

October 19, 2023 at 11 a.m.  
Via Videoconference and PBS North Carolina Livestream

## **AGENDA**

### **OPEN SESSION**

- A-1. Approval of the Open Session Minutes of September 13, 2023 ..... Carolyn Coward
  - a. Joint Meeting with the Committee on Educational Planning, Policies, and Programs
  - b. Regular Meeting of the Committee on University Personnel

### **CLOSED SESSION**

- A-2. Approval of the Closed Session Minutes of September 13, 2023 ..... Carolyn Coward
- A-3. Executive Compensation Matter ..... Norma Houston

### **OPEN SESSION**

- A-4. 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

September 13, 2023 at 9:45 a.m.  
Via Videoconference and PBS North Carolina Livestream  
UNC System Office  
223 S. West Street, Room 1809  
Raleigh, North Carolina

This joint committee meeting between the Committee on Educational Planning, Policies, and Programs and the Committee on University Personnel was presided over by Chairs Kirk Bradley and Carolyn Coward. The following committee members, constituting a quorum, were also present in person or by phone: Lee Barnes, Gene Davis, Estefany Gordillo-Rivas, Wendy Murphy, Art Pope, and Woody White (EPPP) and Sonja Nichols, Harry Brown, Swadesh Chatterjee, and John Fraley (CUP).

Chancellors participating were Kelli Brown, Brian Cole, Kevin Guskiewicz, Kimberly van Noort, and Aswani Volety. Wade Maki, chair of the UNC Faculty Assembly, also participated.

Staff members present included Darryl Bass, David English, and others from the UNC System Office.

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Chair Bradley called the meeting to order at 9:45 a.m. on Wednesday, September 13, 2023.

### **1. UNC System Comprehensive Faculty Policy Initiatives Workgroups Report (Item A-1)**

The Committees on University Personnel and Educational Planning, Policies, and Programs held a joint meeting to review the comprehensive faculty policy initiative study convened by President Hans in January 2023. Six Systemwide collaborative workgroups were established to conduct an examination of the policies and regulations that guide the campus approach to faculty employment.

Dr. David English and UNC Faculty Assembly Chair Wade Maki presented. The joint committee heard recommendations on the evaluation of teaching, post-tenure review, faculty workload, faculty awards and recognition, faculty retirement incentive program, and the development of a professional/teaching faculty track.

These faculty policies had not been reviewed or revised in 10, 20, or in some cases, 50 years — long overdue, and per Chair Bradley, to be applauded. At the November meeting, the Board will be presented with recommended policy changes.

### **2. Adjourn (Item A-2)**

There being no further business and without objection, the meeting was adjourned at 10:19 a.m.

## DRAFT MINUTES

September 13, 2023 at 9 a.m.  
Via Videoconference and PBS North Carolina Livestream  
UNC System Office  
223 S. West Street, Board Room  
Raleigh, 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: Sonja Nichols, Harry Brown, Swadesh Chatterjee, and John Fraley.

Chancellors participating were Kelli Brown and Brian Cole. 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.

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

The chair called the meeting to order at 9 a.m. on Wednesday, September 13, 2023, 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 May 24, 2023.

**MOTION:** Resolved, that the Committee on University Personnel approve the open session minutes of May 24, 2023, as distributed.

**Motion:** Harry Brown

**Motion carried**

### 2. General Updates for the Committee (Item A-2)

The committee received updates from Dr. David English on the start of the semester and the solid enrollment at our institutions. The committee also received updates from Mr. Darryl Bass on the ongoing project to update SHRA career banding salary ranges. These new ranges will align more closely with the competitive market and enable institutions to further develop employees within their respective job titles and pay ranges. The committee also received an update on the work being done to review all the personnel policies in the 300 series of the UNC Policy Manual. Lastly, the committee heard an update on the UNC Omnibus Bill, which gave the University the authority to convert SHRA positions that are exempt from the Fair Labor Standards Act to EHRA.

**3. 2022-23 Annual Report of the Committee on University Personnel (Item A-3)**

The committee voted to accept the 2022-23 Committee on University Personnel Annual Report for submission to the full board.

**MOTION:** Resolved, that the Committee on University Personnel approve the 2022-23 Committee on University Personnel Annual Report and submit it to the full Board of Governors.

**Motion:** Swadesh Chatterjee

**Motion carried**

**4. Performance Review of Tenured Faculty (Item A-4)**

The committee reviewed an informational report on the performance review of tenured faculty. This annual report is conducted to assure the continuing rigorous application of post-tenure review to support and encourage excellence among tenured faculty. Of the 742 tenured faculty who were reviewed this year, over 97 percent met or exceeded expectations.

**5. 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 [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:** Harry Brown

**Motion carried**

**THE MEETING MOVED INTO CLOSED SESSION AT 9:23 A.M.**

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

**THE MEETING RESUMED IN OPEN SESSION AT 9:37 A.M.**

There being no further business and without objection, the meeting adjourned at 9:37 a.m.

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Sonja Nichols, Secretary