

April 9, 2025 at 11:15 a.m.
Via Videoconference and PBS North Carolina Livestream
UNC System Office
223 S. West Street, Room 1809
Raleigh, NC 27603

AGENDA

OPEN SESSION

- A-1. Approval of the Open Session Minutes Carolyn Coward
 - a. Open Session Minutes of February 27, 2025
 - b. Open Session Minutes of March 18, 2025

- A-2. General Updates for the Committee Michael Vollmer

- A-3. Faculty Recruitment and Retention Fund
Utilization Under Delegated Authority to the President David English

CLOSED SESSION

- A-4. Approval of the Closed Session Minutes Carolyn Coward
 - a. Closed Session Minutes of February 27, 2025
 - b. Closed Session Minutes of March 18, 2025

- A-5. Executive Personnel Matter..... Peter Hans

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

February 27, 2025 at 9 a.m.
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, and Jimmy D. Clark.

Chancellors participating were Sharon Gaber and Aswani Volety. Shayna Hill, chair of the UNC Staff Assembly, was 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 9:00 a.m. on Thursday, February 27, 2025, 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 January 29, 2025, meeting were approved by unanimous consent.

2. 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: Woody White

Motion carried

THE MEETING MOVED INTO CLOSED SESSION AT 9:02 A.M.

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

THE MEETING RESUMED IN OPEN SESSION AT 9:12 A.M.

There being no further business and without objection, the meeting adjourned at 9:12 a.m.

Woody White, Secretary

DRAFT MINUTES

March 18, 2025 at 9 a.m.

Via Videoconference and PBS North Carolina Livestream

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: Temple Sloan, Woody White, Swadesh Chatterjee, and Jimmy D. Clark.

Staff members present included Thomas Walker, Mary Griffin Riggins, and others from the University of North Carolina System Office.

1. Call to Order (Item A-1)

The chair called the meeting to order at 9 a.m. on Tuesday, March 18, 2025, 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.

2. 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: Temple Sloan

Motion carried

THE MEETING MOVED INTO CLOSED SESSION AT 9:02 A.M.

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

THE MEETING RESUMED IN OPEN SESSION AT 9:19 A.M.

There being no further business and without objection, the meeting adjourned at 9:20 a.m.

Woody White, Secretary

AGENDA ITEM

A-2. General Updates for the Committee..... Michael Vollmer

- Situation:** The committee will hear updates on recent human resources activities.
- Background:** The Committee on University Personnel reviews and makes recommendations to the University of 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 division provides occasional updates to the committee on both annual and ad hoc work.
- Assessment:** Information will be provided to the committee on recent updates in human resources at the University of North Carolina System Office and across the 17 institutions.
- Action:** This item is for information only.

AGENDA ITEM

- A-3. 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 May 7, 2024, through March 22, 2025:

- East Carolina University, three approved requests
- Elizabeth City State University, two approved requests
- North Carolina Agricultural and Technical State University, one approved request
- North Carolina School of Science and Mathematics, two approved requests
- NC State University, 14 approved requests
- University of North Carolina Asheville, three approved requests
- University of North Carolina at Chapel Hill, 17 approved requests
- University of North Carolina at Charlotte, 12 approved requests
- University of North Carolina at Greensboro, 13 approved requests
- University of North Carolina at Pembroke, one approved request
- University of North Carolina School of the Arts, two approved requests
- University of North Carolina Wilmington, eight approved requests
- Western Carolina 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 facilities, and other one-time inducements to counter outside offers. The remaining balances are:

\$0 in nonrecurring funds
\$17,531,350 in recurring funds

Action: This item is for information only.

**Report: Faculty Recruitment and Retention Fund Utilization
Under the Delegated Authority to the President
May 7, 2024, through March 22, 2025**

East Carolina University

Helena Feder, professor in the Department of English, \$10,674 from the Faculty Recruitment and Retention Fund with ECU funding the cost of benefits
(\$96,066 **from** \$85,392 effective May 9, 2024)

Nathan Hudson, associate professor in the Department of Physics, \$50,000 in nonrecurring operating support funding and \$10,000 in recurring funding from the Faculty Recruitment and Retention Fund with ECU funding the cost of benefits
(\$105,111 **from** \$95,111 effective February 4, 2025)

Vladimir Dobrokhotov, professor in the Department of Physics, \$20,000 in nonrecurring operating support funding and \$10,000 in recurring funding from the Faculty Recruitment and Retention Fund with ECU funding the cost of benefits
(\$143,333 **from** \$133,333 effective February 4, 2025)

Elizabeth City State University

Hemant Pendharkar, distinguished professor in the Department of Mathematics, Computer Science, and Engineering Technology, \$40,000 from the Faculty Recruitment and Retention Fund with ECSU funding the cost of benefits
(\$117,000 **from** \$77,000 effective July 5, 2024)

Gregory Battle, professor in the Department of Mathematics, Computer Science, and Engineering Technology, \$33,000 from the Faculty Recruitment and Retention Fund with ECSU funding the cost of benefits
(\$110,000 **from** \$77,000 effective March 13, 2025)

North Carolina Agricultural and Technical State University

Lifeng Zhang, professor in the Department of Nanoengineering, \$26,550 from the Faculty Recruitment and Retention Fund with North Carolina A&T State University funding the cost of benefits
(\$145,000 **from** \$118,450 effective October 10, 2024)

North Carolina School of Science and Mathematics

John Schemmel, instructor in the Department of Engineering and Computer Science, \$26,280 from the Faculty Recruitment and Retention Fund with NCSSM funding the cost of benefits
(\$86,667 **from** \$60,387 effective August 2, 2024)

Marc Sprintz, instructor in the Department of Humanities, \$30,327 from the Faculty Recruitment and Retention Fund with NCSSM funding the cost of benefits
(\$81,443 from \$51,116 effective August 2, 2024)

NC State University

Brian Reich, professor in the Department of Statistics, \$16,116 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$178,884 from \$162,768 effective May 8, 2024)

Brendan O'Connor, professor in the Department of Mechanical and Aerospace Engineering, \$10,000 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$151,252 from \$141,252 effective May 13, 2024)

Emily Hector, assistant professor in the Department of Statistics, \$13,334 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$123,666 from \$110,332 effective May 22, 2024)

Mihai Diaconeasa, assistant professor in the Department of Nuclear Engineering, \$7,221 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$117,780 from \$110,559 effective May 23, 2024)

Jeremiah Johnson, associate professor in the Department of Civil, Construction, and Environmental Engineering, \$3,492 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$143,154 from \$139,662 effective May 23, 2024)

Xiaoning Jiang, professor in the Department of Mechanical and Aerospace Engineering, \$20,000 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$198,707 from \$178,707 effective June 10, 2024)

Yong Zhu, professor in the Department of Mechanical and Aerospace Engineering, \$20,000 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$196,034 from \$176,034 effective June 17, 2024)

Frederick Kish, professor in the Department of Electrical and Computer Engineering, \$20,000 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$262,729 from \$242,729 effective July 1, 2024)

Osman Ozaltin, associate professor in the Department of Fitts Department of Industrial and Systems Engineering, \$7,223 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$144,778 from \$137,555 effective July 1, 2024)

Marine Traverson, assistant professor in the Department of Clinical Sciences, \$6,785 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$150,216 from \$143,431 effective July 1, 2024)

Joel Dietrich, associate professor in the Department of Civil Engineering, \$6,810 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$127,450 **from** \$120,640 effective July 26, 2024)

Amy Adkins, assistant teaching professor in the Department of Biomedical Engineering, \$4,844 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$85,574 **from** \$80,730 effective August 13, 2024)

Sajjad Bigham, associate professor in the Department of Mechanical and Aerospace Engineering, \$8,228 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$136,772 **from** \$128,544 effective September 12, 2024)

Yang Zhang, assistant professor in the Department of Textile Engineering, Chemistry, and Science, \$8,820 from the Faculty Recruitment and Retention Fund with NC State funding the cost of benefits
(\$96,180 **from** \$87,360 effective September 12, 2024)

University of North Carolina Asheville

Jonathan Brown, assistant professor in the Department of Economics, \$3,234 from the Faculty Recruitment and Retention Fund with UNC Asheville funding the cost of benefits
(\$100,000 **from** \$96,766 effective September 4, 2024)

Saman Majeed, lecturer in the Department of Chemistry, \$50,000 in nonrecurring operating support funding and \$10,815 in recurring funding from the Faculty Recruitment and Retention Fund with UNC Asheville funding the cost of benefits
(\$70,555 **from** \$59,740 effective December 10, 2024)

Christian Kerpel, assistant professor in the Department of Physics, \$20,000 in nonrecurring operating support funding and \$15,741 in recurring funding from the Faculty Recruitment and Retention Fund with UNC Asheville funding the cost of benefits
(\$90,000 **from** \$74,259 effective December 13, 2024)

University of North Carolina at Chapel Hill

Shelby Baez, assistant professor in the Department of Exercise and Sport Science, \$8,750 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$100,000 **from** \$91,250 effective May 8, 2024)

Steven Hemelt, associate professor in the Department of Public Policy, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$160,653 **from** \$140,653 effective May 30, 2024)

Thomas Hofweber, professor in the Department of Philosophy, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$208,967 **from** \$188,967 effective July 9, 2024)

Michael Piehler, professor in the Department of Earth, Marine & Environmental Sciences, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$194,254 **from** \$174,254 effective July 12, 2024)

Kai Zhang, associate professor in the Department of Statistics & Operations Research, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$154,092 **from** \$134,092 effective July 12, 2024)

James Anderson, Distinguished Professor in the Department of Computer Science, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$243,189 **from** \$223,189 effective July 31, 2024)

James Cahoon, professor in the Department of Chemistry, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$149,073 **from** \$129,073 effective July 31, 2024)

Peter Hansen, Distinguished Professor in the Department of Economics, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$351,895 **from** \$331,895 effective July 31, 2024)

Tamlin Pavelsky, professor in the Department of Earth, Marine & Environmental Sciences, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$155,678 **from** \$135,678 effective July 31, 2024)

Matthew Redinbo, Distinguished Professor in the Department of Chemistry, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$257,899 **from** \$237,899 effective July 31, 2024)

Betsy Sleath, distinguished professor in the Division of Pharmaceutical Outcomes and Policy, \$11,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$221,234 **from** \$210,234 effective July 31, 2024)

Todd Thiele, professor in the Department of Psychology & Neuroscience, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$214,331 **from** \$194,331 effective July 31, 2024)

Rebecca Walker, professor in the Department of Social Medicine, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$191,246 **from** \$171,246 effective August 28, 2024)

Mara Buchbinder, professor in the Department of Social Medicine, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$222,006 **from** \$202,006 effective September 25, 2024)

Qi Zhang, professor in the Department of Biochemistry & Biophysics, \$20,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$212,527 **from** \$192,527 effective September 25, 2024)

Tania Jenkins, associate professor in the Department of Sociology, \$30,000 in nonrecurring operating support funding and \$8,014 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$116,000 **from** \$107,986 effective March 19, 2025)

Erika Wise, professor in the Department of Geography, \$30,000 in nonrecurring operating support funding and \$15,000 in recurring funding from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$159,824 from \$144,824 effective March 19, 2025)

University of North Carolina at Charlotte

Carlos Coria-Sánchez, professor in the Department of Languages and Culture Studies, \$10,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$113,841 from \$103,841 effective May 9, 2024)

Stephanie Schuckers, distinguished professor in the Department of Computer Science, \$20,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$183,314 from \$163,314 effective June 18, 2024)

Danielle Boaz, associate professor in the Department of Africana Studies, \$15,017 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$104,000 from \$88,983 effective June 26, 2024)

David Boyd, assistant professor in the Department of Languages and Culture Studies, \$10,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$86,155 from \$76,155 effective June 26, 2024)

Andrew Truman, professor in the Department of Biological Sciences, \$20,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$145,494 from \$125,494 effective October 18, 2024)

Bianca Reisdorf, associate professor in the Department of Communication Studies, \$10,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$107,703 from \$97,703 effective October 24, 2024)

Benjamin Radford, assistant professor in the Department of Political Science and Public Administration, \$11,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$114,718 from \$103,718 effective November 21, 2024)

Jeffrey Balmer, associate professor in the Rabin School of Architecture, \$18,688 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$115,000 from \$96,312 effective November 22, 2024)

Chris Cameron, professor in the Department of History, \$13,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$145,012 from \$132,012 effective January 16, 2025)

Yufeng Han, professor in the Department of Finance, \$20,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$273,602 from \$253,602 effective February 21, 2025)

Meghan Barnes, associate professor in the Department of English, \$20,000 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$112,293 from \$92,293 effective March 3, 2025)

Ryan Miller, associate professor in the Department of Education Leadership, \$5,326 from the Faculty Recruitment and Retention Fund with UNC Charlotte funding the cost of benefits
(\$104,000 from \$98,674 effective March 10, 2025)

University of North Carolina at Greensboro

Jigna Dharod, associate professor in the Department of Nutrition, \$15,000 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits
(\$113,550 from \$98,550 effective September 24, 2024)

Asha Kutty, assistant professor in the Department of Interior Architecture, \$5,134 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits
(\$79,000 from \$73,866 effective October 24, 2024)

Alexander Eger, professor in the Department of History, \$10,000 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits
(\$94,149 from \$84,149 effective November 1, 2024)

Kathleen Kenney-Riley, professor in the Department of Professional Nursing Education, \$22,176 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits
(\$170,517 from \$148,341 effective November 21, 2024)

Travis Hicks, professor in the Department of Interior Architecture, \$10,309 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits
(\$94,000 from \$83,691 effective December 4, 2024)

Laurie Gold, distinguished professor in the Department of Kinesiology, \$20,000 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits
(\$132,603 from \$112,603 effective January 6, 2025)

Maia Popova, associate professor in the Department of Chemistry and Biochemistry, \$3,769 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits
(\$93,000 from \$89,231 effective January 6, 2025)

Jianyao He, assistant professor in the Department of Accounting and Finance, \$20,000 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits
(\$170,000 from \$150,000 effective January 23, 2025)

Sebastian Laumer, assistant professor in the Department of Economics, \$5,000 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits
(\$115,869 from \$110,869 effective February 21, 2025)

Timothy Moreland, assistant professor in the Department of Economics, \$5,000 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits
(\$115,869 from \$110,869 effective February 21, 2025)

Jeffrey Milroy, associate professor in the Department of Public Health Education, \$15,661 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits (\$104,000 **from** \$88,339 effective February 28, 2025)

Natalie Blackman, assistant professor in the Department of Theatre, \$4,121 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits (\$70,000 **from** \$65,879 effective March 10, 2025)

Ana Hofling, associate professor in the Department of Dance, \$4,224 from the Faculty Recruitment and Retention Fund with UNC Greensboro funding the cost of benefits (\$88,696 **from** \$84,472 effective March 10, 2025)

University of North Carolina Pembroke

Prashanth BusiReddyGari, assistant professor in the Department of Mathematics and Computer Science, \$30,000 in nonrecurring operating support funding and \$11,656 in recurring funding from the Faculty Recruitment and Retention Fund with UNC Pembroke funding the cost of benefits (\$105,000 **from** \$93,344 effective February 11, 2025)

University of North Carolina School of the Arts

Andrew Britt, assistant professor in the Department of Latin American History and Digital Humanities, \$10,000 from the Faculty Recruitment and Retention Fund with UNCSA funding the cost of benefits (\$86,140 **from** \$76,140 effective January 23, 2025)

Jared Miller, assistant professor in the Department of Music Composition, \$7,500 from the Faculty Recruitment and Retention Fund with UNCSA funding the cost of benefits (\$82,484 **from** \$74,984 effective March 14, 2025)

University of North Carolina Wilmington

Mark Imperial, professor in the Department of Public and International Affairs, \$8,180 from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits (\$107,034 **from** \$98,854 effective May 9, 2024)

Peter Schuhmann, professor in the Department of Economics and Finance, \$20,000 from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits (\$178,272 **from** \$158,272 effective June 18, 2024)

Sarah Gaby, assistant professor in the Department of Sociology & Criminology, \$15,000 in nonrecurring operating support funding and \$5,828 in recurring funding from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits (\$75,000 **from** \$69,172 effective December 4, 2024)

Angela Zombek, associate professor in the Department of History, \$3,000 from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits (\$72,692 **from** \$69,692 effective January 7, 2025)

Thomas Cariveau, associate professor in the Department of Psychology, \$12,500 in nonrecurring operating support funding and \$8,253 in recurring funding from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits (\$89,377 **from** \$81,124 effective February 10, 2025)

Julia Morris, associate professor in the Department of International Studies, \$4,231 from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits
(\$83,646 from \$79,415 effective February 18, 2025)

Hannah Catalano, associate professor in the Department of Public Health, School of Health & Applied Human Sciences, \$10,000 from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits
(\$103,114 from \$93,114 effective February 25, 2025)

Christina Lord, associate professor in the Department of World Languages and Cultures, \$7,233 from the Faculty Recruitment and Retention Fund with UNC Wilmington funding the cost of benefits
(\$78,421 from \$71,188 effective March 17, 2025)

Western Carolina University

Jonathan Campbell, professor in the Department of Psychology, \$10,974 from the Faculty Recruitment and Retention Fund with WCU funding the cost of benefits
(\$130,000 from \$119,026 effective September 11, 2024)

Annette Debo, professor in the Department of English Studies, \$15,000 from the Faculty Recruitment and Retention Fund with WCU funding the cost of benefits
(\$105,095 from \$90,095 effective February 28, 2025)