February 13, 2012

Members of the Board of Trustees
The University of North Carolina at Chapel Hill

Dear Members of the Board:

You have authorized me to poll you by mail concerning personnel matters which require attention by the Board. Accordingly, I am transmitting to you herewith personnel matters in the following categories:

For Action – Personnel Actions
For Action – Actions Conferring Tenure
For Action – Compensation Actions
For Information

Appendix A
Appendix A
Appendix B
Appendix C

Please mark and return the enclosed ballot indicating whether or not you agree with the actions proposed in Appendices A and B. Appendix C requires no action on your part; there are no actions in Appendix B for this month and Appendix C is submitted for information only. Thank you.

Sincerely,

[Signature]

Holden Thorp

Enclosures

Re 2/13/2012 mail ballot: (Personnel)

A quorum was received on 2/15/2012:
Steven J. Lerner
Peter T. Grauer
W. Lowry Caudill
John L. Townsend III
Donald Williams Curtis
Barbara R. Hyde
Sallie Shuping-Russell

Additional approvals received:
Wade H. Hargrove
J. Alston Gardner
Felicia A. Washington

Ballots not Received:
Mary Cooper
Phillip L. Clay
Trustees:
Attached for your review and approval is a regular personnel mail ballot. This mail ballot will be approved as part of the Consent Agenda at the Full Board meeting on Thursday, March 22, 2012.

The undersigned votes as follows with respect to the recommendations proposed in Chancellor Thorp’s letter dated, February 13, 2012.

<table>
<thead>
<tr>
<th>Appendix A, Personnel Actions</th>
<th>Approve</th>
<th>Disapprove</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appendix A, Actions Conferring Tenure</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Appendix B, Compensation Actions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Appendix C, For Information</td>
<td>NO ITEMS</td>
<td></td>
</tr>
</tbody>
</table>

Signed

Date

Please fax to Heather Galvan at (919) 962-1647.
### Personnel Actions

#### New Appointments without Tenure

<table>
<thead>
<tr>
<th>No.</th>
<th>College/Division</th>
<th>Name</th>
<th>Dept./School</th>
<th>Current Rank</th>
<th>New Rank</th>
<th>Effective Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Academic Affairs</td>
<td>Spencer Barnes</td>
<td>Journalism &amp; Mass Communication</td>
<td>Lecturer</td>
<td>Assistant Professor</td>
<td>7/1/2012</td>
<td>$75,000</td>
</tr>
<tr>
<td>2</td>
<td>Academic Affairs</td>
<td>Joaquin Drut</td>
<td>Physics &amp; Astronomy</td>
<td>N/A</td>
<td>Assistant Professor</td>
<td>7/1/2012</td>
<td>$75,000</td>
</tr>
<tr>
<td>3</td>
<td>Health Affairs</td>
<td>Shawn Hingtgen</td>
<td>Pharmacy</td>
<td>N/A</td>
<td>Assistant Professor</td>
<td>3/31/2012</td>
<td>$105,000</td>
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</tbody>
</table>

#### Promotion to Full Professor

<table>
<thead>
<tr>
<th>No.</th>
<th>College/Division</th>
<th>Name</th>
<th>Dept./School</th>
<th>Current Rank</th>
<th>New Rank</th>
<th>Effective Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Health Affairs</td>
<td>Bruce Cairns</td>
<td>Surgery (base) Microbiology &amp; Immunology (joint)</td>
<td>Distinguished Associate Professor in Surgery (base) Associate Professor in Microbiology &amp; Immunology (joint)</td>
<td>Distinguished Professor in Surgery (base) Professor in Microbiology &amp; Immunology (joint)</td>
<td>2/24/2012</td>
<td>$359,929</td>
</tr>
</tbody>
</table>

#### Reappointments to the Same Rank

<table>
<thead>
<tr>
<th>No.</th>
<th>College/Division</th>
<th>Name</th>
<th>Dept./School</th>
<th>Current Rank</th>
<th>New Rank</th>
<th>Effective Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Health Affairs</td>
<td>Margaret Gourlay</td>
<td>Family Medicine</td>
<td>Assistant Professor</td>
<td>Assistant Professor</td>
<td>3/1/2013</td>
<td>$140,851</td>
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<tr>
<td>2</td>
<td>Academic Affairs</td>
<td>Fabian Heitsch</td>
<td>Physics &amp; Astronomy</td>
<td>Assistant Professor</td>
<td>Assistant Professor</td>
<td>7/1/2013</td>
<td>$73,000</td>
</tr>
<tr>
<td>3</td>
<td>Health Affairs</td>
<td>Rebecca Santelli</td>
<td>Psychiatry</td>
<td>Assistant Professor</td>
<td>Assistant Professor</td>
<td>10/1/2013</td>
<td>$76,385</td>
</tr>
<tr>
<td>4</td>
<td>Academic Affairs</td>
<td>Chad Stevens</td>
<td>Journalism &amp; Mass Communication</td>
<td>Assistant Professor</td>
<td>Assistant Professor</td>
<td>7/1/2013</td>
<td>$72,000</td>
</tr>
<tr>
<td>5</td>
<td>Health Affairs</td>
<td>Harsha Thirumurthy</td>
<td>Health Policy &amp; Management</td>
<td>Assistant Professor</td>
<td>Assistant Professor</td>
<td>8/1/2013</td>
<td>$120,500</td>
</tr>
</tbody>
</table>

### Actions Conferring Tenure

#### Promotion Conferring Tenure

<table>
<thead>
<tr>
<th>No.</th>
<th>College/Division</th>
<th>Name</th>
<th>Dept./School</th>
<th>Current Rank</th>
<th>New Rank</th>
<th>Effective Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Health Affairs</td>
<td>Tomasz Kozlowski</td>
<td>Surgery</td>
<td>Assistant Professor</td>
<td>Associate Professor</td>
<td>2/24/2012</td>
<td>$303,480</td>
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<tr>
<td>2</td>
<td>Health Affairs</td>
<td>John Vernon</td>
<td>Health Policy &amp; Management</td>
<td>Assistant Professor</td>
<td>Associate Professor</td>
<td>7/1/2012</td>
<td>$110,000</td>
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#### Reappointment Conferring Tenure

<table>
<thead>
<tr>
<th>No.</th>
<th>College/Division</th>
<th>Name</th>
<th>Dept./School</th>
<th>Current Rank</th>
<th>New Rank</th>
<th>Effective Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Health Affairs</td>
<td>Miroslav Styblo</td>
<td>Nutrition</td>
<td>Associate Professor w/o Tenure</td>
<td>Associate Professor w/Tenure</td>
<td>3/1/2012</td>
<td>$110,130</td>
</tr>
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</table>

#### Designation/Reappointments to Departmental Chair

<table>
<thead>
<tr>
<th>No.</th>
<th>College/Division</th>
<th>Name</th>
<th>Dept./School</th>
<th>Current Rank</th>
<th>New Rank</th>
<th>Effective Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Health Affairs</td>
<td>Anthony Meyer</td>
<td>Surgery</td>
<td>Distinguished Professor &amp; Chair</td>
<td>Distinguished Professor &amp; Chair</td>
<td>2/24/2012 - 2/23/2017</td>
<td>$515,238</td>
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#### Designation/Reappointments to Distinguished Professorships

<table>
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<tr>
<th>No.</th>
<th>College/Division</th>
<th>Name</th>
<th>Dept./School</th>
<th>Current Rank</th>
<th>New Rank</th>
<th>Effective Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Health Affairs</td>
<td>Stuart H. Gold</td>
<td>Pediatrics</td>
<td>Professor</td>
<td>Stuart M. Gold, MD Distinguished Professor</td>
<td>2/24/2012</td>
<td>$212,000</td>
</tr>
<tr>
<td>2</td>
<td>Health Affairs</td>
<td>David Peden</td>
<td>Pediatrics</td>
<td>Professor</td>
<td>Harry S. Andrews Distinguished Term Professor</td>
<td>2/24/2012 - 2/23/2015</td>
<td>$280,800</td>
</tr>
</tbody>
</table>

17 Total
| No. | College/Division | Name          | Department/School    | Rank           | Reason                                      | Requested Increase Amount | Percent of Increase | Current Salary | New Salary | Effective Date |
|-----|-----------------|---------------|----------------------|----------------|---------------------------------------------|---------------------------|-------------------|----------------|------------|----------------|----------------|
| 1   | Health Affairs  | Jin Szatkiewicz| Medicine/Genetics    | Research Assistant Professor | K award - career award; increase is built in on the grant | $23,361                   | 45.67%            | $51,150        | $74,511    | 4/14/2012      |

* Available funding for each action has been confirmed by the appropriate Department and School/Division management officials to support the proposed salary increase. Upon implementation, specific funding sources are reviewed and approved at the Department level, as well as by the applicable University Central Financial offices, including the University Budget Office and the Office of Sponsored Research for grant-funded salaries.

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### Non-Salary Compensation Actions

<table>
<thead>
<tr>
<th>No.</th>
<th>College/Division</th>
<th>Name</th>
<th>Department/School</th>
<th>Rank</th>
<th>Reason</th>
<th>Total Monetary Value of Non-Salary Compensation</th>
<th>Duration of Non-Salary Compensation</th>
<th>Effective Date</th>
<th>End Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
### Compensation Actions

| No. | College/Division | Name         | Department/School       | Rank/Title           | Reason                                                                 | Requested Increase $\$ | Requested Increase % | Current Salary | New Salary | Effective Date |
|-----|-----------------|--------------|-------------------------|----------------------|----------------------------------------------------------------------|-------------------------|----------------------|-----------------|------------|----------------|----------------|
| 1   | School of Medicine | Matthew Hirsch | Gene Therapy - 4276   | Research Associate   | Adjustment related to an increase in job duties and responsibilities | 12,078                  | 22                   | 54,900          | 66,978     | 2/11/2012      |
| 2   | N/A             |              |                         |                      |                                                                      |                         |                      |                 |            |                |

### Non-Salary Compensation Actions

| No. | College/Division | Name         | Department/School       | Rank       | Reason                                                                 | Total Monetary Value of Non-Salary Compensation | Duration of Non-Salary Compensation | Effective Date | End Date |
|-----|-----------------|--------------|-------------------------|------------|----------------------------------------------------------------------|-----------------------------------------------|------------------------------------|----------------|----------|----------------|----------------|
| 1   |                 |              |                         |            |                                                                      |                                               |                                    |                |          |                |

### Information Items

| No. | Unit (Short) | First Name | Department                | Position     | Description                                                                 | Requested Increase $\$ | Requested Increase % | Current Salary | New Salary | Effective Date | End Date       |
|-----|--------------|------------|---------------------------|--------------|                                                                            |-------------------------|----------------------|-----------------|------------|----------------|----------------|
| 1   | ITS          | Daniel     | Shue                      | Networking Specialist | Notification that with increase for additional duties effective 1/16/2012, salary exceeds $100,000. | 18,157                  | 20                   | 89,500          | 10/1/2194  | 1/16/2012      |                |
# FY 2011/12 Recommendation for EPA/SPA Base Salary Increase, Stipend, or Supplement

**NAME:** Matthew Hirsch  
**EMPLOYEE TYPE:** Research Associate  
**CURRENT RANK/TITLE/SPACECLASS TITLE:** Senior Research Associate  
**NEW RANK/TITLE:** N/A  
**SCHOOL/DEPARTMENT:** SOM/Gene Therapy Center / 4276  
**REASON FOR INCREASE:** Significant Increase in Job Duties

<table>
<thead>
<tr>
<th><strong>PROPOSED EFFECTIVE DATE:</strong></th>
<th>02/11/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>JUNE 30th BASE SALARY:</strong></td>
<td>$54,900</td>
</tr>
</tbody>
</table>
| **JUNE 30th STIPENDS/SUPPLEMENTS/TEMP ASSIGNMENTS:** | $0  
  | (do not include lump sum payments) |
| **JUNE 30th TOTAL SALARY:** | $54,900     |
| **Source(s):** | State: $0  
  Non-State: $54,900 |
| **CURRENT BASE SALARY:** | $54,900     |
| **CURRENT STIPENDS/SUPPLEMENTS/LUMP SUM PAYMENTS/TEMP ASSIGNMENTS:** | $0  
  | (post-June 30th cumulative) |
| **CURRENT FTE:** | 1.00        |
| **CURRENT TOTAL SALARY:** | $54,900     |
| **Source(s):** | State: $0  
  Non-State: $54,900 |

**RECOMMENDED BASE SALARY:** $66,978  
**RECOMMENDED STIPENDS/SUPPLEMENTS/LUMP SUM PAYMENTS/TEMP ASSIGNMENTS:** $12,078  
**NEW FTE:** 1.00  
**RECOMMENDED TOTAL SALARY:** $66,978

| **Source(s):** | State: $0  
  Non-State: $66,978 |

**TOTAL PERCENTAGE OF BASE INCREASE FOR FISCAL YEAR:** 22.00%  
**TOTAL AMOUNT OF BASE INCREASE FOR FISCAL YEAR:** $12,078

**TOTAL AMOUNT OF STIPEND/STIPEND/INCREMENT FOR FISCAL YEAR:** $0  
**TOTAL PERCENTAGE INCREASE FOR FISCAL YEAR:** 22.00%  
**TOTAL INCREASE AMOUNT FOR FISCAL YEAR:** $12,078

**THE RECOMMENDED SALARY INCREASE IS APPLIED TO THE (SELECT ONE):** Base

**REASON CODE (SELECT ONE):** 2a - Adjustment related to an Increase in Job duties or responsibilities

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Increase in the total value of extramural grant support has resulted in a significant increase in work responsibilities and reclassification of this position from Research Associate to Senior Research Associate. Mr. Hirsch is solely responsible for all proposed experiments on all of these grants. He now leads two different research teams including the eye and genetics focus groups. Increased duties include personally performing all required experiments to satisfy to separate grants, manuscript preparation and submission, international meeting presentations, weekly literature, manuscript reviews, grant progress reports and student mentoring at the scientific and social science levels. In addition, he is currently performing preliminary experiments and writing grants unrelated to his current funding to secure additional funding. We believe that Matt's recent increase in research support and workload warrant compensation in the form of the proposed salary increase. The salary proposed for Mr. Hirsch represents the fact that he is now functioning as the sole practitioner responsible for all experimental input and output for the center. This salary is commensurate with other Research Associates who function in a similar capacity. In addition, this increase places Mr. Hirsch's salary in line with other Research Associates in Gene Therapy whose salaries are $42,727, $70,000, $65,500, and $61,100.

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Form Rev. 2/9/2012
FY 2011/12 Recommendation for EPA/SPA Base Salary Increase, Stipend, or Supplement

Employee Name: Matthew Hirsch
Proposed Effective Date of Increase: 02/11/2012

APPROVALS:

Department / Center Head Approval: R. Jude Samulski  
Director, Gene Therapy Center  
1/10/2012

(Title)  
Date

Dean/Vice Chancellor Approval: William L. Roper, MD, MPH  
Dean, SOM  
1/12/2012

(Title)  
Date

VC OHJEVC & Provost approval (when required):

Prepared by: ara Coble-Herring  
HR Facilitator  
1/3/2012

(Title)  
Date

To be completed by originating unit:

✓ By checking this box, the preparer certifies that all existing institutional policies and procedures for employment decisions have been followed (i.e., tenure and promotion process, employment approvals, UNC code compliance, OSP compliance)

To be completed by Dean's Office:

✓ By checking this box, the preparer certifies that the appropriate Department Head and Dean, Vice Chancellor or designee have approved this request. If 20% or greater there are no designees and request must be approved by the relevant Dean or Vice Chancellor.

To be completed by OHR or Provost's Office as appropriate:

✓ By checking this box, the preparer certifies that the Chancellor or the Chancellor's designee have approved this request.

Submission Instructions:
For SPA Promotional Increases: Send this form to your OHR Employment Consultant
For All Other SPA Increases: Send this form to your OHR Classification and Compensation Consultant
For EPA Non-Faculty Increases: Email this form to the EPA Non-Faculty HR unit at spanfsalaryrequest@unc.edu
For Faculty Increases: Email this form to the Academic Personnel Office at apo@unc.edu, call 919-962-1051 with any questions.
<table>
<thead>
<tr>
<th>No.</th>
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<th>Name</th>
<th>Department/School</th>
<th>Rank</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
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<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
March 1, 2012

Members of the Board of Trustees
The University of North Carolina at Chapel Hill

Dear Members of the Board:

You have authorized me to poll you by mail concerning personnel matters which require the attention of the Board. Accordingly, I am transmitting to you herewith the following non-salary compensation request.

As part of his total compensation package, Athletic Director Bubba Cunningham was offered six months housing allowance to facilitate his swift commencement of employment while he and his family looked for a home in Chapel Hill.

The approval of the Board of Trustees is required prior to these amounts being paid. Accordingly, I request your authorization to provide Mr. Cunningham with six months housing allowance in an amount not to exceed $18,588.

Please complete the attached mail ballot and return to Heather Galvan at your earliest convenience.

Sincerely,

Holden Thorp

Attachments

Re 3/1/2012 mail ballot: (Cunningham)

A quorum was received on 3/5/2012:
W. Lowry Caudill
Phillip L. Clay
Wade H. Hargrove
J. Alston Gardner
Donald Williams Curtis
John L. Townsend III
Barbara R. Hyde

Additional approvals received:
Felicia A. Washington
Ballots not Received:
Mary Cooper
Steve J. Lerner
Peter T. Grauer
Sallie Shuping-Russell
<table>
<thead>
<tr>
<th>To:</th>
<th>Heather Galvan</th>
<th>From:</th>
<th>Members of the Board of Trustees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fax:</td>
<td>(919) 962-1647</td>
<td>Pages:</td>
<td>1 (including cover sheet)</td>
</tr>
<tr>
<td>Date:</td>
<td>March 1, 2012</td>
<td>Re:</td>
<td>Mail Ballot, dated March 1, 2012</td>
</tr>
</tbody>
</table>

Trustees:
Set out below is a personnel mail ballot pertaining to a six-month housing allowance (non-salary compensation) for Athletic Director Bubba Cunningham. This mail ballot will be approved as a part of the Consent Agenda at the Full Board meeting on Thursday, March 22, 2012.

The undersigned votes as follows with respect to the recommendation proposed in Chancellor Thorp’s memo dated, March 1, 2012.

- **Approve**

- **Disapprove**

Signed

Date

Please fax to Heather Galvan at (919) 962-1647.
APPROVAL OF DEMOLITION - MEDICAL RESEARCH BUILDING D

The demolition of the Medical Research Building D is necessary to complete the Imaging Research Building project. This building, which contains approximately 13,000 sq ft of floor space, was originally constructed in 1974. An addition of approximately 5,200 sq ft of floor space was completed in 1986. The research program currently housed in this building will be moved to the new Imaging Research Building when it is completed in January of 2014.

The Medical Research Building D will be replaced by a new open, landscaped space. A large concrete cistern which will be installed under the open space will collect rainwater from nearby areas. The rainwater will be used by the Imaging Research Building for toilet flushing and landscape irrigation.

The Board of Trustees at the November 2008 meeting approved the design of the Imaging Research Building.

RECOMMENDED ACTION

A motion to approve the demolition of the Medical Research Building D.
Approval of Demolition
Medical Research Building D

March 2012
CONTRACTOR SELECTION – PERFORMANCE CONTRACTING

This project contracts with a qualified energy savings contractor to design a package of energy cost reduction measures in various buildings on campus. Energy savings will be utilized to fund this project.

This project was advertised on November 20, 2011. Six proposals were received. Five firms were interviewed on March 15, 2012. Members of the Board of Trustees did not participate in the interviews.

The committee recommended the selection of three firms in the following priority order:

1. Trane Comfort Solutions, Inc.  Morrisville, NC
2. Pepco Energy Services, Inc.  Raleigh, NC
3. Honeywell International, Inc.  Morrisville, NC

RECOMMENDED ACTION

A motion to approve the three firms in the above priority order.
February 15, 2012

Mr. Keith Snead  
UNC Facilities Planning Office  
Giles F. Horney Building  
103 Airport Drive, Suite 200  
Chapel Hill, NC 27599

Dear Mr. Snead:

The University of North Carolina Chapel Hill (UNC-CH) has established key goals to ensure excellence throughout the university. These goals consist of providing safe, quality facilities and environmental comfort while achieving a model of sustainability. The Request for Proposal states several operational factors that are impeding these goals. These include:

- Escalating energy costs are negatively affecting the operational budget
- The aging infrastructure is draining the university's resources, and
- Improvements cannot require capital expenditures

In support of UNC-CH's American College and University Presidents' Climate Commitment (ACUPCC) and pledge to achieve climate neutrality by 2050, Trane Comfort Solutions recommends an improvement program based on an energy savings performance contract. After assessing current operations, our team has outlined a program that will address seven key outcomes:

1. Increase the safety of labs and lab classes
2. Increase energy efficiency by 30 percent
3. Reduce repair expenses
4. Propose a net-zero fiscal impact
5. Improve indoor environmental comfort thereby providing optimal conditions for learning
6. Advance the principles of sustainability
7. Establish priorities, strategies and a means for evaluating the project effectiveness

We are looking forward to deepening our long-term relationship with the UNC-CH. Together, we can ensure quality facilities and an environment that models and advances the principles of sustainability. On behalf of our team, thank you for the time and dedication to this process.

Sincerely,

Tim Gasper, PE  
Brady Trane Solutions Engineer  
LEED AP
Section 1: Company profile and history. ESCO shall comply with proper contractor licensing requirements to perform construction if selected. Indicate on page one of this section the license under which work will be performed. (4 page limit single sided)

For the last fifty years Trane has worked with building owners, facility managers, developers, architects, engineers and contractors providing sustainable, comprehensive building solutions across the state of North Carolina. We provide our clients with a diverse range of solutions including building automation, energy conservation, green design, performance contracts, mechanical systems, parts and supplies, as well as responsible technical support.

Brady Trane's four office locations and six parts centers allow us to serve as resources for local businesses focusing on your building, while you focus on your business. Instead of looking at individual components of a facility, we take a much broader view seeing the entire infrastructure of a building or campus as an essential part of the way you work. Our foundational approach translates to greater value for you.

Brady Trane is uniquely qualified to provide the strategic services required by our clients. We offer global reach, as a Trane franchise, as well as a local presence, combining depth of experience with responsive, flexible service. Trane is a well-established manufacturer of building comfort systems, and our recommendations are based on engineering analysis, so we can guarantee the best solutions for your actual needs.

Our global reach gives us an edge in recruiting and retaining talent and the development of industry-leading best practices, and we are committed to maintaining a strong local presence in North Carolina communities. Our offices are staffed with experienced engineers, sales professionals, and technicians who provide comprehensive services, training, and local support. This combination of global expertise, leveraged locally for the delivery of best-in-class contracting services truly allows us to provide the best solutions for our clients.

Contractor License Information

Trane Comfort Solutions Inc.
North Carolina Licensing Board for General Contractors
General Contractor 12/31/2013 45925
High, Barney (Charlotte)
North Carolina HVAC 21 NCAC 50.406
North Carolina Refrigeration G.S. 87-58
http://www.secretary.state.nc.us/corporations/Corp.aspx?PitemId=4609921

J Brady Contracting Inc.
General Contracting License # 63159
We deliver quality with world-class service, knowledgeable professionals, and unmatched experience in facility maintenance and monitoring. Our long-term success depends on yours. Our goal is to present a comprehensive solution that helps you reach your long-term goals. We have analyzed several approaches to making improvements in your facilities. We then balance the opportunities we find with your financial criteria. The result is a custom solution designed for UNC-Chapel Hill.

Trane takes great pride in delivering energy solutions to our customers. From the beginnings in air conditioning and heating, the company has grown for nearly 100 years, creating innovative solutions focused on delivering environmental comfort and energy efficiency. Those demands are rising in scale, complexity, and risk. Meeting them is Trane’s business. The company is leading energy services companies in our commitment to high-performance buildings that conserve fuel, electricity, water, and other natural resources.

Trane is on the cutting edge of research, standards, benchmarks and delivery of performance contracting. Beyond the accreditations earned by delivering guaranteed energy savings and better facilities, Trane has received awards for innovation from Frost & Sullivan, a partnership distinction from the U.S. Department of Energy, and best-practices recognition from the Sustainable Buildings Industry Council.

Trane holds leadership positions in groups that write key codes and standards, such as the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE). This group sets key standards for energy efficiency, building comfort, and indoor air quality. It is recognized globally for leadership, and its work forms the basis for most U.S. building codes. Of the last five ASHRAE presidents, three have been Trane executives, a clear demonstration of Trane’s leadership in building systems and energy efficiency. Other Trane employees have headed or served on ASHRAE committees, and many Trane representatives are members. The involvement has translated into effective, award-winning services and projects for clients.

**Trane and Performance Contracting**

Energy is the largest single operating expense in a typical commercial building, costing American businesses more than $24 billion a year. And the costs are rising. To reduce the impact of energy expenses, turn to Trane.

Since Trane began offering Performance Contracting services in 1995, the company has helped businesses save more than $170 million in energy costs. The integrated approach—design, manufacture, deployment and maintenance—delivers outcome-driven energy management that serves your needs. Building on recognized, award-winning best practices, Trane has adapted our core deliverables and techniques to suit your unique facilities and requirements. As your needs, benchmarks, and industry standards change, we improve our offering to continue meeting them.
Trane holds several distinguished approvals, including a certificate of accreditation as an Energy Service Company (ESCO) from NAESCO. This benefits the University of North Carolina at Chapel Hill because it means you will be working with a company that is recognized by an independent, respected third party for competence as an ESCO. It’s an indispensable tool for immediately summarizing our qualifications. Think of it as a benchmark for Performance Contracting, too.

Trane is proud of our NAESCO review and acceptance by an independent panel of industry experts. We work hard on honing our technical and managerial competence every day—so it’s an honor to be recognized for that effort.

Local Team Experience – The Key to a Successful Project

Our performance contract project team is North Carolina Based and this project will be delivered by professionals from our offices located in Morrisville and Greensboro. This means UNC-CH will benefit from an experienced local team that will deliver results by local team members who understand the University’s needs. Our team has successfully delivered, measured, verified and reported four full guarantee years of savings at the North Carolina Museum of Art (NCMA) and two full guarantee years of savings for a North Carolina University, the University of North Carolina at Greensboro and has recently completed the construction phase at The University of North Carolina at Wilmington.

Our North Carolina PC experience and our track record of delivery excellence, means smoother project delivery, faster state approval and a positive outcome for UNCCH.

We are also proud of our relationship with the minority community. Our relationship with our minority partners has proven to be a model for a successful and mutually beneficial partnership. All of our projects included minority participation and have significantly exceeded minimum participation rates and these relationships have proven to be a key element of the successful delivery of our Performance Contract projects.

Trane and Ingersoll Rand

Trane, the world’s largest manufacturer of commercial heating, ventilating, and air conditioning equipment, is a wholly owned subsidiary of Ingersoll Rand (NYSE: IR). Ingersoll Rand creates and sustains safe, comfortable and efficient environments. A $14.8 billion company whose people, and market-leading brands—including Club Car®, Ingersoll Rand®, Schlage®, Thermo King® and Trane®—work together to enhance the quality and comfort of air in homes and buildings, transport and protect food and perishables, secure homes and commercial properties, and increase industrial productivity and efficiency. Ingersoll Rand is committed to sustainable business practices within our company and for our customers, enabling them to create progress and a positive impact in their world.
Ingersoll Rand's strong foundation includes businesses with powerful brands, solid reputations and market-leading positions. These businesses are aligned within five global operations: Trane Commercial Systems, Climate Control Technologies, Industrial Technologies, Residential Solutions, and Security Technologies. Each one of these is comprised of one or more of our leading brands.

Climate Control Technologies

Climate Control Technologies encompasses transport solutions. Our product brands include Thermo King®, a world leader in transport temperature control systems.

Technologies

The Industrial Technologies business provides products, services and solutions that enhance our customers' energy efficiency, productivity and operations. Our diverse and innovative products include Ingersoll Rand® compressed air systems, tools, pumps, and material and fluid handling systems. We also enhance productivity through solutions created by Club Car®, the global leader in golf and utility vehicles for businesses and individuals.

Residential Solutions

Ingersoll Rand Residential Solutions, a business comprised of well-known brands like Schlage®, Trane® and American Standard® Heating & Air Conditioning, delivers safety, comfort and efficiency to homeowners throughout North America. Our quality products, services and solutions include mechanical and electronic locks, heating and air conditioning systems, indoor air quality solutions, advanced controls, portable security systems and remote home management.

Security Technologies

Security Technologies is a global provider of products engineered to make buildings safe and secure. The sector's market-leading products include electronic and biometric access control systems, locks and locksets, door closers, exit devices, steel doors and frames, portable security devices, decorative hardware, cabinet hardware and time, attendance and personnel scheduling systems from well-known brands like Schlage®.
DESIGNER SELECTION – UPPER QUAD HVAC AND WINDOW REPLACEMENT

This project renovates the HVAC systems and replaces the existing windows in Mangum, Ruffin, Manley, and Grimes Residence Halls to improve energy efficiency and indoor air quality.

The project budget is $6.5M and will be funded by Student Life and Residential Education.

This project was advertised on December 14, 2011. Thirty-two (32) proposals were received. Four (4) firms were interviewed on February 2, 2012. Members of the Board of Trustees did not participate in the interviews.

The committee recommended the selection of three firms in the following priority order:
1. Clark Nexsen Architecture and Engineering  Raleigh, NC
2. United Engineering Group, Inc.  Raleigh, NC
3. Small Kane Webster Conley Architects  Raleigh, NC

RECOMMENDED ACTION

A motion to approve the three firms in the above priority order.
January 25, 2012

Dianne Bachman, RA, LEED™ AP
Assistant Director of Facilities Planning
Department of Facilities Planning
Campus Box 1090
The University of North Carolina at Chapel Hill
Chapel Hill, North Carolina 27599-1090

RE: Housing HVAC Renovations and Window Replacement

Ms. Bachman and Members of the A/E Selection Committee:

With a strong focus on student housing, Clark Nexsen has assembled an experienced, collaborative team of professionals to meet the needs of The University of North Carolina at Chapel Hill for design services for the Housing HVAC Renovations and Window Replacement project. We offer insight and experience, but also understand that listening to your needs is the most important first step of the design process.

Clark Nexsen has completed more than 380 higher education projects, including HVAC renovations and window replacements, on 66 campuses. We provide integrated design solutions for high-performance student life projects that provide sustainable and durable design. Experienced staff members who understand requirements for collegiate residential living lead a collaborative design approach which involves the institution’s leadership, along with stakeholders, in the decision making process.

Clark Nexsen offers full-service architectural, engineering, planning, and interior design that provides proven expertise in student housing. Our Raleigh office boasts 69 employees in all disciplines required for this renovation. We will provide mechanical, electrical, structural, architecture, civil, and landscape architecture in-house to support the HVAC upgrades and window replacements. To support our in-house disciplines, we are teaming with Harris & Associates, Inc. for cost estimating. Clark Nexsen has worked successfully with Harris & Associates on several higher education projects, including the RAM Village Residence Hall Complex on the UNC Chapel Hill campus. Harris & Associates is a Woman Owned Business and is HUB certified in North Carolina.

Some of our most relevant experience includes the Carmichael Residence Hall HVAC Renovation and the Alderman, Kenan, and McIver Halls Renovation on the UNC Chapel Hill campus. This experience has familiarized our team with the Mangum, Ruffin, Manly, and Grimes Residence Halls location; the Olde Campus Upper Quad. Our team will be led by two of the members of the Carmichael project and Alderman, Kenan, and McIver project teams, Terri Hall, PE, LEED AP, as Principal-in-Charge, and Pat Rose, PE, as Project Manager. Both Mr. Rose and Ms. Hall have extensive experience and expertise related to university campus renovations.

We look forward to an opportunity to meet with you and members of the selection committee in the near future to talk further about your ideas for this project.

Sincerely,

CLARK•NEXSEN

Terri S. Hall
Teresa S. Hall, PE, LEED AP
Principal-In-Charge

4000 Westchase Boulevard, Suite 280, Raleigh, North Carolina 27607  Phone: 919.828.1876  Fax: 919.828.1877  http://www.clarknexsen.com
A Professional Corporation  Offices in Charlotte & Raleigh, NC; Mason, Lithurn, & Brunswick, GA; Norfolk, Richmond & Roanoke, VA; Washington, DC.
Project Team Organization

Clark Nexsen Team

Clark Nexsen's team brings the experience and assets of a large firm, led out of our Raleigh, North Carolina office, providing local presence, expertise, and experience with the North Carolina State Construction Office. Our proposed team for this project has experience working in North Carolina's higher education system since 1989, as well as on the UNC Chapel Hill campus.

Our firm takes maximum advantage of being a full-service design firm by requiring close and constant communications between adjacent design disciplines. To maximize this unique attribute, each Project Manager and Principal-in-Charge consolidates as much information as possible about existing project conditions and the clients' needs and thoroughly briefs the design team. Through design development and production of construction documents, the Project Manager and design team hold regular meetings to review progress and handle coordination problems that may not have been previously recognized. Clark Nexsen believes that the ability to deliver full-service design is critical to the level of communication required in the projects pursued. This emphasis on close communications is the best error-avoidance mechanism possible.
Carmichael Hall HVAC Renovations - The University of North Carolina at Chapel Hill, Chapel Hill, North Carolina

**Construction Cost**
$4,500,000

**Size**
100,000 SF

**Completion Date**
2006

**Client**
The University of North Carolina at Chapel Hill

**Client Contact**
Ms. Lindsey Rose - 919.843.2341
Mr. Steve Lofgren - 919.962.0755

This project included design and construction for the replacement of the HVAC system and controls for improved comfort, ventilation, and indoor air quality. At six stories high, each of the two building wings contains five typical residential floors. The building was planned to provide identifiable communities of about 48 students with a building total of 496 students. Within each community of 48 students, there are bedrooms/baths, a lounge area, small kitchen, small dining area, and two open study areas. There is an occasional room equipped for the handicapped included in these upper floors, as well as several handicap accessible suites on the first level. The first floor contains common spaces for all residents - residence hall offices, multipurpose room, meeting rooms, mailroom, laundry, maintenance area, storage, etc.
Alderman, Kenan, & McIver Hall Renovations - The University of North Carolina at Chapel Hill, North Carolina

Construction Cost
$8,313,338

Size
84,270 SF

Completion Date
August 2004

Client
The University of North Carolina at Chapel Hill

Client Contact
Ms. Lindsey Rose - 919.843.2341
Mr. Steve Lofgren - 919.962.0755

This project included the comprehensive renovation of three Georgian Revival-Style residence halls built in the 1930s. The renovation brought the buildings to current accessibility standards and completely modernized all systems - mechanical, electrical, telecom, and plumbing - providing ducted heating and air-conditioning, as well as new shower and bathroom facilities. The three buildings are fire-protected with a full sprinkler system and modern emergency systems which were successfully installed without damage to the original plaster "Greek key" cornice mold and plaster ceilings. The interior renovations pay close attention to the original Georgian character with new finishes throughout that give each building an individual color scheme while tying the three buildings into one cohesive design.
Ambler Johnston is the largest residence hall on the Virginia Tech campus and will house the University's new Living Learning Colleges. The phased renovation updates spaces such as the traditional dorm-style bedrooms and adds new suite-style bedrooms with private bathrooms and residential apartments for faculty and graduate staff. A new chiller was added to the existing multiple chiller regional chilled water plant that serves the building. The mechanical design included piping between the regional plant to Ambler Johnston and central plant pumps in the central plant building and building loop pumps in Ambler Johnston. Also included in the design are amenities such as teaching labs, a media theater, game room, group kitchens, library, Honors Common, and a fitness center to serve the 1,200 students that live in Ambler Johnston. This project will be LEED Silver Certified by the U.S. Green Building Council.
DESIGNER SELECTION – COGENERATION FACILITY SITE ENVIRONMENTAL INVESTIGATION AND REMEDIATION

In June 2010, during construction of the Cogeneration Facility Warehouse building, constituents associated with coal combustion by-products were found in the soils located at the warehouse building site. A water/ash settling pond, serving the old University Power Plant, was located proximate to that site from the early 1940’s through the late 1970’s. As part of standard power plant operations at that time, water/ash slurry was discharged to one or more on-site settling ponds where it was allowed to separate. The by-products found in the soil are attributable to that process. The impacted soils within the footprint of the warehouse building were excavated, removed from the site and disposed of at a permitted landfill. A more thorough investigation is now planned to determine if any further remediation will be required. The UNC Board of Governor’s approved advance planning for this project on September 9, 2011.

This project selects a Registered Environmental Consultant (REC) to provide environmental consulting and design services at the University’s Cogeneration Facility site. The services are required to assess soil and groundwater conditions that may have been previously impacted by coal combustion by-products. The consultant will assist with investigations, risk assessments, risk communications, development of remedial designs, contractor oversight, reporting and compliance certification under a special program administered by the North Carolina Department of Environment and Natural Resources, Division of Waste Management, Inactive Hazardous Sites Branch.

The planning budget is $750,000 and will be funded by Energy Services. This project was advertised on December 1, 2011. Eight proposals were received. Three firms were interviewed on February 20, 2012. Members of the Board of Trustees did not participate in the interviews.

The committee recommended the selection of three firms in the following priority order:

1. Geosyntec Consultants Raleigh, NC
2. Arcadis Raleigh, NC
3. AECOM Raleigh, NC

RECOMMENDED ACTION

A motion to approve the three firms in the above priority order.
12 January 2012

Dianne L. Bachman, AIA, LEED@TM AP
Assistant Director for Project Management Facilities Planning
The University of North Carolina at Chapel Hill
Project Manager
CB# 1090, Giles F. Horney Bldg.
103 Airport Drive
Chapel Hill, NC 27599-1090

Subject: Registered Environmental Consultant Services at the UNC Cogeneration Facility Warehouse Site
The University of North Carolina at Chapel Hill, UNC-CH Energy Services

Dear Ms. Diane L. Bachman:

Geosyntec Consultants of NC PC (Geosyntec) is excited about the opportunity to present to the University of Chapel Hill (UNC-CH) our qualifications to serve as the Registered Environmental Consultant (REC) for the Cogeneration Facility Warehouse (Site) where soils have been impacted by coal combustion byproducts (CCBs). The enclosed Statement of Qualifications (SOQ) is submitted in response to your Request for Qualifications (RFQ) dated December 1, 2011. As requested in the RFQ, our SOQ focuses on two central themes, namely (1) Geosyntec’s project expertise, capabilities, and accomplishments working with coal combustion by-products (CCBs) and (2) Geosyntec’s strategy for addressing CCB impacts at the Site and likely steps envisioned for the project.

Geosyntec is uniquely qualified to support UNC-CH in this project to address CCBs in North Carolina’s REC program for the following reasons:

1. Our Proposed Project Manager Mr. Todd Hagemeyer, P.G., has extensive experience managing environmental assessment and remediation projects in North Carolina and has developed positive working relationships with regulators from both US EPA Region 4 and North Carolina Department of the Environment and Natural Resources (NCDENR), including the voluntary REC program. This experience will prove invaluable to successful project execution.

2. Our proposed Registered Site Manager Mr. Eric Nesbit, P.E., is conveniently located in Raleigh, and has a proven track record in the REC program having achieved No Further Action or closure at 12 sites.
3. We have extensive experience working with CCBs. Our SOQ describes innovative assessment techniques we pioneered to provide a real time assessment of CCBs to guide CCB delineation and remediation, which can reduce your analytical costs.

4. Our team includes Keith Tolson, Ph.D., a nationally-recognized expert in understanding and communicating risk associated with various contaminants, including metals and dioxins. He is experienced in executing risk-based approaches to support remedial approaches that protect human health and the environment, while being cost-effective.

5. We are teamed with two subcontractors that are Historically Underutilized Businesses and we fully support the program.

6. We are a Preferred Contractor with UNC-CH making contracting straight forward.

7. We have a deep bench of technical expertise, with three RSMs on the team.

We are truly excited to be able to bring our expertise to UNC-CH for this CCB project. We hope to have the opportunity to provide a short list presentation to discuss our ideas in more detail. In the meantime, please contact Eric Nesbit at 919-870-0576 if additional information is required.

Sincerely,

Eric Nesbit, P.E.
Associate
Mary DeFlaun, Ph.D.
Managing Principal
3. Project Team

3.1 Organizational Chart & Resumes

Detailed role descriptions can be found in the Geosyntec team resumes on the following pages.

Figure 4
SITE APPROVAL – UNIVERSITY CHILD CARE CENTER

This project provides a 1,000 SF addition to the northeast of the existing University Child Care Center to provide additional classroom space for 36 preschool children. The site is located to the west of the Friday Center and is accessed via the Friday Center Driveway. The University and the Hospital jointly oversee the operations of the Center.

The project budget is approximately $350K and will be funded by the Hospital Child Care Center tuition.

The Chancellor’s Buildings and Grounds Committee approved the site at its March 1, 2012 meeting.

RECOMMENDED ACTION

A motion to approve the site.
Site Approval
University Child Care Center Expansion
March 2012
Site Approval – University Child Care Center Expansion

Photo of existing facility
To: Chancellor Holden Thorp  
From: Zealan Hoover, Student Body Vice President  
RE: Faculty Retention Survey and Report

**Background**

The Student Task Force on Faculty Retention was formed last summer in response to Provost Carney’s May 2011 presentation to the Board of Trustees. The Task Force is comprised of ten student leaders representing the Executive Branch of Student Government, the Honor System, the Campus Y, the Honors Program, the Carolina Union, CSIT, CAA, and RHA.

During the fall semester, the Task Force met with Provost Carney, Dean Gil, and Dr. Williford to receive advice and guidance that has led us to focus on faculty retention through the lens of student-faculty interactions. To aid in our understanding of the issue, we have studied reports from other universities, our COACH survey, and conducted a focus group of faculty in the College of Arts and Sciences. We have also had bi-weekly discussions led by members of the Task Force that discuss our respective organizations and the extent (both potential and realized) to which they engage with faculty.

That background research informed a survey that was released to all faculty members in the College of Arts and Sciences on March 5, 2012. The survey asks eight questions related to faculty satisfaction, faculty climate, and faculty-student interactions. Dr. Strauss, Dean Crimmins, Erin Schuettpelz, the Odum Institute, and the Institutional Review Board have all vetted the questions, which we believe will provide valuable information to the College, the administration, and the trustees.

**Board of Trustees**

The Task Force’s goal is to synthesis the results of the survey into a report that will be presented to the Board of Trustees at the May 2012 meeting. To best prepare the Trustees for the May report, I have asked Mrs. Kirby to place us on the agenda of the Academic Affairs Committee at the March meeting. At that time, I would like for members of the Task Force to give a five-minute presentation on the purpose of the Task Force and our survey, and then answer any questions that members of the committee may have.

I have attached a copy of the survey questions, as well as the email that was sent to all members of the CAS faculty. It is my hope that you will consider providing them as background materials.
in the Trustees’ March informational packet so that they can review the information prior to our presentation. If there are any other relevant documents that you wish to include, please let me know.

Most Sincerely,

Zealan Hoover
Student Body Vice President

CC: Ron Strauss, Executive Vice Provost

Transmitted Via Email
Subject Line: Survey on Faculty Concerns, challenges, and student-faculty interactions

Dear Faculty Member,

The Student Task Force on Faculty Retention – a special project of UNC Student Government – is conducting a research study of tenure-track and fixed-term faculty within the College of Arts and Sciences. This eight-question survey will broaden our understanding of faculty concerns, faculty challenges, and student-faculty interactions. We expect the survey to take approximately ten minutes. The results will further our mission of positively affecting faculty climate and improving retention. The data from this survey will inform our report to the UNC Faculty Council and Board of Trustees later this semester.

Participation in this survey is voluntary and your responses will be kept confidential. We do not anticipate any risks to you participating, or any benefits other than those that may accrue from changes to policy based on your responses.

You may access the survey here: <LINK>

If you have any question, please contact me at zthoover@live.unc.edu, or Dr. Ron Strauss at ron_strauss@unc.edu. If you have any questions or concerns regarding your rights as a subject in this study, you may contact the University of North Carolina at Chapel Hill’s Institutional Review Board (IRB) at 919-966-3113 or via email to IRB_subjects@unc.edu. Please reference IRB Study 12-.0344.

On behalf of the Student Task Force on Faculty Retention and UNC Student Government, I hope that you will take the time to participate.

Most Sincerely,

Zealan Hoover
Student Body Vice President
College of Arts and Sciences Faculty Survey
Sponsored by the Student Task Force on Faculty Retention

Question 1 of 8
1a: Since joining the faculty of UNC, have you ever seriously considered an offer to teach at another university?
[Response: Yes/No]

1b: If you were to receive a financially competitive offer to teach at another university, which of the following would be compelling reasons keeping you at UNC?
[Response: Check all that apply]
- A competitive counter-offer
- Changes to your benefits package
- Decreased departmental responsibilities
- Opportunity to teach a special topic course
- Additional TA assignments/resources
- Increased opportunities for research sabbaticals
- Increased opportunities for internal research funding (NC TraCS)
- More time for personal research pursuits
- More time with undergraduate students
- More time with graduate students
- Greater ability to move research products into a business spin-off/entrepreneurial opportunity
- Opportunity for my children to attend UNC-CH for free/discounted tuition rate
- On-campus child-care availability
- Increased access to UNC-CH sporting events tickets (Basketball, Soccer, Football, etc...)
- Other (fill in the blank)

Question 2 of 8: Please rate your agreement with the following statements:
[Response Scale: strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree]
- I value interactions with undergraduate students
- I value interactions with graduate students
- Interacting with students is important
- My department values Student-Faculty interaction
- The College of Arts & Sciences values Student-Faculty interaction

Question 3 of 8: Which of the following types of contact do you have with students outside of the classroom?
[Response: Check all that apply]
- Faculty advisor to a student group.
- Undergraduate Research Advisor (Honors Thesis or Independent Research)
- Student mentor
- Office hours
- Meetings with Graduate student/post-doctoral trainees
• Community involvement activities (e.g: Habitat for Humanity, Dance Marathon, etc...)
• Departmental functions (poster sessions, Undergraduate/Graduate student recruitment, etc...)
• None
• Other (Open Response)

What level of time commitment is typically involved?
[Response: Single Answer]
• Less than 2 hours per week
• 2-4 hours per week
• More than four hours per week

Question 4 of 8: Please indicate how strongly you agree or disagree with each of the following statements:
[Response Scale: strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree]
• I have adequate time to meaningfully interact with Undergraduate Students
• I have adequate time to meaningfully interact with Graduate Students
• My department provides me with adequate resources to be an effective professor
• My department provides me with adequate resources to be an effective researcher
• My department values student-faculty interaction outside the classroom
• My departmental responsibilities are over-burdening and prevent my ability to interact with undergraduate/graduate students
• I believe that most Undergraduates lack the training necessary to allow for in-depth conversation on a specific lecture topic/subject
• I have little interest in/do not value interacting with undergraduates outside of lecture/office hours

Question 5 of 8: Are there other actions taken by peer institutions to retain faculty that you feel are absent from UNC?
[Response: Yes/No/If yes, please specify via open response]

Question 6 of 8: What are easy things that your department could do or has done to improve faculty satisfaction/climate?
[Response: Open Response]

Question 7 of 8: What are easy things that students could do that would improve faculty satisfaction/climate?
[Response: Open Response]

Question 8 of 8: The Academic Plan has convened a special committee tasked with identifying and addressing burdensome university regulations. Do you wish to suggest any areas, regulations, or requirements that the committee should investigate?
[Response: Optional Open Response]
Demographic Questions:
[Response: Single Answer]

A: how many... Years with faculty
- Less than 5
- 5-10
- More than 10

B: In which division is your primary appointment within College of Arts and Sciences
- Fine Arts and Humanities
- Social and Behavior Sciences
- Natural Sciences and Mathematics

C: Gender Identity
- Male
- Female
- Other
- Choose to leave blank

D: Rank
- Assistant Professor
- Associate Professor
- Full Professor
- Distinguished Professor
- Lecturer
- Senior Lecturer
- Master Lecturer

Thank You. Please use this space to leave additional thoughts.
[Response: Optional Free Response]
March 12, 2012

Members of the Board of Trustees
The University of North Carolina at Chapel Hill

Dear Members of the Board:

I am transmitting to you herewith personnel matters in the following categories:

For Action – Personnel Actions
For Action – Actions Conferring Tenure
For Action – Compensation Actions
For Information

Appendix A
Appendix A
Appendix B
Appendix C (None)

Sincerely,

[Signature]
Holden Thorp

Enclosures
## Personnel Actions

**Promotion to Full Professor**

<table>
<thead>
<tr>
<th>No.</th>
<th>College/Division</th>
<th>Name</th>
<th>Dept./School</th>
<th>Current Rank</th>
<th>New Rank</th>
<th>Effective Date</th>
<th>Salary</th>
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<td>1</td>
<td>Academic Affairs</td>
<td>John Bruno</td>
<td>Biology (base) Marine Sciences (joint) institute for Marine Sciences (joint)</td>
<td>Associate Professor</td>
<td>Professor</td>
<td>7/1/2012</td>
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<td>2</td>
<td>Academic Affairs</td>
<td>Rudolf Colloredo-Mansfeld</td>
<td>Anthropology</td>
<td>Associate Professor</td>
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<td>7/1/2012</td>
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<td>Academic Affairs</td>
<td>Maria Daguzman</td>
<td>English &amp; Comparative Lit</td>
<td>Associate Professor</td>
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<td>7/1/2012</td>
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<td>4</td>
<td>Health Affairs</td>
<td>Marisa Domino</td>
<td>Health Policy &amp; Management</td>
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<td>6/1/2012</td>
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<td>5</td>
<td>Academic Affairs</td>
<td>Mark Katz</td>
<td>Music</td>
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<td>Academic Affairs</td>
<td>Darin Padua</td>
<td>Exercise &amp; Sport Science</td>
<td>Associate Professor</td>
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<td>7/1/2012</td>
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<td>Academic Affairs</td>
<td>Laurie Paul</td>
<td>Philosophy</td>
<td>Associate Professor</td>
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<td>7/1/2012</td>
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<td>Academic Affairs</td>
<td>Vladas Pipiras</td>
<td>Statistics and Operations Research</td>
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<td>7/1/2012</td>
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<td>Academic Affairs</td>
<td>Daniel Reichart</td>
<td>Physics and Astronomy</td>
<td>Distinguished Term/Associate Professor</td>
<td>Distinguished Term/Professor</td>
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<td>Health Affairs</td>
<td>Kurt Ribisl</td>
<td>Health Behavior &amp; Health Edu</td>
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<td>4/1/2012</td>
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<td>Health Affairs</td>
<td>Marcia Van Riper</td>
<td>Nursing</td>
<td>Associate Professor</td>
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**Reappointments to the Same Rank**

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<td>Health Affairs</td>
<td>Paul Armistead</td>
<td>Medicine</td>
<td>Assistant Professor</td>
<td>3/1/2013</td>
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<td>Health Affairs</td>
<td>Charles Ebert, Jr.</td>
<td>Otolaryngology/HNS</td>
<td>Assistant Professor</td>
<td>7/20/2013</td>
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<td>3</td>
<td>Health Affairs</td>
<td>Trevor Hackman</td>
<td>Otolaryngology/HNS</td>
<td>Assistant Professor</td>
<td>8/1/2013</td>
<td>$217,404</td>
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<td>4</td>
<td>Health Affairs</td>
<td>Jeffrey Spang</td>
<td>Orthopaedics</td>
<td>Assistant Professor</td>
<td>6/1/2013</td>
<td>$297,055</td>
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<td>5</td>
<td>Health Affairs</td>
<td>Karyn Stitzenberg</td>
<td>Surgery</td>
<td>Assistant Professor</td>
<td>8/17/2013</td>
<td>$205,500</td>
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**Departments/Appointments to Departmental Chair**

<table>
<thead>
<tr>
<th>No.</th>
<th>College/Division</th>
<th>Name</th>
<th>Dept.</th>
<th>Rank</th>
<th>Effective Date</th>
<th>Salary</th>
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<tbody>
<tr>
<td>1</td>
<td>Academic Affairs</td>
<td>Valerie Ashby</td>
<td>Chemistry</td>
<td>Professor</td>
<td>7/1/2012 - 6/30/2017</td>
<td>$121,107</td>
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<td>2</td>
<td>Academic Affairs</td>
<td>Patrick Conway</td>
<td>Economics</td>
<td>Distinguished Term/Professor</td>
<td>7/1/2012 - 6/30/2017</td>
<td>$134,175</td>
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<tr>
<td>3</td>
<td>Academic Affairs</td>
<td>Evelyne Huber</td>
<td>Political Science</td>
<td>Distinguished Professor &amp; Chair</td>
<td>7/1/2012 - 6/30/2017</td>
<td>$225,000</td>
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**Actions Conferring Tenure**

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<tr>
<th>No.</th>
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<th>Name</th>
<th>Dept.</th>
<th>Rank</th>
<th>Effective Date</th>
<th>Salary</th>
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<tbody>
<tr>
<td>1</td>
<td>Academic Affairs</td>
<td>Jonathan Hill</td>
<td>Economics</td>
<td>Assistant Professor</td>
<td>7/1/2012</td>
<td>$120,000</td>
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<tr>
<td>No.</td>
<td>College/Division</td>
<td>Name</td>
<td>Dept./School</td>
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<td>New Rank</td>
<td>Effective Date</td>
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<td>-----</td>
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<td>---------------</td>
<td>-----------------------------</td>
<td>----------------</td>
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</tr>
<tr>
<td>2</td>
<td>Academic Affairs</td>
<td>Rene Lopez</td>
<td>Physics and Astronomy</td>
<td>Assistant Professor</td>
<td>Associate Professor</td>
<td>7/1/2012</td>
</tr>
<tr>
<td>3</td>
<td>Academic Affairs</td>
<td>Christian Lundberg</td>
<td>Communication Studies</td>
<td>Assistant Professor</td>
<td>Associate Professor</td>
<td>7/1/2012</td>
</tr>
<tr>
<td>4</td>
<td>Academic Affairs</td>
<td>Malinda Maynor-Lowery</td>
<td>History</td>
<td>Assistant Professor</td>
<td>Associate Professor</td>
<td>7/1/2012</td>
</tr>
<tr>
<td>5</td>
<td>Academic Affairs</td>
<td>Noreen McDonald</td>
<td>City &amp; Regional Planning</td>
<td>Assistant Professor</td>
<td>Associate Professor</td>
<td>7/1/2012</td>
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<tr>
<td>6</td>
<td>Academic Affairs</td>
<td>Brian McManus</td>
<td>Economics</td>
<td>Assistant Professor</td>
<td>Associate Professor</td>
<td>7/1/2012</td>
</tr>
<tr>
<td>7</td>
<td>Academic Affairs</td>
<td>Jason Metcalfe</td>
<td>Mathematics</td>
<td>Assistant Professor</td>
<td>Associate Professor</td>
<td>7/1/2012</td>
</tr>
<tr>
<td>8</td>
<td>Academic Affairs</td>
<td>Wei You</td>
<td>Chemistry</td>
<td>Assistant Professor</td>
<td>Associate Professor</td>
<td>7/1/2012</td>
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</table>

**Personal Correction from the February 2012 Appendix:**

1. Health Affairs
2. Stuart H. Gold
3. Pediatrics
4. Professor
5. Stuart H. Gold, MD Distinguished Professor (due to an administrative error, the Professorship was incorrectly identified as the Stuart M. Gold Distinguished Professor - Incorrect Initial)
6. 2/24/2012
7. $212,000
### Compensation Actions

| No. | College/Division | Name            | Department/School | Rank                  | Reason                      | Requested Increase Amount | Percent of Increase | Current Salary | New Salary | Effective Date |
|-----|------------------|-----------------|-------------------|-----------------------|----------------------------|----------------------------|---------------------|----------------|------------|---------------|----------------|
| 1   | Health Affairs   | Cynthia Bullik  | Psychiatry        | Distinguished Professor | Retention                   | $47,050                   | 23.18%              | $202,950       | $250,000   | 6/16/2012     |
| 2   | Health Affairs   | Amy Heine       | Medicine          | Clinical Instructor   | Increase in job duties      | $21,934                   | 29.61%              | $74,066        | $96,000    | 6/16/2012     |
| 3   | Health Affairs   | Amy Herring     | Biostatistics     | Professor             | Retention                   | $35,063                   | 23.32%              | $150,337       | $185,400   | 6/16/2012     |
| 4   | Health Affairs   | Steve Meshnick  | Epidemiology      | Professor             | Retention                   | $31,992                   | 15.00%              | $213,282       | $245,274   | 6/16/2012     |
| 5   | Health Affairs   | Hongtu Zhu      | Biostatistics     | Professor             | Pre-emptive retention       | $39,682                   | 27.23%              | $145,718       | $185,400   | 6/16/2012     |

### Compensation Corrections

| No. | College/Division | Name                | Department/School | Rank                  | Reason                                                                 | Requested Increase Amount | Percent of Increase | Current Salary | New Salary | Effective Date |
|-----|------------------|---------------------|-------------------|-----------------------|------------------------------------------------------------------------|----------------------------|---------------------|----------------|------------|---------------|----------------|
| 1   | Health Affairs   | Merie Mishel        | Nursing           | Kenan Distinguished Professor | Kenan stipend was incorrectly awarded as a supplement. This action is to move the stipend to the base rate of pay. | $18,500                   | 15.77%              | $117,304       | $135,804   | 3/23/2012     |
| 2   | Health Affairs   | Margaret Sandelowski| Nursing           | Boshamer Distinguished Professor | Boshamer stipend was incorrectly awarded as a supplement. This action is to move the stipend to the base rate of pay. | $16,000                   | 12.82%              | $124,796       | $140,796   | 3/23/2012     |

**Total Monetary Value of Non-Salary Compensation**

<table>
<thead>
<tr>
<th>Total Compensation</th>
<th>Duration of Non-Salary Compensation</th>
<th>Effective Date</th>
<th>End Date</th>
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<tbody>
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<td></td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

### Non-Salary Compensation Actions

<table>
<thead>
<tr>
<th>No.</th>
<th>College/Division</th>
<th>Name</th>
<th>Department/School</th>
<th>Rank</th>
<th>Reason</th>
<th>Non-Salary Compensation</th>
<th>Effective Date</th>
<th>End Date</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>