Law, Professor in the Department of Physics and Astronomy, \$200,000 in nonrecurring operating support funding and \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
(\$126,889 to \$146,889 effective July 24, 2025)

Tianlong Chen, Assistant Professor in the Department of Computer Science, \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
(\$125,000 to \$145,000 effective July 28, 2025)

Jeremy Marzuola, Professor in the Department of Mathematics, \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
(\$130,295 to \$150,295 effective July 28, 2025)

Donald Porter, Professor in the Department of Computer Science, \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
(\$176,827 to \$196,827 effective July 28, 2025)

Deshira Wallace, Assistant Professor in the Department of Health Behavior, \$50,000 in nonrecurring operating support funding and \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
(\$120,848 to \$140,848 effective August 8, 2025)

Anne Maheux, Fellow in the Department of Psychology and Neuroscience, \$170,000 in nonrecurring operating support funding and \$10,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
(\$97,850 to \$107,850 effective August 8, 2025)

Eva Telzer, Professor in the Department of Psychology and Neuroscience, \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
(\$138,409 to \$158,409 effective September 11, 2025)

Nels Popp, Professor in Department of Exercise and Sport Science, \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
(\$115,387 to \$135,387 effective September 11, 2025)

Pedro Saenz, Professor in the Department of Mathematics, \$173,334 in nonrecurring operating support funding and \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
(\$111,735 to \$131,735 effective October 7, 2025)

Noreen McDonald, Professor in the Department of City and Regional Planning, \$50,000 in nonrecurring operating support funding and \$30,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
((\$182,104 to \$212,104 effective October 17, 2025)

Mary McClurg, Professor in the Eshelman School of Pharmacy, \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
((\$215,077 to \$266,591 effective October 30, 2025)

Craig Lee, Professor in the Eshelman School of Pharmacy, \$15,149 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
((\$194,315 to \$209,464 effective November 5, 2025)

Soumya Benhabbour, Professor in the Department of Bioengineering, \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
((\$175,000 to \$195,000 effective December 2, 2025)

Aadra Bhatt, Assistant Professor in the Department of Cell Biology and Physiology, \$687,500 in nonrecurring operating support funding
(Effective January 21, 2026)

Eileen Kennedy, Professor in the School of Pharmacy, \$550,000 in nonrecurring operating support funding
(Effective January 16, 2026)

Danielle Stevens, Assistant Professor in the Department of Radiology, \$300,000 in nonrecurring operating support funding
(Effective January 16, 2026)

Ethan Steele, Assistant Professor in the Department of Radiation Oncology, \$130,000 in nonrecurring operating support funding
(Effective January 16, 2026)

Hiral Master, Assistant Professor in the Department of Health Sciences, \$120,000 in nonrecurring operating support funding
(Effective January 16, 2026)

Bryan Harris, Assistant Professor in the Department of Radiology, \$150,000 in nonrecurring operating support funding
(Effective January 16, 2026)

Grant Fischer, Assistant Professor in the Department of Pathology and Laboratory Medicine, \$300,000 in nonrecurring operating support funding
(Effective January 16, 2026)

Jun Li, Associate Professor in the Department of Data Sciences and Society, \$300,000 in nonrecurring operating support funding
(Effective January 16, 2026)

Lucia Cevidanes, Professor in the Department of Orthodontics, \$237,000 in nonrecurring operating support funding
(Effective January 16, 2026)

Ryan Barbaro, Professor in the Department of Pediatrics Critical Care Medicine, \$750,000 in nonrecurring operating support funding
(Effective June 30, 2026)

Jingping Nie, Assistant Professor in the Department of Data Sciences and Society, \$100,000 in nonrecurring operating support funding
(Effective February 17, 2026)

Eric Ryan, Professor in the Department of Exercise and Sports Science, \$7,588 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-CH funding the cost of benefits
(\$142,412 to \$150,000 effective March 5, 2026)

University of North Carolina at Charlotte

Kristen Beach, Associate Professor in the Department of Special Education and Child Development, \$16,675 in recurring funding from the Faculty Recruitment and Retention Fund with UNCC funding the cost of benefits
(\$92,325 to \$109,000 effective April 8, 2025)

Daniel Wright, Senior Lecturer in the Department of Finance, \$16,886 in recurring funding from the Faculty Recruitment and Retention Fund with UNCC funding the cost of benefits
(\$103,114 to \$120,000 effective April 25, 2025)

Eliana Christou, Associate Professor in the Department of Mathematics and Statistics, \$18,995 in recurring funding from the Faculty Recruitment and Retention Fund with UNCC funding the cost of benefits
(\$96,045 to \$115,000 effective May 9, 2025)

Shan Yan, Professor in the Department of Biological Sciences, \$194,776 in nonrecurring operating support funding and \$18,769 in recurring funding from the Faculty Recruitment and Retention Fund with UNCC funding the cost of benefits
(\$154,184 to \$172,953 effective May 7, 2025)

Ying Sun, Professor in the Department of Mechanical Engineering and Engineering Science, \$20,000 in nonrecurring operating support funding and \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNCC funding the cost of benefits
(\$236,000 to \$256,000 effective May 7, 2025)

Aneesha Dasgupta, Assistant Professor in the Department of Biological Sciences, \$200,000 in nonrecurring operating support funding
(Effective May 21, 2025)

Linda Camp, Distinguished Professor in the Department of Software & Information Systems, \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNCC funding the cost of benefits
(\$215,000 to \$235,000 effective June 27, 2025)

Scott Tonidandel, Professor in the Department of Management, \$9,121 in recurring funding from the Faculty Recruitment and Retention Fund with UNCC funding the cost of benefits

(\$232,604 to \$241,725 effective October 16, 2025)

Morgan Johnson, Assistant Professor in the Department of Biological Sciences, \$291,894 in nonrecurring operating support funding and \$18,306 in recurring funding from the Faculty Recruitment and Retention Fund with UNCC funding the cost of benefits

(\$86,694 to \$105,000 effective November 4, 2025)

George Banks, Professor in the Department of Management, \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNCC funding the cost of benefits

(\$217,436 to \$241,725 effective November 6, 2025)

Chris Mellinger, Professor in the Department of Languages, Cultures and Translations, \$19,978 in recurring funding from the Faculty Recruitment and Retention Fund with UNCC funding the cost of benefits

(\$99,895 to \$119,873 effective November 6, 2025)

Wenwen Dou, Associate Professor in the Department of Computer Science, \$14,780 in recurring funding from the Faculty Recruitment and Retention Fund with UNCC funding the cost of benefits

(\$130,220 to \$145,000 effective December 18, 2025)

Elaine Luo, Professor in the Department of Biological Sciences, \$134,958 in nonrecurring operating support funding and \$14,212 in recurring funding from the Faculty Recruitment and Retention Fund with UNCC funding the cost of benefits

(\$99,086 to \$113,298 effective February 17, 2026)

University of North Carolina at Greensboro

Thomas Heflin, Associate Professor in the School of Music, \$8,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNCG funding the cost of benefits

(\$72,305 to \$80,305 effective May 2, 2025)

Katarzyna Ozga, Assistant Professor in the Department of Art, \$15,000 in nonrecurring operating support funding and \$5,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNCG funding the cost of benefits

(\$70,040 to \$75,040 effective May 24, 2025)

Eric Willie, Professor in the Department of Music, \$15,000 in nonrecurring operating support funding and \$7,690 in recurring funding from the Faculty Recruitment and Retention Fund with UNCG funding the cost of benefits

(\$88,007 to \$95,697 effective July 24, 2025)

Omar Ali, Professor in the Department of African American and African Diaspora Studies, \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNCG funding the cost of benefits

(\$90,000 to \$110,000 effective August 4, 2025)

Roberto Arce-Martinez, Assistant Professor in the Department of Visual and Performing Arts, \$15,000 in nonrecurring operating support funding and \$6,141 in recurring funding from the Faculty Recruitment and Retention Fund with UNCG funding the cost of benefits

(\$64,859 to \$71,000 effective February 2, 2026)

David Watson, Assistant Professor in the Department of Visual and Performing Arts, \$15,000 in nonrecurring operating support funding and \$7,500 in recurring funding from the Faculty Recruitment and Retention Fund with UNCG funding the cost of benefits
(\$62,500 to \$70,000 effective February 6, 2026)

Dishi Hu, Assistant Professor in the Department of Management, \$3,100 in recurring funding from the Faculty Recruitment and Retention Fund with UNCG funding the cost of benefits
(\$136,990 to \$140,090 effective February 19, 2026)

John Stehlin, Assistant Professor in the Department of Geography, Environment, and Sustainability, \$20,000 in nonrecurring operating support funding and \$9,769 in recurring funding from the Faculty Recruitment and Retention Fund with UNCG funding the cost of benefits
(\$85,231 to \$95,000 effective February 19, 2026)

Madelynn Stackhouse, Associate Professor in the Department of Management, \$4,500 in recurring funding from the Faculty Recruitment and Retention Fund with UNCG funding the cost of benefits
(\$149,202 to \$153,702 effective February 19, 2026)

Ana Hofling, Associate Professor in the Department of Dance, \$4,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNCG funding the cost of benefits
(\$88,696 to \$92,696 effective March 12, 2026)

University of North Carolina Pembroke

Kelly Ficklin, Associate Professor in the Department of Early Childhood, Elementary, and Literacy Studies, \$5,124 in recurring funding from the Faculty Recruitment and Retention Fund with UNCP funding the cost of benefits
(\$69,876 to \$75,000 effective April 9, 2025)

Maria Santisteban, Professor in the Department of Biology, \$15,000 in nonrecurring operating support funding and \$8,826 in recurring funding from the Faculty Recruitment and Retention Fund with UNCP funding the cost of benefits
(\$80,293 to \$89,119 effective April 9, 2025)

Camille Goins, Associate Professor in the Department of Educational Leadership, \$15,000 in nonrecurring operating support funding and \$6,812 in recurring funding from the Faculty Recruitment and Retention Fund with UNCP funding the cost of benefits
(\$69,817 to \$76,629 effective April 9, 2025)

Zhengkun Ye, Assistant Professor in the Department of Mathematics and Computer Science, \$20,000 in nonrecurring operating support funding and \$4,143 in recurring funding from the Faculty Recruitment and Retention Fund with UNCP funding the cost of benefits
(\$82,868 to \$87,011 effective April 9, 2025)

Lopamudra Praharaj, Assistant Professor in the Department of Mathematics and Computer Science, \$20,000 in nonrecurring operating support funding and \$7,132 in recurring funding from the Faculty Recruitment and Retention Fund with UNCP funding the cost of benefits
(\$82,868 to \$90,000 effective May 27, 2025)

Daniel LaDu, Distinguished Professor in the Department of American Indian Studies, \$30,000 in nonrecurring operating support funding

(effective July 16, 2025)

Kelly Charlton, Professor in the College of Arts and Sciences, \$9,000 in nonrecurring operating support funding and \$8,315 in recurring funding from the Faculty Recruitment and Retention Fund with UNCP funding the cost of benefits

(\$82,068 to \$90,383 effective February 3, 2026)

Thomas Trendowski, Associate Professor in the School of Education, \$7,006 in recurring funding from the Faculty Recruitment and Retention Fund with UNCP funding the cost of benefits

(\$67,994 to \$75,000 effective February 3, 2026)

Cara Thompson, Assistant Professor in the School of Education, \$15,000 in nonrecurring operating support funding and \$7,140 in recurring funding from the Faculty Recruitment and Retention Fund with UNCP funding the cost of benefits

(\$63,860 to \$71,000 effective March 11, 2026)

University of North Carolina School of the Arts

Jason Bohon, Associate Professor in the School of Drama, \$2,500 in nonrecurring operating support funding and \$7,500 in recurring funding from the Faculty Recruitment and Retention Fund with UNCSA funding the cost of benefits

(\$84,048 to \$91,548 effective October 17, 2025)

University of North Carolina Wilmington

Jayanth Jayaram, Distinguished Professor in the Congdon School of Supply Chain, Business Analytics, and Information Systems, \$40,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNCW funding the cost of benefits

(\$172,948 to \$212,948 effective March 24 2025)

Meagan Rainock, Assistant Professor in the Department of Sociology and Criminology, \$15,000 in nonrecurring funding

(Effective April 2, 2025)

Roger Cadena, Assistant Professor in the Department of Sociology and Criminology, \$15,000 in nonrecurring funding

(Effective April 2, 2025)

Ethan Higgins, Associate Professor in the Department of Sociology & Criminology, \$13,000 in nonrecurring operating support funding and \$5,528 in recurring funding from the Faculty Recruitment and Retention Fund with UNCW funding the cost of benefits

(\$70,472 to \$76,000 effective April 2, 2025)

James Byers, Distinguished Professor in the Department of Biology & Marine Biology, \$25,000 in nonrecurring operating support funding and \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNCW funding the cost of benefits

(\$162,624 to \$182,624 effective April 15, 2025)

Emna Ksontini, Assistant Professor in the Department of Computer Science, \$30,000 in nonrecurring funding

(Effective May 21, 2025)

Caroline Owens, Assistant Professor in the Department of Anthropology, \$20,000 in nonrecurring funding
(Effective May 27, 2025)

Hikmet Kocamaner, Associate Professor in the Department of Anthropology, \$4,000 in recurring funding from
the Faculty Recruitment and Retention Fund with UNCW funding the cost of benefits
((\$71,234 to \$75,234 effective June 2, 2025)

Kshiti Joshi, Distinguished Professor in the Congdon School of Supply Chain, Business Analytics, and Information
Systems, \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNCW funding the
cost of benefits
((\$190,000 to \$210,000 effective June 3, 2025)

Andrea Alfaro, Distinguished Professor in the Department of Biology & Marine Biology, \$35,000 in nonrecurring
operating support funding and \$20,000 in recurring funding from the Faculty Recruitment and Retention Fund
with UNCW funding the cost of benefits
((\$164,400 to \$184,400 effective June 4, 2025)

Nicola Li, Assistant Professor in the Department of Film Studies, \$10,000 in nonrecurring funding
(Effective June 5, 2025)

Meja Shoba, Assistant Professor in the Department of Film Studies, \$10,000 in nonrecurring funding
(Effective June 5, 2025)

Joseph Felix, Distinguished Professor in the Department of Chemistry and Biochemistry, \$609,000 in
nonrecurring operating support funding and \$20,000 in recurring funding from the Faculty Recruitment and
Retention Fund with UNCW funding the cost of benefits
((\$135,000 to \$155,000 effective June 6, 2025)

Sean Mahoney, Assistant Professor in the Department of Biology and Marine Biology, \$58,000 in nonrecurring
funding
(Effective July 22, 2025)

Western Carolina University

Frankie West, Assistant Professor in the Department of Forensic Science, \$10,000 in recurring funding from the
Faculty Recruitment and Retention Fund with WCU funding the cost of benefits
((\$71,593 to \$81,593 effective April 25, 2025)

Holly Pinter, Professor of Middle Grades Education within the School of Teaching and Learning and the College
of Education and Allied Professions, \$14,805 in recurring funding from the Faculty Recruitment and Retention
Fund with WCU funding the cost of benefits
((\$95,695 to \$110,500 effective August 8, 2025)

Yang Zhang, Professor of Engineering within the College of Engineering and Technology, \$16,569 in recurring
funding from the Faculty Recruitment and Retention Fund with WCU funding the cost of benefits
((\$90,231 to \$106,800 effective October 7, 2025)

Winston-Salem State University

Charity Griffin, Associate Professor in the Department of Psychological Sciences, \$8,320 in recurring funding
from the Faculty Recruitment and Retention Fund with WSSU funding the cost of benefits

(\$77,680 to \$86,000 effective June 20, 2025)

Rashunda Richardson, Associate Professor in the Department of Psychological Sciences, \$6,461 in recurring funding from the Faculty Recruitment and Retention Fund with WSSU funding the cost of benefits
(\$79,539 to \$86,000 effective June 20, 2025)

AGENDA ITEM

A-3. Proposed Amendments to Section 300.1.5 of the UNC Policy Manual,
Occupation of Official Residences of the Chancellors and the President Michael Vollmer

Situation: Section 300.1.5 of the UNC Policy Manual, *Occupation of Official Residences of the Chancellors and the President*, provides that all chancellors are provided a house and that the chancellor is required to live in the residence as a condition of employment. The policy does not allow for any other arrangement that might be in the best interest of the University.

Background: Section 300.1.5 of the UNC Policy Manual requires that each campus will provide and each chancellor will occupy a formal residence. There may be circumstances where it is in the University's best interest to provide a housing stipend in lieu of a residence. This could occur when doing so is more financially advantageous, when residence facilities face occupancy or end-of-life challenges, or when alternative arrangements better support the hosting, fundraising, and access functions typically associated with a chancellor's residence. Allowing for this flexibility, in consultation with the Committee on University Personnel, would give the University additional options to address these situations as they arise.

Assessment: The proposed amended language would provide for additional flexibility for the University to provide a housing stipend rather than an official residence, if the president determines an alternative arrangement is in its best interest following a consultation with the Committee on University Personnel.

Action: This item requires a vote by the committee, with a vote by the full Board of Governors through the consent agenda at the next meeting.

Occupation of Official Residences of the Chancellors and the President

The Board of Governors reaffirms its expectation that the President of the University and the chancellors of each constituent institution will occupy their official residence, if one is provided, and that these residences will be used for University business and functions; and

~~Be it further resolved that it is~~ It is the policy of the Board of Governors that the ~~Pp~~ president and the chancellors are required to live in their official residences when provided as a condition of employment, except in the case where such a requirement would present a serious hardship; in any such case the President or chancellor must obtain approval from the Board of Governors, except that such approval will not be necessary if the residence is being vacated temporarily while repairs or renovations are being made; and

~~If the Ppresident, in consultation with the Committee on University Personnel, the President~~ it is determined ~~determines~~ that it is in the best interest of the University, a ~~c~~Chancellor may be provided a housing stipend in lieu of an official residence. ~~The President shall set any stipend amount after consulting with the Committee on University Personnel.~~ The Board of Governors retains the authority for the appointment of all chancellors and the approval of their initial terms of employment.

Occupation of Official Residences of the Chancellors and the President

The Board of Governors reaffirms its expectation that the President of the University and the chancellors of each constituent institution will occupy their official residence, if one is provided, and that these residences will be used for University business and functions; and

It is the policy of the Board of Governors that the President and the chancellors are required to live in their official residences when provided as a condition of employment, except in the case where such a requirement would present a serious hardship; in any such case the President or chancellor must obtain approval from the Board of Governors, except that such approval will not be necessary if the residence is being vacated temporarily while repairs or renovations are being made; and

If the President, in consultation with the Committee on University Personnel, determines that it is in the best interest of the University, a chancellor may be provided a housing stipend in lieu of an official residence. The Board of Governors retains the authority for the appointment of all chancellors and the approval of their initial terms of employment.