

January 18, 2023 at 2:15 p.m.
Via Videoconference and PBS North Carolina Livestream
UNC System Office
223 S. West Street, Board Room
Raleigh, North Carolina

AGENDA

OPEN SESSION

- A-1. Approval of the Open Session Minutes of November 16, 2022 Carolyn Coward
- A-2. Informational Reports
 - a. Faculty Recruitment and Retention Fund Utilization Under Delegated Authority to the President David English
 - b. New University of North Carolina System Office and SAAO-I Appointments Under Delegated Authority to the President Darryl Bass
- A-3. General Updates for the Committee Darryl Bass and David English

CLOSED SESSION

- A-4. Approval of the Closed Session Minutes of November 16, 2022 Carolyn Coward
- A-5. Informational Report: EHRA Salary Adjustment Pre-Authorizations Delegated to the President or His Designee Darryl Bass
- A-6. Executive Compensation Matter Peter Hans

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

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

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, Lee Barnes, Jr., Pearl Burris Floyd, and John Fraley.

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

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

The chair called the meeting to order at 1:45 p.m. on Wednesday, November 16, 2022, 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 chair called for a motion to approve the open session minutes of October 19, 2022.

MOTION: Resolved, that the Committee on University Personnel approve the open session minutes of October 19, 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, faculty promotions and tenure conferrals 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 several updates regarding the status of the career banding classification and compensation system for SHRA employees. System Office Human Resources has obtained estimates from their consultants to begin the work on conducting a labor market refresh of EHRA Non-Faculty salary ranges. The committee will continue to receive updates as this initiative moves forward.

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 [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 2:20 PM

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

THE MEETING RESUMED IN OPEN SESSION AT 2:23 p.m.

There being no further business and without objection, the meeting adjourned at 2:23 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:

- NC State University, one approved request
- University of North Carolina Asheville, two approved requests
- University of North Carolina at Chapel Hill, two approved requests
- University of North Carolina at Charlotte, four approved requests
- The University of North Carolina at Greensboro, one approved request
- Western Carolina University, 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
\$4,891,222 in recurring funds

Action: This item is for information only.



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

NC State University

Christopher DePerno, professor in the Department of Fisheries and Wildlife, \$5,000 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$140,397 **from** \$135,397 effective November 29, 2022)

The University of North Carolina Asheville

Megan Underhill, associate professor in the Department of Sociology & Anthropology, \$3,833 from the Faculty Recruitment and Retention Fund with UNC Asheville funding the cost of benefits
(\$81,928 **from** \$78,095 effective November 15, 2022)

Marcus Harvey, associate professor in the Department of Religious Studies, \$3,000 from the Faculty Recruitment and Retention Fund with UNC Asheville funding the cost of benefits
(\$80,195 **from** \$77,195 effective December 9, 2022)

University of North Carolina at Chapel Hill

Daniel Cobb, professor in the Department of American Studies, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$131,413 **from** \$111,413 effective December 15, 2022)

Karla Slocum, distinguished term professor in the Department of American Studies, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$136,063 **from** \$116,063 effective December 15, 2022)

The University of North Carolina at Charlotte

Jill Yavorsky, assistant professor in the Department of Sociology, \$10,019 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$99,133 **from** \$89,114 effective November 9, 2022)

David Dalton, associate professor in the Department of Languages and Cultural Studies, \$13,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$93,202 **from** \$80,202 effective November 29, 2022)

Brittany Anderson, assistant professor in the Department of Middle, Secondary, and K-12 Education, \$10,867 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$88,000 **from** \$77,133 effective November 30, 2022)

Juan Vivero-Escoto, associate professor in the Department of Chemistry, \$20,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$114,407 **from** \$94,407 effective December 22, 2022)

The University of North Carolina at Greensboro

Melody Rood, assistant professor in the University Libraries, \$5,366 from the Faculty Recruitment and Retention Fund with \$4,500 going toward salary and \$966 toward funding the cost of benefits, with UNC Greensboro funding any remaining cost of benefits

(\$59,666 **from** \$55,166 effective November 15, 2022)

Western Carolina University

Amy Fagan, associate professor in the Department of Geosciences and Natural Resources, \$3,859 from the Faculty Recruitment and Retention Fund with WCU funding the cost of benefits

(\$73,505 **from** \$69,646 effective December 13, 2022)

AGENDA ITEM

A-2b. Informational Report: New University of North Carolina System Office and SAAO-I Appointments Under Delegated Authority to the President Darryl Bass

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:

- Two personnel appointments that are state funded
- Four personnel appointments that are non-state funded
- One personnel appointment that is state and non-state funded

System SAAO-I Appointments

- Three SAAO-I position creations

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 November 1, 2022, to January 3, 2023.

University of North Carolina System Office

Appointments

State Funds:

- Matthew Gibson, project management office director, November 1, 2022, \$150,000, new position
- Kimberly Langdon van Metre, assistant vice president for business affairs, January 3, 2023, \$148,000, vacant position

Non-State Funds:

- Jessica Floyd, PBS North Carolina general counsel, January 1, 2023, \$170,000, new position
- David Alexander, North Carolina State Education Assistance Authority chief information officer, January 1, 2023, \$ 157,898, new position
- Paul Connell, PBS NC senior account executive, October 31, 2022, \$70,000, vacant position
- Bryan Heckle, enterprise risk management director, January 3, 2023, \$117,000, new position

State and Non-State Funds:

- Thomas Jones, Teaching Fellows Program director, November 1, 2022, \$110,000, vacant position

UNC System Institutions

New or Modified UNC System SAAO-I Positions or Appointments

-University of North Carolina at Chapel Hill

New SAAO-I position. Dean, School of Data Science and Society.

This position will be the chief academic officer for the School of Data Science and Society and will provide academic, intellectual, and administrative leadership. The dean is responsible for advancing the academic mission and vision of the school and will develop the strength and vitality of the school's educational and scholarly mission by overseeing the recruitment and retention of creative, diverse, and distinguished faculty. The dean will promote joint or adjunct appointments of faculty from other UNC-CH departments with relevant expertise to the mutual benefit of the emerging synthesis of data science at UNC-CH.

-UNC System Office

Reclassification from SAAO-II (director, shared services & financial operations) to SAAO-I (assistant vice president of financial planning & analysis).

-PBS North Carolina

New SAAO-I position. Director/general counsel/attorney (senior associate general counsel).

This position serves as the senior legal advisor for PBS NC and as a member of the chief executive officer's senior leadership team. The general counsel is responsible for addressing the legal contracts, actions, and obligations for PBS NC.

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 University North Carolina Board of Governors 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.