



MEETING OF THE BOARD OF GOVERNORS
Committee on University Personnel

November 16, 2022 at 1:45 p.m.
Via Videoconference and PBS North Carolina Livestream
East Carolina University
Main Campus Student Center, Room 249
Greenville, North Carolina

AGENDA

OPEN SESSION

- A-1. Approval of the Open Session Minutes of October 19, 2022 Carolyn Coward
- A-2. Informational Reports
 - a. Faculty Recruitment and Retention Fund Utilization Under Delegated Authority to the President..... David English
 - b. President's Delegated Faculty Promotion and Tenure Conferral Report David English
 - c. New UNC System Office and SAAO-I Appointments Under Delegated Authority to the President..... Darryl Bass
- A-3. General Updates for the CommitteeDarryl Bass and David English

CLOSED SESSION

- A-4. Approval of the Closed Session Minutes of October 19, 2022 Carolyn Coward
- A-5. Informational Report: EHRA Salary Adjustment Pre-Authorizations Delegated to the President or His Designee Darryl Bass

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

October 19, 2022 at 3 p.m.
Via Videoconference and PBS North Carolina Livestream
University of North Carolina System Office
140 Friday Center Drive, Room 128
Chapel Hill, 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: Mark Holton, Sonja Nichols, M. Lee Barnes, Jr., Pearl Burris Floyd, and John Fraley.

Chancellors participating were Johnson Akinleye and Harold Martin. Crystal Woods, 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.

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

The chair called the meeting to order at 3:01 p.m. on Wednesday, October 19, 2022, and reminded all members of the committee of their duty under the State Government Ethics Act to avoid conflicts of interest and appearances of conflict of interest. The chair asked if there were any conflicts or appearances of conflict 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 September 21, 2022.

MOTION: Resolved, that the Committee on University Personnel approve the open session minutes of September 21, 2022, as distributed.

Motion: Mark Holton

Motion carried

2. Informational Reports (Item A-2)

The committee received informational reports on new UNC System Office SAAO-I appointments under delegated authority to the president, and faculty recruitment and retention fund utilization under delegated authority to the president.

3. General Updates for the Committee (Item A-3)

The committee received brief updates regarding the start of the fall semester, including the changing demographics we expect to see in our System over the next several years. The committee was also updated on a new mental health resource that was made available for employees at 11 of our constituent institutions.

4. Amend Section 300.2.14 of the UNC Policy Manual, *Policy on Non-Salary and Deferred Compensation* (Item A-4)

The committee reviewed proposed policy revisions incorporating delegated authorities for non-salary and deferred compensation that were approved by two Board resolutions earlier this year. Those resolutions were subsequently adopted as regulations.

MOTION: Resolved, that the Committee on University Personnel approve the amendments to Section 300.2.14 of the UNC Policy Manual, *Policy on Non-Salary and Deferred Compensation*, and submit them to the full Board of Governors for a vote on the November consent agenda.

Motion: John Fraley

Motion carried

5. UNC System Engagement Survey Update (Item A-5)

The committee received a presentation on the 2022 UNC System Employee Engagement Survey results. The presentation covered the shorter “pulse” survey issued in April 2022, focused on a set of trend data to align with previous surveys, specific diversity and inclusion statements, and employee consideration of the System’s COVID-19 response. There was an overall increase in the Systemwide average positive ratings of two percentage points over 2020, with Elizabeth City State University having the overall highest positive response rate at 71 percent.

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

Motion: Mark Holton

Motion carried

THE MEETING MOVED INTO CLOSED SESSION AT 3:22 PM
(The complete minutes of the closed session are recorded separately.)

THE MEETING RESUMED IN OPEN SESSION AT 3:28 p.m.

There being no further business and without objection, the meeting adjourned at 3:28 p.m.

Sonja Nichols, Secretary

AGENDA ITEM

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

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 Expenditures:

- North Carolina Agricultural and Technical State University, one approved request
- University of North Carolina at Chapel Hill, four approved requests
- The University of North Carolina at Greensboro, 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

\$4,791,481 in recurring funds

Action: This item is for information only.



Report: Faculty Recruitment and Retention Fund Utilization Under the Delegated Authority to the President

North Carolina Agricultural and Technical State University

Shyam Aravamudhan, professor in the Department of Nanoengineering, \$40,531 from the Faculty Recruitment and Retention Fund with North Carolina A&T State University funding the cost of benefits (\$149,177 **from** \$108,646 effective September 30, 2022)

University of North Carolina at Chapel Hill

Robert Capra, professor in the Department of Information and Library Science, \$9,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits (\$119,231 **from** \$110,231 effective September 29, 2022)

Diego Riveros-Iregui, professor in the Department of Geography, \$25,663 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits (\$130,000 **from** \$104,337 effective October 4, 2022)

Seth Noar, distinguished professor in the School of Journalism, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits (\$163,533 **from** \$143,533 effective October 17, 2022)

Graeme Robertson, distinguished term professor in the Department of Political Science, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits (\$180,218 **from** \$160,218 effective October 17, 2022)

The University of North Carolina at Greensboro

Kelley O'Brien, assistant professor in the School of Art, \$6,074 from the Faculty Recruitment and Retention Fund with \$5,000 going toward salary and \$1,074 toward funding the cost of benefits, with UNC Greensboro funding any remaining cost of benefits (\$70,774 **from** \$65,774 effective October 24, 2022)



AGENDA ITEM

A-2b. Informational Report: President's Delegated Faculty Promotion
and Tenure Conferral Report David English

Situation: This is an informational report provided to the committee.

Background: Authority has been delegated to the president to approve faculty promotions and confer tenure for institutions without management flexibility.

Assessment: This meeting's report includes the following:

Faculty Promotion and Tenure Conferrals at Fayetteville State University:

- One tenure conferral

Action: This item is for information only.



President's Delegated Faculty Promotion and Tenure Conferral Report

Actions effective 10/11/2022

Fayetteville State University

Tenure Conferral

- Marcus Cox, professor, intelligence studies, geospatial science, political science and history

AGENDA ITEM

A-2c. Informational Report: New UNC System Office and SAAO-I Appointments Under Delegated Authority to the PresidentDarryl Bass

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

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 University of North Carolina System Office.

Section 600.3.4 of the UNC Policy Manual, *Policy on Delegations of Authority and Granting of Management Flexibility on Human Resources Matters*, 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:

- Three personnel appointments that are state funded
- Seven personnel appointments that are non-state funded
- Two personnel appointments that are state and non-state funded

Action: This item is for information only.



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 of October 4, 2022, to November 1, 2022.

UNC System Office

Appointments

State Funds:

- Constance Pierce, CFNC K-12 client services manager, October 17, 2022, \$66,625, vacant position
- Sean Womack, senior associate vice president equity engagement, & employee relations, October 17, 2022, \$ 185,653, vacant position
- Lamees Asad, financial reporting manager, PBS NC, October 10, 2022, \$94,000, vacant position

Non-State Funds:

- MaryAnn Kearns, senior account executive, PBS NC, October 24, 2022, \$70,000, vacant position
- Lamees Asad, financial reporting manager, PBS NC, October 10, 2022, \$94,000, vacant position
- Melinda Hamlin, deputy director/NCSEAA public information officer, October 10, 2022, \$110,000, vacant position
- Michael Ptasienski, chief audit officer, Office of the Chief of Staff, October 10, 2022, \$182,000, vacant position
- Jami Holloway Dawkins, transfer programs coordinator, Academic Affairs, October 31, 2022, \$70,000, new position
- Christina Hawkins, director of UNC system office human resources, chief operating officer, October 31, 2022, \$120,000, new position
- Matthew Gibson, project management office director, chief operating officer, October 31, 2022, \$150,000, new position

State and Non-State Funds:

-Valerie Crickard, director of sponsored programs, Finance Division, October 10, 2022, \$117,000, vacant position

-Wilmote Gibbs, IT database administrator, Information Technology, November 1, 2022, \$94,444, vacant position

AGENDA ITEM

A-3. 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 Board of Governors of the University of North Carolina System 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.