



MEETING OF THE BOARD OF GOVERNORS
Committee on Personnel and Tenure

January 20, 2021 at 12:00 p.m.
Via Videoconference and UNC-TV Live Stream
University of North Carolina System Office
Center for School Leadership Development, Board Room
Chapel Hill, North Carolina

AGENDA

OPEN SESSION

- A-1. Approval of the Open Session Minutes of December 17, 2020 Kellie Hunt Blue
- 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..... Matthew Brody
- A-3. General Updates for the Committee Matthew Brody and Kimberly van Noort
- A-4. Salary Increase Metrics Matthew Brody

CLOSED SESSION

- A-5. Approval of the Closed Session Minutes of December 17, 2020..... Kellie Hunt Blue
- A-6. EHRA Salary Pre-Authorizations Requiring Approval by the Committee on Personnel and Tenure..... Matthew Brody
- A-7. Informational Report: EHRA Salary Adjustment Pre-Authorizations Delegated to the President or His Designee Matthew Brody

OPEN SESSION

- A-8. 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).



MEETING OF THE BOARD OF GOVERNORS
Committee on Personnel and Tenure

DRAFT MINUTES

December 17, 2020

Via Videoconference and UNC-TV Live Stream

This meeting of the Committee on Personnel and Tenure was presided over by Chair Kellie Hunt Blue. The following committee members, constituting a quorum, also attended: Reginald Ronald Holley, R. Doyle Parrish, W. Louis Bissette, Jr., Carolyn Coward, Art Pope, and Dwight D. Stone.

Carolyn Coward joined at 11:08 a.m.

W. Louis Bissette, Jr. joined at 11:22 a.m.

Staff members present included Matthew Brody, Kimberly van Noort, Carolyn Pratt, and others from the UNC System Office.

1. Call to Order and Reading of Conflict of Interest Statement

The chair called the meeting to order at 11:00 a.m., and read the Conflict of Interest Statement.

2. Approval of the Minutes of November 18, 2020 (Item A-1)

The chair called for a motion to approve the open session minutes of November 18, 2020.

MOTION: Resolved, that the Committee on Personnel and Tenure approve the open session minutes of November 18, 2020, as distributed.

Motion: Reginald Ronald Holley

Motion carried

Roll Call Vote	
Blue	Yes
Holley	Yes
Parrish	Yes
Coward	Absent
Pope	Yes
Stone	Yes

3. Closed Session

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

MOTION: Resolved, that the Committee on Personnel and Tenure 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)] 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 Ronald Holley

Motion carried

Roll Call Vote	
Blue	Yes
Holley	Yes
Parrish	Yes
Coward	Absent
Pope	Yes
Stone	Yes

THE MEETING MOVED INTO CLOSED SESSION.

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

Without objection, the meeting moved back into open session.

THE MEETING RESUMED IN OPEN SESSION AT 11:30 a.m.

There was a brief discussion regarding the University's philosophy on establishing EHRA salary ranges, and the most relevant labor markets. Further discussion on this topic with the committee is planned.

There being no further business, the meeting adjourned at 11:37 a.m.

R. Doyle Parrish, 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, three approved requests
- University of North Carolina at Charlotte, one approved request

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

\$260,766 in recurring funds

Action: This item is for information only.



THE UNIVERSITY OF NORTH CAROLINA SYSTEM
FACULTY RECRUITMENT AND RETENTION FUND UTILIZATION UNDER DELEGATED AUTHORITY
TO THE PRESIDENT REPORT

North Carolina State University

Catherine Hoyo, professor in the Department of Biological Sciences, \$15,000 from the Faculty Recruitment and Retention Fund and NCSU funding the cost of benefits
(\$150,494 **from** \$135,494 effective November 16, 2020)

Ryan Emanuel, professor in the Department of Forestry and Environmental Resources, \$14,001 from the Faculty Recruitment and Retention Fund and NCSU funding the cost of benefits
(\$115,999 **from** \$101,998 effective December 2, 2020)

Christopher Osburn, associate professor in the Department of Marine, Earth, and Atmospheric Sciences, \$11,000 from the Faculty Recruitment and Retention Fund and NCSU funding the cost of benefits
(\$124,138 **from** \$113,138 effective December 15, 2020)

The University of North Carolina at Charlotte

Wei Fan, professor in the Department of Civil and Environmental Engineering, \$15,000 from the Faculty Recruitment and Retention Fund and UNC Charlotte funding the cost of benefits
(\$141,000 **from** \$126,000 effective November 5, 2020)



AGENDA ITEM

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

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:

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

Action: This item is for information only.



THE UNIVERSITY OF NORTH CAROLINA SYSTEM
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 November 1, 2020, to January 4, 2021.

UNC System Office

Appointments

State Funds:

Darryl Bass, Senior Associate Vice President for Equity, Engagement & Employee Relations, 1/1/2021, \$175,000, new position

Scott Goodson (Bart), Senior Vice President for Government Affairs, 1/1/2021 \$280,000, reclassified position

Margaret Stancill (Jane), Vice President for Communications, 1/1/2021 \$175,000, vacant position

Andrew Tripp, Senior Vice President for Legal Affairs & Chief General Counsel, 1/1/2021, \$280,000, vacant position

Non-State Funds:

Adam Moore, IT Systems Administrator – Hosting Environment, 12/31/2020, \$82,000, vacant position

Rami Azzazi, IT Applications Developer, 12/7/2020, \$90,000, new position

Richard Grishaw, IT Applications Developer, 12/7/2020, \$77,500, vacant position

AGENDA ITEM

A-4. Update on Salary Metrics Matthew Brody

Situation: An informational report on recent salary increase requests compared to an identical period of time last fiscal year.

Background: The Board has delegated to the president or his designee the ability to approve certain salary increases that constituent institutions are not permitted to authorize without Board pre-authorization. While a list of approved salary increases is reported back to the committee at each meeting during closed session, an additional report has been created to show the change in volume of these salary increases year-over-year from 2019 to 2020.

The report displays increases approved under the President's authority in November and December 2020, broken down by increase type and employee type. The numbers from the same period of 2019 are displayed for comparison. These numbers do not include increases that exceeded the authority of the president and required a full vote of the committee.

The report also cites numbers of increase requests in November and December 2020 returned to institutions to be reduced, either to within the institution's delegated authority or to a lower amount that still required the president's or Board's approval.

Finally, the report cites number of extensions of temporary salary increases processed under the President's authority in November and December 2019 and 2020.

Assessment: The report is attached.

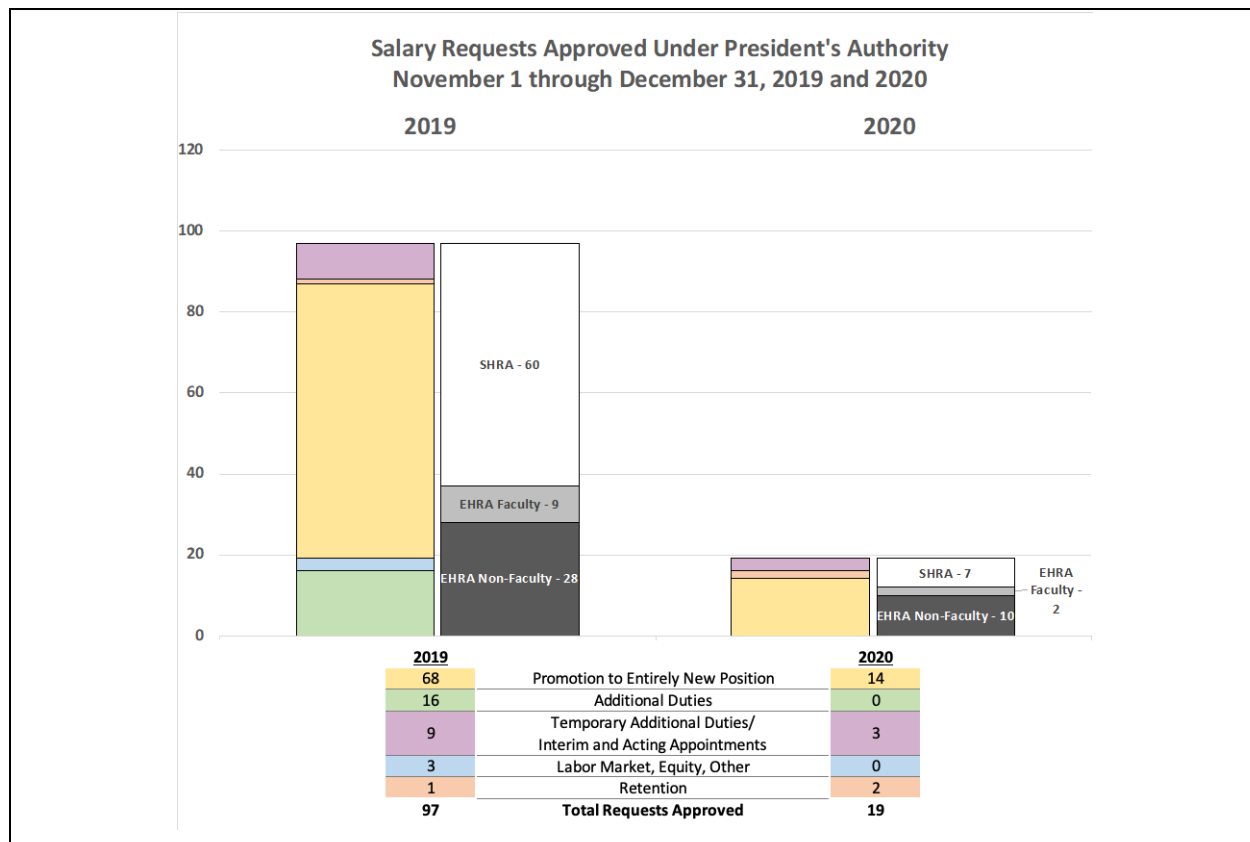
Action: This item is for information only.



THE UNIVERSITY OF NORTH CAROLINA SYSTEM

Summary of Newly Proposed EHRA and SHRA Salary Increase Activity Approved Under President's Delegated Authority

The following is a comparison of salary increases approved under the President's authority from November 1 to December 31, 2020, and the same period of 2019.¹



In November and December 2020, there were 8 salary increases either returned to campuses with instructions to keep the increase within their delegated authority or approved at a reduced amount still exceeding their delegated authority:

- Returned to campus to stay within delegated authority: 3
- Approved a reduced amount above delegated authority: 5

Extensions of previously approved temporary salary adjustments, such as active interim and acting appointments, are not included in the above counts. Extensions were processed by the System Office under the president's delegated authority as follows:

- For the 2019 reporting period: 10
- For the 2020 reporting period: 37; a substantive number of interim/acting appointment extensions are due to the decision by institutions to delay filling certain vacant positions permanently due to COVID-19.

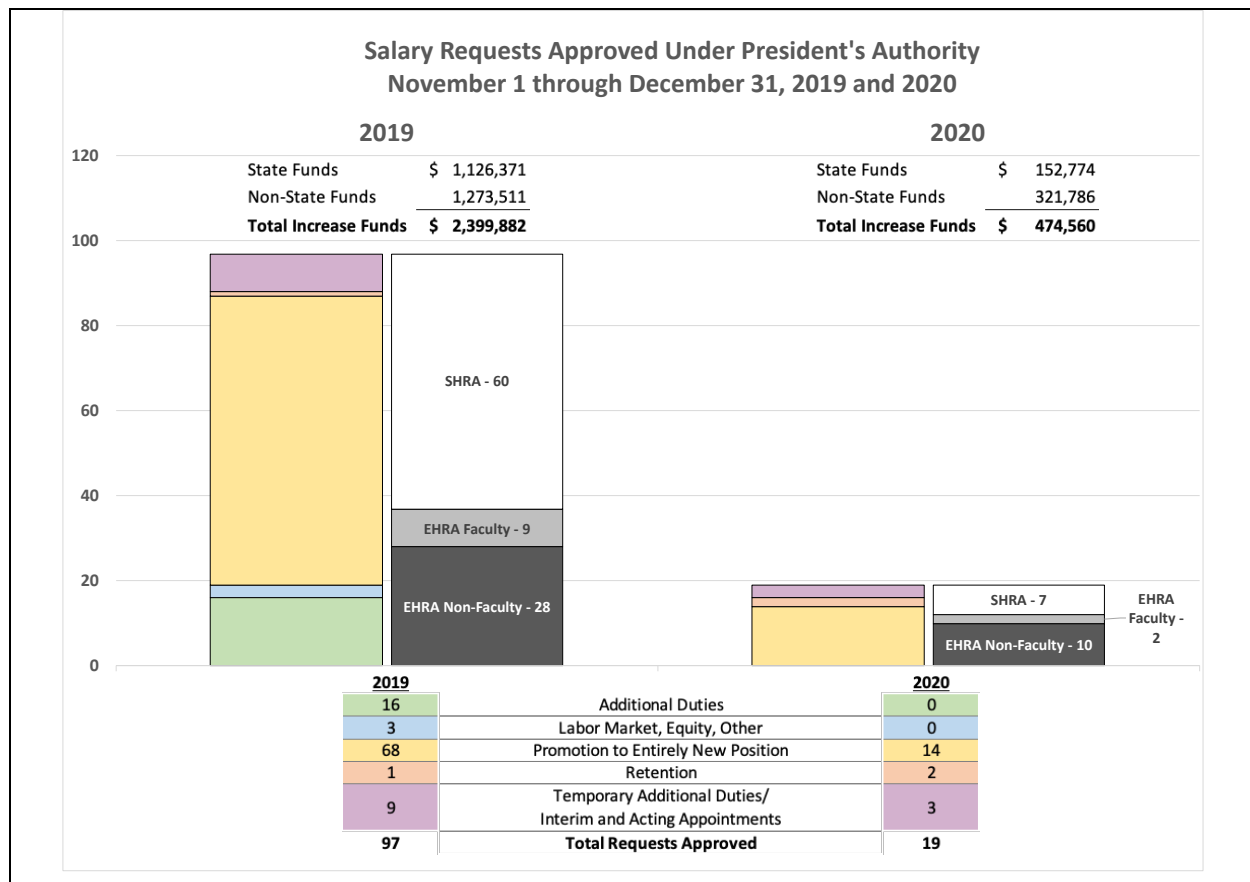
¹ Post-docs and Fellows hired into permanent positions are treated as external hires and thereby excluded from these figures.



THE UNIVERSITY OF NORTH CAROLINA SYSTEM

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