



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

ATTACHMENT A

CAROL L. FOLT
Chancellor

103 SOUTH BUILDING
CAMPUS BOX 9100
CHAPEL HILL, NC 27599

T 919.962.1365
F 919.962.1647
carol.folt@unc.edu

MEMORANDUM

TO: Members of the Board of Trustees
FROM: Carol L. Folt
RE: Mail Ballot
DATE: August 21, 2015

You have authorized my office to poll you by mail concerning personnel matters which require attention by the Board. Accordingly, we are transmitting to you herewith personnel actions as follows:

EPA Faculty Compensation & Tenure Actions	Attachment A
EPA Non-Faculty Compensation Actions	Attachment B

Please mark and return the enclosed mail ballot indicating whether or not you agree with the actions proposed. Thank you.

The University of North Carolina at Chapel Hill
EXECUTIVE SUMMARY
Board of Trustees
August 27, 2015

Appendix A

No.	College/Division	Name	Dept./School	Current Rank	New Rank	Tenure Request Reason	Effective Date	Salary
Personnel Actions								
New Appointments without Tenure								
1	Health Affairs	Steven Gray	Ophthalmology	Research Assistant Professor	Assistant Professor		8/1/2015	\$107,174.00
2	Health Affairs	Byron Powell	Health Policy & Management	N/A	Assistant Professor		7/1/2015	\$115,000.00
Addition of Joint Appointment without Tenure								
0								
Promotion to Full Professor								
1	Health Affairs	Deborah Tate	Health Behavior/Nutrition	Associate Professor	Professor		9/1/2015	\$131,932.00
Reappointments to the same Rank								
1	Academic Affairs	Whitney Afonso	School of Government	Assistant Professor	Assistant Professor		10/1/2016	\$87,734.00
2	Health Affairs	Antoine Bailliard	Allied Health Sciences	Assistant Professor	Assistant Professor		11/1/2016	\$80,000.00
3	Health Affairs	Jiandong Liu	Pathology & Laboratory Medicine	Assistant Professor	Assistant Professor		9/1/2016	\$105,000.00
4	Health Affairs	Li Qian	Pathology & Laboratory Medicine	Assistant Professor	Assistant Professor		9/1/2016	\$105,000.00
5	Academic Affairs	Elizabeth Shank	Microbiology & Immunology	Assistant Professor	Assistant Professor		1/1/2017	\$77,500.00
Designation/Reappointments to Departmental Chair								
1	Health Affairs	Anna Schenck	Public Health - Leadership Program	Director	Director		5/1/2015	\$180,556.00
Designation/Reappointments to Distinguished Professorship								
1	Academic Affairs	Francesca Dillman Carpentier	School of Media & Journalism	Associate Professor	James H. Shumaker Term Professorship		9/1/2015	\$81,659.00
2	Academic Affairs	Anne Johnston	School of Media & Journalism	Shumaker Distinguished Term Professor	Julian Scheer Term Professorship		9/1/2015	\$116,625.00
3	Academic Affairs	Ryan Thornburg	School of Media & Journalism	Associate Professor	Reese Felts Term Professorship		9/1/2015	\$79,924.00
4	Academic Affairs	Charles Tuggle	School of Media & Journalism	Reese Felts Professor	John H. Stembler, Jr. Distinguished Professor		9/1/2015	\$109,387.00
Actions Conferring Tenure								
Promotion Conferring Tenure								
1	Health Affairs	Clare Barrington	Health Behavior	Assistant Professor	Associate Professor	Promotion based on excellence in research, teaching, and service	9/1/2015	\$105,102.00
2	Health Affairs	Ramon Bataller	Medicine/Nutrition	Associate Professor	Associate Professor	Promotion based on his excellent contributions as a researcher, clinician, and teacher and his local, national, and international recognition expertise in liver disease.	11/1/2015	\$205,258.00
3	Health Affairs	Scott Bultman	Genetics	Assistant Professor	Associate Professor	Promotion based on excellence in research	9/1/2015	\$92,145.00
4	Health Affairs	Yara Park	Pathology and Laboratory Medicine	Assistant Professor	Associate Professor	Promotion based on excellence in clinical scholarship	10/1/2015	\$164,721.00
5	Health Affairs	Jennifer Wu	OB-GYN	Associate Professor	Associate Professor	Promotion based on excellence in clinical scholarship	10/1/2015	\$245,000.00
New Appointments Conferring Tenure								
0								
Addition of Joint Appointment Conferring Tenure								
0								
Corrections								
0								

The University of North Carolina at Chapel Hill
EXECUTIVE SUMMARY
Board of Trustees
July 14, 2014

No.	College/Division	Name	School	Department/Division	Rank	Reason	Requested Increase Amount **	Percent of Increase **	June 30 Salary	Current Salary	New Salary	Effective Date
Compensation Actions							** Based on cumulative increase(s) to 6/30 salary					
						Increase due to being appointed to a full time, permanent Clinical Instructor role via an external competitive event	\$8,000	17.78%	\$45,000	\$45,000	\$53,000	9/1/2015
2	Academic Affairs	Greg Brown	Business	N/A	Professor	Increase due to secondary appointment as Executive Director of the Frank Hawkins Kenan Institute of Private Enterprise	\$45,000	16.36%	\$275,000	\$275,000	\$320,000	9/1/2015
3	Health Affairs	Marcella Boynton	Public Health	Health Behavior	Statistician	Increase due to new faculty role as Research Assistant Professor	\$7,992	9.99%	\$80,000	\$80,000	\$87,992	7/1/2015
4	Health Affairs	Vijaya Hogan	Public Health	Maternal & Child Health	Clinical Associate Professor	Increase due to promotion to Clinical Professor	\$23,807	20.00%	\$119,036	\$119,036	\$142,843	9/1/2015
5	Academic Affairs	Pam Jagger	Arts and Sciences	Public Policy	Assistant Professor	Increase due to promotion to Associate Professor	\$13,400	15.86%	\$84,485	\$84,485	\$97,885	7/1/2015
6	Academic Affairs	Jeffrey Johnson	Arts and Sciences	Chemistry	Distinguished Professor	Increase due to retention, as a counteroffer to an offer Professor Johnson received from the University of Texas	\$20,000	12.90%	\$155,000	\$155,000	\$175,000	9/1/2015
7	Health Affairs	James Krakowski	Medicine	Anesthesiology - General	Clinical Instructor/Regional Fellow	Increase due to new faculty role as Clinical Assistant Professor	\$92,770	70.61%	\$131,387	\$134,008	\$224,157	8/1/2015
8	Academic Affairs	T William Lester	Arts and Sciences	City and Regional Planning	Assistant Professor	Increase due to secondary appointment as Chair of the Curriculum Committee in City and Regional Planning	\$12,100	15.34%	\$78,900	\$90,000	\$91,000	9/1/2015
9	Academic Affairs	Louise McReynolds	Arts and Sciences	History	Professor	Increase due to new appointment as Distinguished Professor	\$15,000	11.19%	\$134,000	\$134,000	\$149,000	9/1/2015
10	Health Affairs	Joanna Mussey	Medicine	TEACCH	Post Doc	Increase due to new faculty role as Clinical Assistant Professor	\$20,132	44.87%	\$44,868	\$44,868	\$65,000	9/1/2015
11	Academic Affairs	Enrique Neblett	Arts and Sciences	Psychology and Neurosciences	Associate Professor	Increase due to retention, as a counteroffer to an offer Professor Neblett received from Penn State	\$20,000	23.03%	\$86,850	\$86,850	\$106,850	9/1/2015
12	Academic Affairs	Ram Neta	Arts and Sciences	Philosophy	Professor	Increase due to retention, as a counteroffer to an offer Professor Neta received from the University of Birmingham	\$40,000	37.38%	\$107,009	\$107,009	\$147,009	9/1/2015
13	Academic Affairs	David Nicewicz	Arts and Sciences	Chemistry	Assistant Professor	Increase due to promotion to Associate Professor	\$16,381	19.61%	\$83,524	\$83,524	\$99,905	7/1/2015
14	Academic Affairs	David Nicewicz	Arts and Sciences	Chemistry	Associate Professor	Increase due to secondary appointment as Director of Graduate Studies	\$22,381	26.80%	\$83,524	\$99,905	\$105,905	9/1/2015
15	Health Affairs	Ertan Pankular	Medicine	Radiology - Chest	Clinical Fellow	Increase due to new faculty appointment as Clinical Assistant Professor	\$125,000	131.58%	\$95,000	\$95,000	\$220,000	7/1/2015
16	Health Affairs	Samantha Pattenden	Pharmacy	Chemical Biology and Medicinal Chemistry	Post Doc Research Associate	Increase due to new faculty appointment as Research Assistant Professor	\$24,550	48.66%	\$50,450	\$50,450	\$75,000	9/1/2015
17	Health Affairs	Benjamin Redmon	Medicine	Anesthesiology - General	Clinical Instructor/OB Fellow	Increase due to new appointment as Clinical Assistant Professor via external competitive event	\$92,770	70.61%	\$131,387	\$145,793	\$224,157	8/1/2015
18	Academic Affairs	Allison Schlobohm	Business	N/A	Graduate Teaching Assistant	Increase due to new faculty role as Lecturer	\$45,098	196.92%	\$22,902	\$22,902	\$68,000	8/1/2015
19	Health Affairs	Jay Schoenherr	Medicine	Anesthesiology - General	Clinical Instructor/Regional Fellow	Increase due to new appointment as Clinical Assistant Professor via external competitive event	\$92,520	70.42%	\$131,387	\$147,413	\$223,907	7/1/2015
20	Health Affairs	Natalia Soriano-Sarabia	Medicine	Medicine - Infectious Diseases	Post Doc Research Associate	Increase due to new faculty role as Research Instructor	\$12,200	25.52%	\$47,800	\$47,800	\$60,000	8/1/2015
21	Health Affairs	Daniel Steeb	Pharmacy	Practice Advancement and Clinical Education	Post Doc Research Associate	Increase due to new faculty role as Clinical Assistant Professor	\$70,000	155.56%	\$45,000	\$45,000	\$115,000	7/1/2015
22	Health Affairs	Julia Sung	Medicine	Medicine - Infectious Diseases	Clinical Fellow	Increase due to new faculty role as Clinical Assistant Professor	\$42,108	66.95%	\$62,892	\$62,892	\$105,000	8/1/2015
23	Health Affairs	Jason Surratt	Public Health	Environmental Sciences and Engineering	Assistant Professor	Increase due to receiving tenure	\$10,700	11.59%	\$92,300	\$92,300	\$103,000	7/1/2015
24	Academic Affairs	Ryan Thornburg	Communication and Journalism	N/A	Associate Professor	Increase due to retention, as a counteroffer to an offer Professor Thornburg received from the University of Southern California; increase also based on being recipient of Reese Felts Professorship	\$13,500	15.90%	\$84,924	\$84,924	\$98,424	9/1/2015
25	Academic Affairs	William Weld	Business	N/A	Clinical Assistant Professor	Increase due to secondary appointment as Finance Career Coordinator	\$40,000	39.22%	\$102,000	\$102,000	\$142,000	9/1/2015
26	Health Affairs	Guorong Wu	Medicine	Radiology - Research	Research Assistant Professor	Increase due to external competitive event being appointed at same rank, but having more responsibilities	\$25,000	45.45%	\$55,000	\$55,000	\$80,000	8/1/2015
27	Academic Affairs	Yang Yang	Arts and Sciences	Sociology	Associate Professor	Increase due to promotion to Professor	\$21,052	13.85%	\$152,000	\$152,000	\$173,052	7/1/2015

No.	College/Division	Name	Department/School	Rank	Reason	Total Monetary Value of Non-Salary Compensation	Duration of Non-Salary Compensation	Effective Date	End Date
Non-Salary Compensation Actions									
0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA

The University of North Carolina at Chapel Hill - EXECUTIVE SUMMARY (EPA Non-Faculty)
Board of Trustees - August 2015

Compensation Actions

No	Last Name	First Name	College/Division	Department/School	Rank/Title	June 30 Salary	Proposed Salary	Requested Increase \$\$	Requested Increase %	Effective Date	Justification
1	Sadgrove	Matthew	Pharmacy	Molecular Pharmaceuticals	Senior Scientist	\$ 69,000	\$ 94,100	\$ 25,100	36.38	8/1/2015	This is a promotion resulting from an open, competitive, external recruitment in which there were five applicants, and three candidates were interviewed. In the current position (Research Associate), the duties include supervising work on the assessment and development of novel radionuclide decorporation agents. In the new role (Senior Scientist), the duties will include leading UNC’s contribution to multiple collaborative research projects in areas including peptide formulation development, small molecule semi-solid bioequivalence assessment, and novel oral/transdermal radionuclide decorporation agent development; formulating peptides and small molecules; developing analytical methods and assays; working with alpha- and beta-emitting radionuclides; designing, conducting, and reporting on a diverse range of studies; writing manuscripts and grant applications to generate research-lab funding; and supervising other lab members. The requested salary is commensurate with another similarly situated employee (who has a salary of \$103,081), results in a market index of 91%, and creates no equity issues. The employee meets the education and experience requirements for this classification with a Ph.D. in Neuroscience and 11 years of related experience.
2	Lotstein	Richard	Medicine	Thurston Arthritis Research Center	Associate Director	\$ 101,800	\$ 121,800	\$ 20,000	19.65	8/1/2015	This request is being submitted at this time as a result of a self-audit, for the extension of a temporary supplement for additional duties in the amount of \$13,500 through December of 2016. The temporary increase was originally approved by the Board of Governors in December 2013, for a one-year period and with an option to extend if duties continue. The Multidisciplinary Clinical Research Center (MCRC) was awarded a \$5M grant. As a result of the grant temporary duties will continue to include leadership responsibilities such as planning advanced workshops to identify core competencies, serving on an executive committee overseeing the goals of MCRC, and developing curricula for the MCRC. At which time these projects are completed, the salary will revert.

The University of North Carolina at Chapel Hill - EXECUTIVE SUMMARY (EPA Non-Faculty)

Board of Trustees - August 2015

3	Patterson	Carol	Medicine	Thurston Arthritis Research Center	Research Associate	\$ 68,959	\$ 82,459	\$ 13,500	19.58	7/1/2015	This request is being submitted at this time as a result of a self-audit, for the extension of a temporary supplement for additional duties in the amount of \$13,500 through December of 2016. The temporary increase was originally approved by the Board of Governors in December 2013, for a one-year period and with an option to extend if duties continue. The Multidisciplinary Clinical Research Center (MCRC) was awarded a \$5M grant. As a result of the grant temporary duties will continue to include leadership responsibilities such as planning advanced workshops to identify core competencies, serving on an executive committee overseeing the goals of MCRC, and developing curricula for the MCRC. At which time these projects are completed, the salary will revert.
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Non-Compensation Actions

[illegible]

Information Only - Competitive Recruitment Actions approved by President

No	Last Name	First Name	College/Division	Department/School	Rank/Title	June 30 Salary	Proposed Salary	Requested Increase \$\$	Requested Increase %	Effective Date	Justification
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The University of North Carolina at Chapel Hill - EXECUTIVE SUMMARY (EPA Non-Faculty)

Board of Trustees - August 2015

1	Braswell	Margaret	Kenan-Flagler Business School	Kenan-Flagler Business School	Assistant Director of Development	\$ 48,446	\$ 59,200	\$ 10,754	22.20	08/01/15	This is a promotion resulting from an open, competitive, external recruitment in which there were 50 applicants, and 11 candidates were interviewed. In the current position (Administrative Support Specialist - Advanced), the duties include providing calendaring and other administrative support for two Associate Deans. In the new role (Assistant Director of Development), the duties will include identifying and expanding the School's donor prospects through initial visits, prospect qualification, cultivation, and solicitation, in addition to executing a comprehensive development program and fundraising campaign as a member of the Development team. The requested salary is commensurate with other, similarly situated employees (who have an average salary of \$59,200), results in a market index of 77%, and creates no equity issues. The employee meets the education and experience requirements for this classification with a Master's degree and two years of related experience at a previous employer.
2	Lyon	Keela	School of Medicine	Medical Foundation	Associate Director	\$ 70,125	\$ 80,000	\$ 9,875	14.08	08/01/15	This is a promotion resulting from an open, competitive, external recruitment in which there were eight applicants, and two candidates were interviewed. In the current position (Assistant Director), the duties include identifying and soliciting donations, executing development programs for the Medical Foundation, managing day-to-day operations of fundraising events, and managing event budgets. In the new role (Associate Director), the duties will include cultivating, soliciting, and stewarding prospects at the major-gift level of \$25,000 or more; creating strategic development plans; serving as a senior member of the NC Children's Promise staff; and contributing to preparations for the next University-wide fundraising and development campaign. There are no comparable positions within the work unit. The requested salary results in a market index of 83%. The employee meets the education and experience requirements for this classification with a Bachelor's degree in Public Relations and 12 years of related experience.

The University of North Carolina at Chapel Hill - EXECUTIVE SUMMARY (EPA Non-Faculty)

Board of Trustees - August 2015

3	Schmidt	Dennis	Information Technology Services	Information Technology Services	Assistant Vice Chancellor	\$ 171,738	\$ 192,000	\$ 20,262	11.80	08/01/15	This is a promotion resulting from an open, competitive, external recruitment in which there were 88 applicants, and nine candidates were interviewed. In the current position (Assistant Dean), the duties include responsibility for direct leadership of the help desk and customer-support team, network team, systems administrators, classroom-services group, applications-development group, and web-design team; and functioning as the Health Information Portability and Accessibility Act Security Officer for the School of Medicine. In the new role (Assistant Vice Chancellor), the duties will include serving as the primary contact for IT enterprise infrastructure and operations at the University; serving as a member of the Chief Information Officer's leadership team; participating in strategic planning discussions for campus IT initiatives; leading strategic management of all Information Technology Services server infrastructure; implementing and supporting a comprehensive storage-management service; and collaborating with IT leaders throughout campus to understand campus IT needs. The requested salary is commensurate with other, similarly situated employees (who have an average salary of \$200,333), and creates no equity issues. The employee meets the education and experience requirements for this classification with a Master's degree in Computer Science and 34 years of related experience.
4	Thrower	David	School of Medicine	Lineberger Cancer Center	Research Scientist	\$ 36,000	\$ 57,000	\$ 21,000	58.33	08/01/15	This is a promotion resulting from an open, competitive, external recruitment in which there were three applicants, and three candidates were interviewed. In the current position (Research Technician - Contributing), the duties include working with senior researchers and other laboratory personnel on the development of a program for disease diagnosis by multiplexed protein and nucleic acid biomarker detection. In the new role (Research Scientist), the duties will include overseeing set-up, calibration, maintenance, and operation of prototype instruments for the Reconfigurable Multielement Diagnostic (ReMeDx) project; overseeing microfluidic device assembly and fabrication from designs and molds by team members; troubleshooting, modifying, and repairing mechanical and electrical systems; acting as a liaison between external teams and the UNC team; disseminating project information as it relates to sponsor project reports; and contributing to manuscripts for peer-review publication and oral presentation. There are no comparable positions within the work unit. The requested salary results in a market index of 79%. The employee meets the education and experience requirements for this classification with a Bachelor's degree and 30 years of related experience.

The University of North Carolina at Chapel Hill - EXECUTIVE SUMMARY (EPA Non-Faculty)

Board of Trustees - August 2015

5	West	John	School of Medicine	Lineberger Cancer Center	Research Associate	\$ 48,320	\$ 55,000	\$ 6,680	13.82	08/01/15	This is a promotion resulting from an open, competitive, external recruitment in which there were 63 applicants, and five candidates were interviewed. In the current position (Research Associate), the duties include working with the herpes virus and isolating different blood-type cells from blood and common molecular assays. In the new role (Research Associate), the duties will include participating in the production of clinical-grade retroviral vectors using immunology assays; processing and analyzing clinical samples; supervising laboratory personnel; and developing independent research projects in immunotherapy and gene therapy. There are no comparable positions within the work unit. The requested salary results in a market index of 77%. The employee meets the education and experience requirements for this classification with a Ph.D. in Biochemistry and nine years of related experience.
6	Seow	Susin	Provost	Carolina Performing Arts	Director of Development Carolina Performing Arts	\$ 90,000	\$ 120,000	\$ 30,000	33.33	07/20/15	This is a promotion resulting from an open, competitive, external recruitment in which there were 34 applicants, and five candidates were interviewed. In the current position (Associate Director of Development, Carolina Performing Arts), the duties include overseeing the annual fund portion of UNC Global's development efforts, including prospect identification, cultivation, solicitation, and stewardship. In the new role (Director of Development, Carolina Performing Arts), the duties will include responsibility for all of Carolina Performing Arts' development and fundraising activities, including foundation, corporate, major-gift and annual-fund projects; cultivating and stewarding a network of major international donors and the international advisory board; developing, launching, and overseeing the capital campaign; functioning as part of Carolina Performing Arts' leadership team, which is responsible for setting departmental strategic initiatives; and supervising three staff members, including an annual fund manager. A \$3,150 increase was granted in July 2014 for Annual Raise Process. There are no comparable positions within the work unit. The requested salary results in a market index of 83%. The employee meets the education and experience requirements for this classification with a Master's Degree in Public Administration and eight years of related experience.

The University of North Carolina at Chapel Hill - EXECUTIVE SUMMARY (EPA Non-Faculty)

Board of Trustees - August 2015

7	Williams	Christopher J.	Student Affairs	Student Affairs Information Technology	Student Affairs IT Director - EPA-NF	\$ 78,851	\$ 110,000	\$ 31,149	39.50	07/20/15	This is a promotion resulting from an open, competitive, external recruitment in which there were 27 applicants, and seven candidates were interviewed. In the current, SPA position (IT Manager - Journey), the duties include directing all aspects of UNC-CH ResNET (Residential Networking, Education, and Technology), including IT strategy and operations, marketing, staff management, customer services, and the IT infrastructure. In the new, EPA Non-Faculty role (Student Affairs IT Director - EPA-NF), the duties will include serving as the Director of Information Technology for the 16 departments in Student Affairs (including Housing and Residential Education). There are no comparable positions within the work unit. The requested salary results in a market index of 84%. The employee meets the education and experience requirements for this classification with a Bachelor's Degree in Mathematics and 15 years of related experience.
8	Ferrari	Joshua	Vice Chancellor for Student Affairs	Office of Student Conduct	Coordinator of Student Conduct (EPA-NF)	\$ 32,371	\$ 46,500	\$ 14,129	43.65	07/20/15	This is a promotion resulting from an open, competitive, external recruitment in which there were 49 applicants, and 14 candidates were interviewed. In the current position (Student Housing Community Director), the duties include developing and coordinating residential communities of approximately 400-1,000 students; overseeing facilities operations, budgets, student conduct, and crisis management; training and supervising 20-50 staff members; and advising a community government. In the new role (Coordinator of Student Conduct), the duties will include serving as the primary hearing officer for violations of the campus's alcohol policy; providing counsel and guidance to students regarding case outcomes, sanctions, and rights of appeal; directing the implementation of disciplinary actions and sanctions; developing educational and promotional materials designed to increase campus awareness of the Honor Code and campus alcohol policy; maintaining accurate, complete disciplinary records; and providing accurate, timely information to officials for state and federal reporting purposes. There are no comparable positions within the work unit. The employee meets the education and experience requirements for this classification with a Master's degree and four years of related experience.
9	Gomez	Emily	Vice Chancellor for Student Affairs	Career Services/CHEOP - McNair Scholars	Assistant Director, McNair Scholars Program	\$ 41,000	\$ 46,000	\$ 5,000	12.20	07/20/15	This is a promotion resulting from an open, competitive, external recruitment in which there were 187 applicants, and nine candidates were interviewed. In the current position (Career Counselor), the duties include course evaluation, individual counseling, and workshop implementation. In the new role (Assistant Director, McNair Scholars Program), the duties will include teaching and individual counseling for two cohorts of McNair Scholars, event and workshop planning, program development, and recruiting students to the McNair Program. There are no comparable positions within the work unit. The requested salary results in a market index of 99%. The employee meets the education and experience requirements for this classification with a Master's degree in Counseling and four years and five months of related experience.

The University of North Carolina at Chapel Hill - EXECUTIVE SUMMARY (EPA Non-Faculty)

Board of Trustees - August 2015

10	Quay	Jacqueline	Vice Chancellor for Commercialization & Economic Devel	Office of Technology Development	Director, Licensing and Innovation Support	\$ 156,761	\$ 190,000	\$ 33,239	21.20	07/20/15	<p>This is a promotion resulting from an open, competitive, external recruitment in which there were seven applicants, and three candidates were interviewed. In the current position (Senior Licensing Associate, Office of Technology Transfer), the duties include assessing licensing activities for the University's cancer-related technologies, facilitating patent filings to protect promising technologies, marketing oncological and other technologies to potential industry partners, and negotiating and drafting license agreements. In the new role (Director, Licensing and Innovation Support), the duties will include providing oversight of the unit’s administrative and business functions; leading a team of legal and operations experts that supports the process of commercializing UNC-Chapel Hill's technologies; serving as a core team member on each commercialization project; overseeing a patent-management fund, seed funding, and grants for faculty innovations; and providing oversight of University Intellectual Property protection and prosecution. The requested salary is commensurate with another similarly situated employee (who has a salary of \$200,000), and creates no equity issues. The employee meets the education and experience requirements for this classification with a Juris Doctorate and 11 years of related experience.</p>
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THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

CAROL L. FOLT
Chancellor

103 SOUTH BUILDING
CAMPUS BOX 9100
CHAPEL HILL, NC 27599

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F 919.962.1647
carol.folt@unc.edu

Mail Ballot

Board of Trustees

August 21, 2015

Chancellor Carol Folt submits for your review and approval the EPA Faculty personnel and EPA Non-Faculty salary and compensation actions as recommended for August 2015. This mail ballot will be approved as part of the consent agenda at the Full Board meeting on Thursday, October 1, 2015.

The undersigned votes as follows with recommendation to these proposed actions as presented by the Chancellor.

	Approve	Disapprove
EPA Faculty Salary Increases and Tenure Promotions (Attachment A)	<input type="checkbox"/>	<input type="checkbox"/>
	Approve	Disapprove
EPA Non-Faculty Compensation Actions (Attachment B)	<input type="checkbox"/>	<input type="checkbox"/>

Signature_____

Printed Name_____

Date_____

Please fax to TJ Scott at (919) 962-1647 or email at tj_scott@unc.edu

This mail ballot was approved by majority vote on August 26, 2015 by the following Trustees: Dwight Stone, Haywood Cochrane, Chuck Duckett, Lowry Caudill, Jeff Brown, Julia Grumbles, Kelly Hopkins, Bill Keyes, Allie Ray McCullen, Ed McMahan, Hari Nath, and Houston Summers.



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

CAROL L. FOLT
Chancellor

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CAMPUS BOX 9100
CHAPEL HILL, NC 27599-9100

T 919.962.1365
F 919.962.1647
carol.folt@unc.edu

TO: Members of the Board of Trustees
FROM: Carol L. Folt *C&F*
RE: Mail Ballot
DATE: September 24, 2015

I write to request your vote by mail ballot on the following :

Endowment Fund: North Carolina General Statute 116-36 and Board of Governors' regulations require that the Board of Trustees elect the membership of the Endowment Board of Trustees. There are two (2) vacancies. Attached is a chart showing the names and terms of the current Endowment Trustees. The nominees for each vacancy are shown in bold on the chart.

The University of North Carolina at Chapel Hill Foundation, Inc. (Foundation): The Bylaws of the Foundation provide that the Board of Trustees shall elect two directors from the membership of the Board of Trustees and three directors from the membership of the Endowment Trustees. There are two (2) vacancies in the Board of Trustees category of directors and two (2) vacancies in the Endowment category of directors. A chart showing the current directors, all of the proposed directors (in bold), and the method of selection of each director is attached. The election of the directors in category II is not part of this mail ballot.

I recommend election of the proposed nominees.

cc: Matthew Fajack
David Routh
Jonathon King

**THE BOARD OF TRUSTEES OF THE ENDOWMENT FUND OF
THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL**

**MEMBERSHIP – MINIMUM 6; MAXIMUM 9
(three year term)***

MEMBERS ELECTED BY BOARD OF TRUSTEES

	<u>TERM</u>
Chairman Board of Trustees	(Ex-Officio)
Chancellor	(Ex-Officio)
John Ellison	2016
Steve Lerner	2016
David Carroll	2017
Max Chapman	2017
<u>Sallie Shuping-Russell</u>	<u>2018</u>
(vacancy created by expiration of term of John Townsend)	
<u>Willard J. Overlock, Jr.</u>	<u>2018</u>
(vacancy created by expiration of term of Peter Grauer)	

* Effective with appointments after July 26, 1996, individuals are eligible for a maximum of two consecutive 3 year terms. Individuals are eligible for reappointment after one year has elapsed from conclusion of most recent term.

September 2015

THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL FOUNDATION, INC.
BOARD OF DIRECTORS
17 MEMBERS; METHOD OF SELECTION

I. NINE EX-OFFICIO MEMBERS

- A. 4 BY VIRTUE OF OFFICE (term concurrent with office tenure)
Chairman of the Board of Trustees
Chancellor
Vice Chancellor for Finance and Administration
Vice Chancellor for University Advancement

- B. 2 ELECTED BY BOARD OF TRUSTEES FROM BOARD OF TRUSTEES MEMBERSHIP (term concurrent with Board tenure)*

Julia Sprunt Grumbles **2019**
(vacancy created by expiration of term of Sallie Shuping-Russell)

Haywood Cochrane **2017**
(vacancy created by expiration of term of Steve Lerner)

- C. 3 ELECTED BY BOARD OF TRUSTEES FROM MEMBERSHIP OF THE BOARD OF TRUSTEES OF THE ENDOWMENT FUND (term concurrent with Endowment tenure)*

Sallie Shuping-Russell **2018**
(vacancy created by expiration of term of Peter Grauer)

Steve Lerner **2016**
(vacancy created by expiration of term of John Townsend)

Max Chapman 2017

II. EIGHT DIRECTORS ARE ELECTED BY THE NINE EX-OFFICIO DIRECTORS (four year term)

John Townsend **2016**
(vacancy created by resignation of Mercer Reynolds)

Willard J. Overlock, Jr. 2016

David Pardue 2017

Kel Landis 2017

Nelson Schwab 2018

Roger Perry 2018

David Carroll **2019**
(vacancy created by expiration of term of David Carroll)

Ed Fritsch **2019**
(vacancy created by expiration of term of Ed Fritsch)

*Chairman of the Board of Trustees may vote but is not eligible for election



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

CAROL L. FOLT
Chancellor

103 SOUTH BUILDING
CAMPUS BOX 9100
CHAPEL HILL, NC 27599

T 919.962.1365
F 919.962.1647
carol.folt@unc.edu

Mail Ballot

Board of Trustees

September 24, 2015

Attached for your review and approval is a memo detailing the issues associated with this mail ballot. This mail ballot will be approved as part of the Consent Agenda at the Full Board meeting on Thursday, October 1, 2015.

The undersigned votes as follows with respect to the recommendation proposed in Chancellor Folt's memorandum dated September 24, 2015.

	Approve	Disapprove
Election of Sallie Shuping-Russell to the Endowment Fund for a three (3) year term ending in 2018.	<input type="checkbox"/>	<input type="checkbox"/>
Election of Willard J. Overlock, Jr. to the Endowment Fund for a three (3) year term ending in 2018.	<input type="checkbox"/>	<input type="checkbox"/>
Election of Julia Sprunt Grumbles to the Foundation's Board of Directors for a term concurrent with her term as a Trustee	<input type="checkbox"/>	<input type="checkbox"/>
Election of Haywood Cochrane to the Foundation's Board of Directors for a term concurrent with his term as a Trustee	<input type="checkbox"/>	<input type="checkbox"/>
Election of Sallie Shuping-Russell to the Foundation's Board of Directors for a term concurrent with her term as an Endowment Trustee	<input type="checkbox"/>	<input type="checkbox"/>
Election of Steve Lerner to the Foundation's Board of Directors for a term concurrent with his term as an Endowment Trustee	<input type="checkbox"/>	<input type="checkbox"/>

Signature_____

Printed Name_____

Date_____

Please fax to TJ Scott at (919) 962-1647 or email at tj_scott@unc.edu

This mail ballot was approved by majority vote on September 25, 2015 by the following Trustees: Dwight Stone, Haywood Cochrane, Chuck Duckett, Lowry Caudill, Bill Keyes, Allie Ray McCullen, Ed McMahan, Julia Grumbles, Houston Summers, and Kelly Hopkins.



**Governing Board Certification Form
Academic Year 2015-16**

As Chairman of the Governing Board at University of North Carolina at Chapel Hill, I attest that:

- 1) Responsibility for the administration of the athletics program has been delegated to the Chief Executive Officer of the Institution.
- 2) The Chief Executive Officer has the mandate and support of the board to operate a program of integrity in full compliance with NCAA, ACC and all other relevant rules and regulations.
- 3) The Chief Executive Officer, in consultation with the Faculty Athletics Representative and the Athletics Director, determines how the institutional vote shall be cast on issues of athletics policy presented to the NCAA and the ACC.

Date Presented to the Governing Board: 10/1/15

Signed: Dwight P. Stone
(Chairman of the Governing Board)

Signed: Carol L. Zell
(CEO of Member Institution)

Please return completed form before **October 16, 2015** to:

Commissioner John D. Swofford
Atlantic Coast Conference
4512 Weybridge Lane
Greensboro, NC 27407



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

ATTACHMENT C

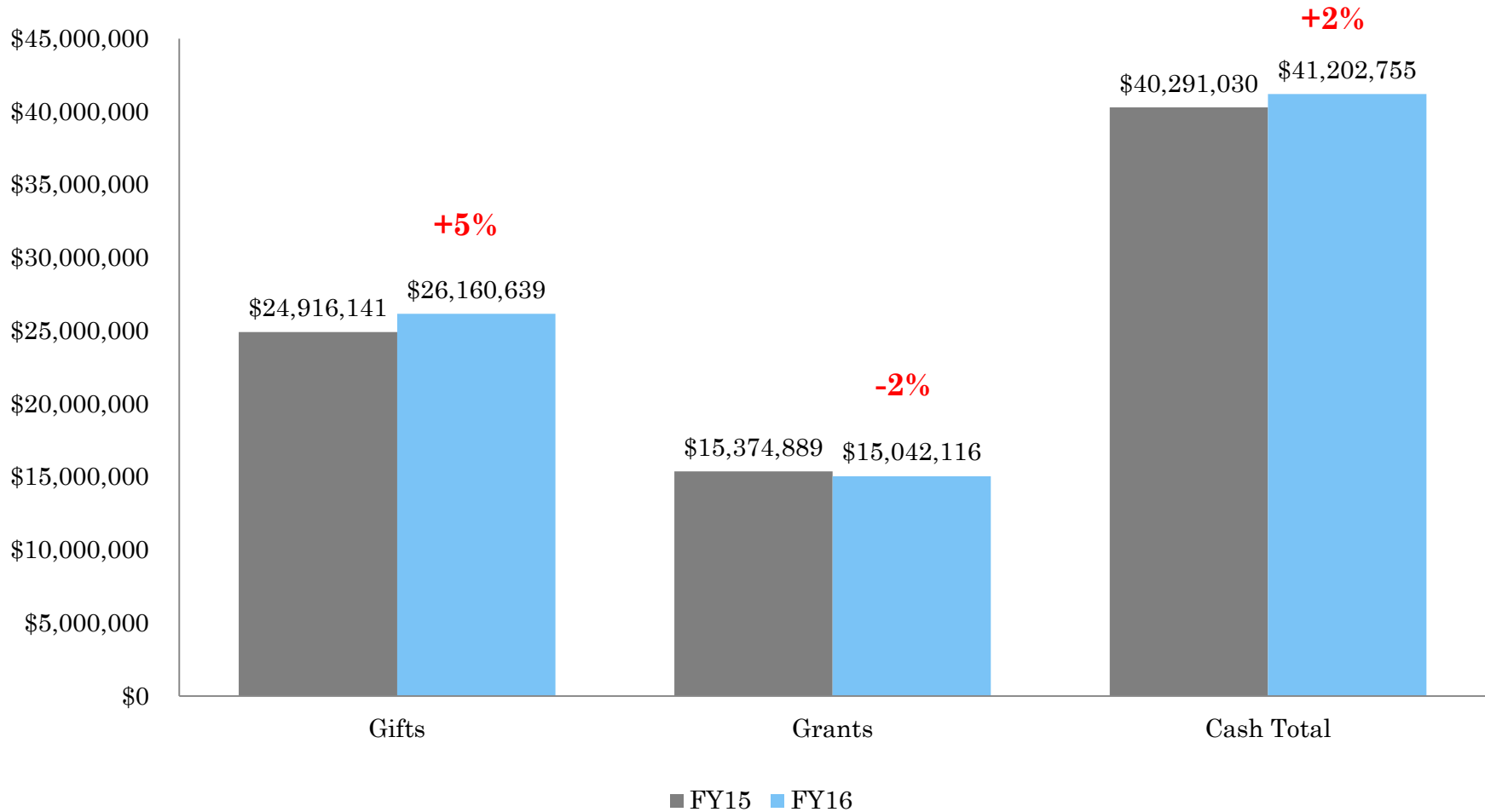
Development Update

September 30th, 2015

Meeting of the UNC-CH Board of
Trustees

David S. Routh
Vice Chancellor for Development

Cash Totals

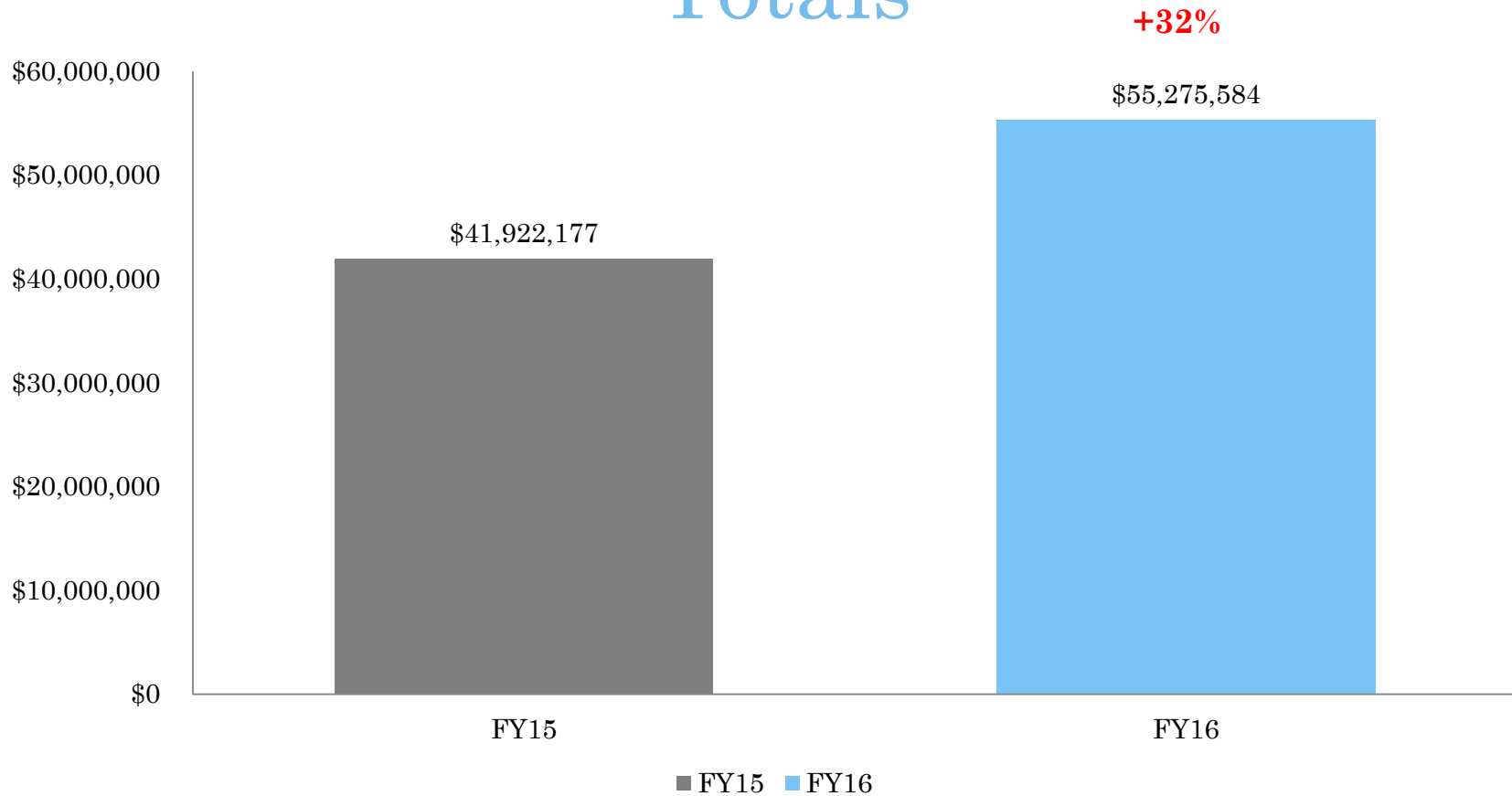


YTD Comparison as of September 22, 2015



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

New Cash and Commitments Totals

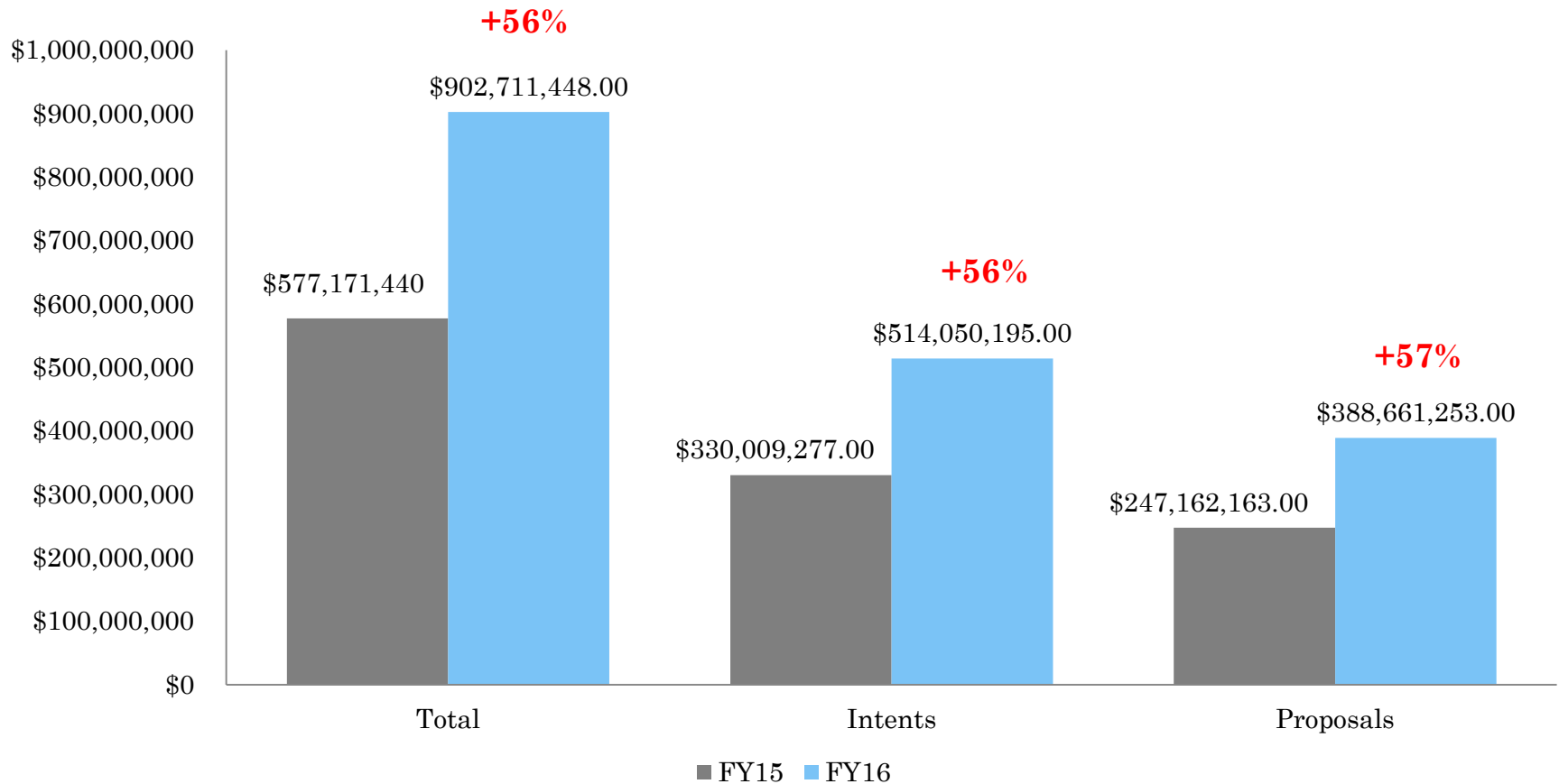


YTD Comparison as of September 22, 2015



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

The Pipeline





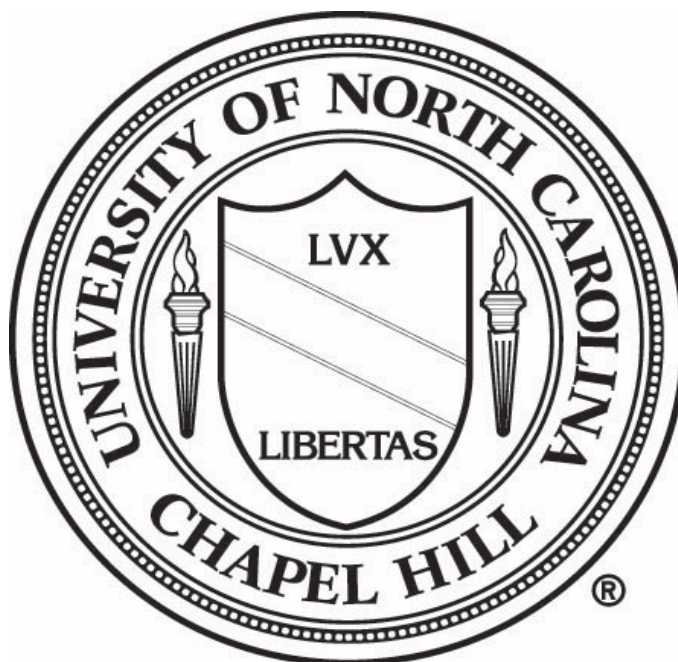
THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

Development Update

September 30th, 2015

Meeting of the UNC-CH Board of
Trustees

David S. Routh
Vice Chancellor for Development



**Risk Assessment and Internal Audit Plan
2015/16**

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Risk Assessment Process..... 4

Appendices:

A: Calculation of Available Work Hours

B: 2015/16 Audit Work Schedule

Introduction

Each year, the Internal Audit Department of the University of North Carolina at Chapel Hill develops an audit work plan based on a university-wide assessment of risk. This approach is in keeping with the Institute of Internal Auditors' *International Standards for the Professional Practice of Internal Auditing* (IIA Standards) and the Internal Audit Act (NCGS § 143-746) which requires internal audit functions in NC State agencies and institutions to comply with the IIA Standards. Also, basing audit work plans on risk helps ensure that audit resources are allocated effectively and efficiently and in a way that best helps manage and the Board of Trustees provide governance and fulfill the University's mission.

The primary objectives of the risk assessment process are to:

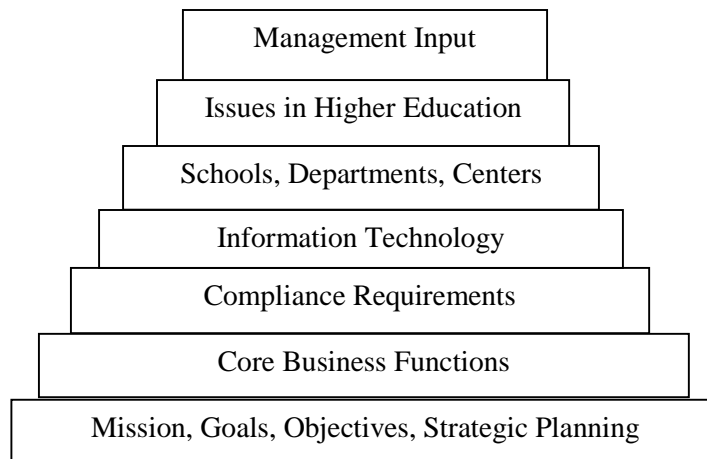
- Ensure compliance with IIA Performance Standard 2010 – Planning which states: “The chief audit executive must establish risk-based plan to determine the priorities of the internal audit activity, consistent with the organization’s goals” and with North Carolina’s Internal Audit Act;
- Gather information about the organizational structure of the University, its operations, and its finances and about trends and recent concerns in higher education;
- Identify expectations and risk concerns of University management and members of the Business and Infrastructure Committee of the Board of Trustees;
- Identify opportunities for sharing audit resources and avoiding duplication of work by coordinating audit efforts;
- Develop an audit work plan based on risks and opportunities identified during the assessment process; and
- Present the work plan and results of the risk assessment to the Chancellor of the University of North Carolina at Chapel Hill and the Business and Infrastructure Committee of its Board of Trustees for review and approval.

While the initial work plan is developed based on a formal risk assessment process, risks change throughout the year. Therefore, we monitor changes at the University and in higher education during the year and make revisions the work plan as needed.

Risk Assessment Process

The risk assessment and audit planning process involves developing an audit universe and considering how different components of risk affect individual auditable units and the University as a whole.

Audit Universe Development Model



Risk Components

1. Strategic risks – relate to mission and goals of the University
2. Financial risks – relate to stewardship and safeguarding of resources
3. Operational risks – relate to processes used to achieve mission and goals
4. Compliance risks – related to laws, rules, regulations, and other requirements
5. Reputational/service risk – relate to public image and the impact of service failure

Step 1: Update and Create Audit Universe

The risk assessment process begins with a review of the organization structure of the University and the identifying by various missions, functions, and financial activities of individual departments and other units. What these units are here to do and how they seek to accomplish their mission, goals, etc. forms the base of the audit universe.

- While some component units have unique or free-standing activities, they all share the same core business function such as payroll, small order purchasing, travel, etc. Responsibility for these functions is shared by departments and central offices; this shared responsibility affects both the risks associated with the functions and how they are best audited. We choose to audit core business functions university-wide – an approach that includes an assessment of processes in central offices as well as in a sample of individual units. We believe this approach provides a “birth to death” review that can better identify gaps in or redundancies in internal controls.
- While much of the audit universe driven by internal factors, external compliance requirements are major issues in the University’s operating environment. The University has overall policies and procedures that govern how to comply with requirements. In many cases, one or more central units has primary responsibility for monitoring compliance. Since most compliance activities are overseen, centrally, we believe that they are best audited as a central function.
- Information technology (IT) supports and enables nearly all functions and activities of the University. IT has unique audit and business risks such as disaster recovery, data and physical security, patching, access controls, change controls, data retrieval and reporting, etc. IT at the University is a hybrid function with central systems and servers managed by Information Technology Services and departmental/school servers and systems managed by those units. The IT portion of our audit universe includes a combination of audits of central systems, governance, and policy. We will assess issues related to departmental/school systems through general controls review done as part of broader audits of these units.
- Some schools, departments, and centers have unique activities or IT systems. In addition, the highly decentralized nature of the University makes it necessary to include individual units in our audit universe. This practice provides a way to assess, on a more granular level, activities and potential risks across the University. The audits will also provide an opportunity to share information with individual units and to keep the University community aware of Internal Audit as a resource for advice and guidance.
- The final steps in developing an audit universe involve tapping into and leveraging the knowledge of colleagues at other universities and of key members of University management. These individuals are a valuable resource for identifying any need to adjust audit units or approaches to better address current and future risks.

Step 2: Assess Risk

- Interview the Chairman of the Business and Infrastructure Committee of the Board of Trustees and key members of University management to identify their views of challenges and opportunities for the University and to get suggestion for items to be included in the audit work plan;
- Consider risk factors:
 - Significance of operations;
 - Impact of a service delay or failure;
 - Sensitivity of information managed;
 - Extent of regulation;
 - Changes in management or the operating environment;
 - Key Performance Indicators calculated each month for the UNC Business Compliance Program;
 - Amount of time since any prior audits (internal or external) and the status of findings from any prior audits;
 - Public or political sensitivity; and
 - Financial characteristics; and likelihood and impact of risks facing an area.
- Assign relative risk to auditable units: high risk, medium risk; moderate, risk.

Step 3: Develop Audit Work Plan

Determine available audit hours based on size of audit staff, available work hours per staff member, and estimates of time for administrative activities such as training, meetings, and leave. Refer to Appendix A for the calculation of available audit hours.

Allocate blocks of time for unplanned audits, investigations, advisory work, and annual projects.

To select items for the rest of the 2015/16 audit work schedule we considered:

- Available audit hours;
- Projects from the 2014/15 audit work plan that needed to be carried forward;
- Specific requests by management or members of the Board of Trustees;

- Nature and timing of any recent or anticipated changes in an area (such as a system conversion, new financial management, extensive process revisions, etc.); and
- Recent events at the University and at other colleges and universities that have raised the visibility and sensitivity of certain activities.

After possible units for the 2015/16 audit work schedule were selected, hours were budgeted for each project based on nature of the area audited and the anticipated audit work in an area. If necessary, possible units were added or dropped in order to have a work plan that fit available hours.

Refer to Appendix B for the 2015/16 Audit Work Plan.

Step 4: Finalize the Work Plan

Submit the risk assessment to the Chancellor and Finance and Infrastructure Committee for review and approval.

Submit the approved plan to General and Administration and the Council of Internal Auditing

Appendix A **2015/16 Risk Assessment and Audit Plan** **Calculation of Available Hours**

Total Hours Available -1-	14,560
Less: hours due to vacancies -2-	(2,080)
Less: hours due to maternity leave (2 months)	<u>(347)</u>
Adjusted Available Hours	12,133

Less: Training and Professional Development -3-	(460)
Less: Leave -4-	(2,000)
Less: Other Administrative Time -5-	<u>(1,300)</u>
Available for projects	8,373

- 1- = seven staff members at 2080 hours each
- 2- = two postions - to be filled by 12/31/15
- 3- = allow 80 hours each per year for each staff members -
pro-rated reduction for vacant postions and employee on leave
- 4- = estimate based on actual holidays, leave balances, and leave
taken in prior years - pro-rated reduction for vacant postions
and employee on leave
- 5- = meetings, professional reading, other office activities
per week.

Appendix B
Audit Schedule - 2015/16

<u>Planned Audits</u>	<u>Hours Budgeted</u>
Large Equipment Repair Contract - in process	20
Cost Transfers - Sponsored Awards	400
Historically Underutilized Business Program	400
Clery Act Reporting	350
Title IX Monitoring	400
Select Agents and Hazardous Materials	450
Academic Performance Monitoring	450
Department Audit - TBN	350
Athletics Facilities	400
Total for Routine Audits	<u>3,220</u>
<u>Annual Projects</u>	
Follow-up for 2014 OSA Audit - in process	100
Enterprise Resource Planning	500
Risk Assessment and Audit Plan	200
Follow-up for Prior Internal Audit Findings	300
Follow-up for 2015 OSA Audit	150
UNC Business Compliance Program 2016	100
Total for Annual Projects	<u>1,250</u>
<u>Audit Related</u>	<u>1,300</u>
<u>Requested Reviews, Consulting, and Other Unplanned Projects</u>	<u>2,700</u>
Total Hours Scheduled	<u>8,470</u>
Total Hours Available	8,373
Under/<Over>Scheduled	<u>(97)</u> *

* = some projects are scheduled to be in process at 06/30/16

**UNC Internal Audit
Use of Audit Resources
Summary of Audit Hours Used - FY 2016 as of 08/23/15**

	<u>Budgeted</u>	<u>Pro-Rated Budget -1-</u>	<u>Hours Charged</u>	<u>Variance (Over)/Under</u>	
Total Hours Available -2-	12,133				
<u>Less:</u> Training & Professional Development	(460)	(80)	62	18	
<u>Less:</u> Leave	(2,000)	(346)	421	(75)	-2-
<u>Less:</u> Other Administrative Time -3-	(1,300)	(225)	124	101	
Total for Leave & Administrative	(3,760)		607	44	
Hours Available for Projects	8,373				
Routine Audits	3,220	557	23	534	
Annual Projects	1,250	216	180	37	
Audit Related	1,300	225	220	5	
Unplanned Projects	2,700	467	490	(23)	
Total Scheduled/Charged	8,470		912	554	
Under/<Over> Scheduled	(97)				

-1- = total hours available based on 4 people at 40 hours/week for 9 weeks - other budget hours pro-rated for 9 weeks

-2- = seven staff members at 2080 hours/year adjusted for vacancies and medical leave

-3- = meetings, professional reading, and other office activities

UNC Internal Audit

2015/16 Audit Schedule as of 08/23/15

Planned Audits

Complete

Large Equipment Repair Contract

Scheduled

Cost Transfers - Sponsored Awards
Historically Underutilized Business Program
Clery Act Reporting
Title IX Monitoring
Select Agents and Hazardous Materials
Academic Performance Monitoring
Athletics Facilities
Department Audit - TBN

Annual Projects

Complete

2014 Office of the State Auditor A-133 Follow-up (added)

On-Going

Enterprise Resource Planning

In Process

Risk Assessment and Audit Plan

Scheduled

Follow-up for Prior Internal Audit Findings
Follow-up for 2015 OSA Audit
UNC Business Compliance Program 2016

Audit Related

On Going

Continuous Auditing
Office Systems
HIPAA Security Liaison
University Committee on the Protection of Personal Data
IT Governance Committee & Data Custodian Work
CERTIF (PCI Standards)
Audit Committee
Audit Planning
Audit Process Improvement
Ethics and Integrity Task Force
Policies and Procedures Committee
Multiple Short-term Advisory Projects

UNC Internal Audit
2015/16 Audit Schedule as of 08/23/15

Special Projects & Management Requests

In Process

Women's Studies - follow-up
School of Law follow-up
Orthodontics
Learn NC
Health Promotion and Disease Prevention
Coal Sorbent Contract
Auxiliary Equipment -1-
Lineberger Cancer Center Grants -1-
Environmental Sciences & Engineering #2

-1 = referral from the Office of the State Auditor

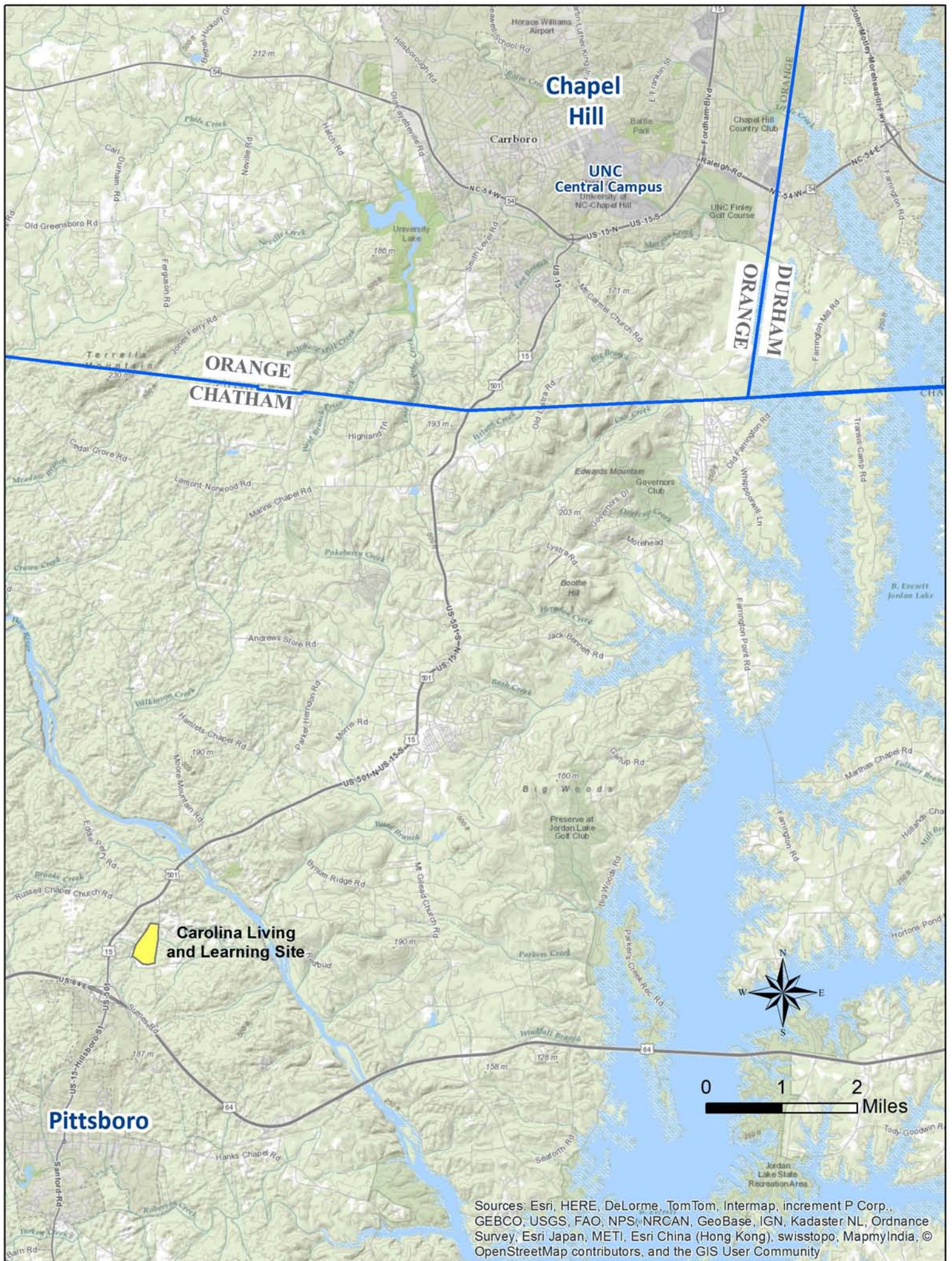
ATTACHMENT E

PROPERTY DISPOSITION BY EASEMENT TO THE TOWN OF PITTSBORO

This request is for approval to authorize permanent disposition by easement of approximately 0.27 acres of University property to the Town of Pittsboro. This easement will provide for the ongoing maintenance of a sanitary sewer pump station owned and operated by the Town of Pittsboro and serving the University's Carolina Living and Learning Center. The Carolina Living and Learning Center (CLLC) is an integrated vocational and residential program of the UNC-CH School of Medicine for adults with autism located in Pittsboro. The permanent easement will be in place for as long as the Town of Pittsboro continues to use the property for this purpose.

RECOMMENDED ACTION:

A motion to recommend approval of a permanent easement to the Town of Pittsboro for the purpose of ongoing maintenance of a sanitary sewer utility as described above.





Carolina Living and Learning Center Pump Station Easement

ATTACHMENT F

DESIGNER SELECTION – PARKING AND TRANSPORTATION FIVE-YEAR PLAN

The Five-Year Plan will evaluate the University's existing parking and transportation operations and programs, develop plans and strategies to address University and UNC Health Care short-term development and programmatic growth, identify operational efficiencies and opportunities for transportation and parking services, develop financial models to support transportation and parking services and develop programmatic strategies for the next 5-7 years.

The project budget is \$150,000 and will be funded by University funds.

This project was advertised on July 27, 2015. Three (3) proposals were received. Three (3) firms were interviewed on August 26, 2015. Members of the Board of Trustees did not participate in the interviews.

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

- | | |
|----------------------|------------------|
| 1. Kimley Horn | Raleigh, NC |
| 2. VHB | Raleigh, NC |
| 3. Chance Management | Philadelphia, PA |

The firms were selected for their past performance on similar projects, strength of their consultant team and experience with campus projects.

RECOMMENDED ACTION:

A motion to approve the three firms in the following priority order:

- | | |
|----------------------|------------------|
| 1. Kimley Horn | Raleigh, NC |
| 2. VHB | Raleigh, NC |
| 3. Chance Management | Philadelphia, PA |

August 5, 2015

Ms. Amy Dean, P.E., LEED AP
Structural Engineer/Project Manager
Department of Facilities Planning and Design
The University of North Carolina at Chapel Hill
103 Airport Drive
Chapel Hill, NC 27599

RE: [The University of North Carolina at Chapel Hill, Transportation and Parking Systems 5-year Plan](#)

Dear Ms. Dean and Members of the Selection Committee,

Kimley-Horn is pleased to submit this response for the Transportation and Parking Systems 5-year Plan.

University parking and transportation planning is a specialty area in which Kimley-Horn excels. We believe that when parking and transportation systems are designed properly, they can greatly enhance access to the campus and the surrounding community served, supporting the larger campus vision and master plan for The University of North Carolina at Chapel Hill (UNC). Additionally, effective transportation, parking, and related mobility management strategies can go a long way in helping campus communities meet their long-term climate commitment or other sustainability goals by reducing dependence on automotive travel throughout the campus and adopting a “triple bottom line” management approach.

As you evaluate this Letter of Interest, please consider the following key areas that we feel set our team apart:

Our Team — Kimley-Horn has assembled a stellar team of transportation, parking, communications, and design professionals who are genuinely excited at the prospect of working with you. In fact, this is same team that performed the previous two 5-year plans with you. Wouldn't it be ideal for the University to partner with a consultant that not only is thoroughly familiar with you and your systems, but also that has the technical expertise to work with you to identify and develop the strategies needed for the next five years and beyond? With Kimley-Horn you get both — as well as a local firm of experts who have worked on similar projects for campuses across the country.

Although familiarity and continuity are very valuable to a project, we know that new people and ideas can be really beneficial. While it is true that many members of our team worked on the last plan (and maybe even the one before that), we also offer you some new partners that will bring the plan a fresh new perspective. Sam Veraldi, CAPP will serve as the project manager for this project. His background in both finance and parking makes him an ideal candidate to lead this plan. Vanessa Solesbee will construct an insightful and valuable plan for public participation for this plan. She facilitates collaborative approaches that empower people and organizations in communities with the capacity to create great, sustainable places through innovative community engagement and strategic communications campaigns, event planning, and creative public/private partnership strategies.

Our Approach — We take a holistic and strategic approach to parking and transportation planning. Linking parking management and planning to larger campus and community master planning and transportation planning processes can provide significant additional benefits to the community by ensuring that policies, programs, and infrastructure are coordinated and supportive of the larger campus master plan's goals. We also know, from our experience in working on

other university campuses, the importance of effective campus community engagement. Beyond the basics of documenting community attitudes and commute behavior patterns, we take this analysis to a higher level by providing the transportation program with a robust set of “strategic communications” tools, media platforms and on-going campus community engagement strategies.

Our Technical Expertise and University Experience — We have a proven track record of meeting and exceeding the planning, program development, demand projection, and design/construction needs of transportation system owners and operators. We can help you develop transportation and parking facilities that provide a positive first encounter for students, faculty, staff, and visitors. Our advanced planning capabilities and knowledge of national and international trends related to sustainable transportation and parking planning is another positive dimension that our team brings. Project Manager Sam Veraldi has been involved with many industry leading innovations, including sustainability, management, operations, and planning. Additionally, Kimley-Horn is pleased to offer its cutting edged Park+ modeling platform, which allows for dynamic scenario planning related to growth, infrastructure, parking, and multimodal demands. This unique and industry leading tool will provide UNC with exciting new parking, transportation and land-use planning capabilities that will serve the campus for decades to come and enhance collaborative campus planning between campus administration, planning and transportation professionals going forward.

Our Commitment to Quality and Service — Our team is committed to being highly responsive and providing the highest quality service. Over the past 47 years, Kimley-Horn has developed a strong track record of satisfying clients. It is important for us to focus on each project individually to understand the unique challenges and provide tailor-made solutions. You can count on us to listen to your needs and develop a parking and transportation plan that works for your campus. We urge you to contact some of our clients for a firsthand assessment of how Kimley-Horn responded to their special parking needs.

We are genuinely excited about this opportunity to partner with UNC again on this project.

If you have any questions, please feel free to contact me at 919 653 6650 (direct line) or via email at sam.veraldi@kimley-horn.com.

Sincerely,

KIMLEY-HORN AND ASSOCIATES, INC.



Sam Veraldi, CAPP
Project Manager

REPORT TO THE FINANCE
AND INFRASTRUCTURE
COMMITTEE
OF THE
BOARD OF TRUSTEES

Internal Audit Department

University of North Carolina
at Chapel Hill

September 30, 2015

UNC - CHAPEL HILL
INTERNAL AUDIT DEPARTMENT
SUMMARIES OF AUDIT ACTIVITIES AND PROJECTS COMPLETED AND IN PROCESS
MAY 4 TO AUGUST 23, 2015

COMPLETED

Development Travel Follow-up – assessed action taken to resolve governance and internal control issues related to travel costs for and use of corporate credit cards by development officers.

The previously identified issues were fully resolved. However, we found a separate issue related to the University's policy for mobile communication devices (MCD). Development and University management is reviewing and considering revisions to the existing MCD policy.

Electrical Distribution Services – requested by management - a review of processes and transactions related a variety of fiscal areas and of management reports for monitoring these activities.

We found that Energy Services' Central Business Office needed additional management reports to be able to monitor activity in Energy Services divisions. We also identified questioned costs related to vehicle repair, unusual patterns of fuel purchases and use; a need for improved capture of information about fuel pumped by vehicle; frequent sharing of purchasing cards; and incomplete supporting documentation for some purchasing card charges.

Management reports were available for eProcurement purchases in the past but were harder to obtain for purchasing card transactions and other purchases. This issue is a broader, university-wide one.

Management has proposed satisfactory corrective action with appropriate time frames for completion.

2014 A-133 Federal Compliance Audit Follow-up – assessed the adequacy of action taken to resolved three findings from the A-133 (federal compliance) audit done by the Office of the State Auditor. This review is mandatory.

In order to maintain the University's status as Special Responsibility Constituent Institution, University management is required to resolved or made satisfactory progress toward resolving all State Auditor findings within 90 days of the release of a report.

We found that two of the three findings had been corrected and that management has made satisfactory progress toward corrected the third finding. Resolution of the third finding, which related to certification of personnel costs charged to sponsored awards, was delayed by the conversion to ConnectCarolina.

Large Equipment Repair Contract – review of procurement and management of a contract for repair services for large equipment. We found that procurement was handled correctly and that an appropriate process was used to allocate work between the two repair providers. The contract in question has expired and repair services are obtained through a central State of North Carolina contract.

UNC - CHAPEL HILL
INTERNAL AUDIT DEPARTMENT
SUMMARIES OF AUDIT ACTIVITIES AND PROJECTS COMPLETED AND IN PROCESS
MAY 4 TO AUGUST 23, 2015

North Carolina Institute of Medicine (NCIOM) – assistance to NCIOM with a review of charges to an Institute-owned corporate credit card.

IN PROCESS

2015/16 Risk Assessment and Audit Plan – this project forms the basis for selecting items scheduled for audit in fiscal year 2014/15. The risk assessment process defines auditable units – a combination of core business practices, information technology systems and activities, individual schools and departments, cross-department activities, and current issue in higher education – and evaluates the significance or risk associated with each auditable.

Members of University management provide input in identifying risks and opportunities that the University has making the audit work plan a collaborative product. Discussion with these individuals provide the opportunity to share information about risks and opportunities across the University.

Environmental Sciences and Engineering – a financial, compliance, and operational review of activities related to time-keeping, travel, and procurement.

We performed this review at the request of the Dean of the Gillings School of Global Public Health. Our review disclosed:

- Inadvisable time-keeping practices such as one person frequently entering work time for someone else and employees entering work time at the beginning of a reporting period before the hours were worked;
- Multiple edits to the same time entries; and
- Employees who “clocked in” from a UNC-CH IP address but “closed out” from an off-campus address (or the reverse) which meant that employee was being paid for commute time between home and work.

Each of these issues were also noted in a 2014 audit of the department but were not corrected by the department’s business manager.

We also found inappropriate purchases made by and payments to an individual who is no longer with the department. The University is working with UNC Public Safety to recover the funds lost.

Orthodontics – assistance to management with a review of processes and transactions related to acquisition of dental molds and implants for patient care and instructional purposes. Potential issues related to procurement and patient information.

Learn NC – limited review of activity in sponsored awards managed by the School of Education. The review will focus on allocability of costs and the nature of financial information provided to award principal investigators.

UNC - CHAPEL HILL
INTERNAL AUDIT DEPARTMENT
SUMMARIES OF AUDIT ACTIVITIES AND PROJECTS COMPLETED AND IN PROCESS
MAY 4 TO AUGUST 23, 2015

Center for Health Promotion and Disease Prevention – a financial, compliance, and operational review of fiscal processes in the Center particularly those related to retro-active salary changes and other grant management activities. We found issues related to grant management and are working with center management to identify ways to resolve these issues.

Coal Sorbent Contract – review of procurement process related to purchase of limestone and similar materials used to reduce sulfur-dioxide emissions from the University's coal-fired boilers. Also, reviewing monitoring processes related to sorbent quality and performance.

Auxiliary Services Equipment – referral from the Office of the State Auditor – review of equipment acquisition and management related to Dining Services.

Lineberger Cancer Center Grants - referral from the Office of the State Auditor – review of cost management related for sponsored funds.

Follow-up Reviews

- School of Law
- Women's Studies

On-going Advisory Projects and Committee Work

- PeopleSoft conversion
- HIPAA Security Liaisons;
- University-wide Committee on the Protection of Personal Data;
- CERTIF;
- IT Governance Committee;
- Policies and Procedures Audit Working Group;
- Integrity Working Group; and
- Other short-term projects done to assist management with identifying and managing risks.

Other Activities

- Continued to expand use of ACL software to develop more powerful analytics.
- Explored ways to use Infoporte and ConnectCarolina queries for data retrieval and analysis.

**UNC Internal Audit
Use of Audit Resources
Summary of Audit Hours Used - FY 2015**

	<u>Budgeted</u>	<u>Hours Charged</u>	<u>Variance (Over)/Under</u>	
Total Hours Available	13,520			
<u>Less:</u> Unplanned Vacancies -1-	0	2,080	(2,080)	
<u>Less:</u> Training & Professional Development	(520)	664	(144)	
<u>Less:</u> Leave	(2,192)	2,458	(266)	-2-
<u>Less:</u> Other Administrative Time -3-	(1,533)	1,198	335	-4-
Total for Leave & Administrative	(4,245)	6,400	(2,155)	
Hours Available for Projects	9,275			
Routine Audits	2,500	1,648	853	-4-
Annual Projects	1,150	640	510	-4-
Audit Related	1,450	1,453	(3)	
PeopleSoft Training	1,500	560	941	
Unplanned Projects	2,500	3,023	(523)	
Total Scheduled/Charged	9,100	7,323	1,777	
Under/<Over> Scheduled	175			

-1- = anticipated filling one vacant position by January 1, 2015; had an unexpected departure January 2, 2015.

Delayed filling these position while reviewing department structure and evaluating positions upgrades.

-2- = primarily due to staff members being out a total of approximately 8 weeks for unanticipated medical leave.

-3- = meetings, professional reading, and other office activities

-4- = variance is primarily due to have fewer available hours due to vacancies

UNC Internal Audit

2014/15 Audit Schedule as of 06/30/15

Planned Audits

Complete

University-wide Follow Up
School of Dentistry
Development Travel Follow-up

In Process

School of Law

Not Started

Unplanned vacancies affected our ability to start these projects

Human Resources
WUNC - FM -1-
Grant Close-out Process - Departments -2-
Friday Center -3-

Annual Projects

Complete

2013 Office of the State Auditor A-133 Follow-up (added)
UNC FIT 2015

On-Going

Enterprise Resource Planning

In Process

2014 Office of the State Auditor A-133 Follow-up (added)

Audit Related

Complete

Board of Trustees' ERM Task Force
SACS 2015

On Going

Continuous Auditing
Office Systems
HIPAA Security Liaison
University Committee on the Protection of Personal Data
IT Governance Committee & Data Custodian Work
CERTIF (PCI Standards)
Audit Committee
Audit Planning
General Administration IT Best Practices
Audit Process Improvement
Policies and Procedures Committee
Multiple Short-term Advisory Projects

Special Projects & Management Requests

Complete

Neurology
Public Health - Environmental Sciences & Engineering
Electrical Distribution Services

Other Special Reviews - four

In Process

Women's Studies
Orthodontics
Learn NC
Health Promotion and Disease Prevention
Large Equipment Repair Contract
Coal Sorbent Contract
Auxiliary Equipment -4-
Lineberger Cancer Center Grants -4-
Environmental Sciences & Engineering #2

-1- = Cancelled due to change in WUNC-FM governance
-2- = Deferred due to conversion to ConnectCarolina
-3- = Deferred due to turnover in the Business Office at the Friday Center
-4- = referral from Office of the State Auditor



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

ATTACHMENT H

Division of Finance and Administration

UNC-Chapel Hill Financial Update



Photo credit: Sam Kittner '85

Matthew M. Fajack
Vice Chancellor for Finance and Administration
September 30, 2015



State Budget Update

Key Provisions

- State budget signed by Governor McCrory on September 18, 2015.
- Provides funding for one-time \$750 bonus to State employees (UNC-Chapel Hill would have to fund bonus for employees with salaries covered by non-State funds, which would represent a funding need of about \$5.3M).
- Provides recurring \$49.3M to fully fund enrollment growth for the UNC System. An additional \$31M is also included in the statewide reserves section for projected growth in FY 2016-17.
- Provides \$150M for statewide repairs and renovations - to be allocated two-thirds (\$100M) to the Office of State Budget and Management for state agencies and one-third (\$50M) to the UNC Board of Governors for repairs and renovations at the constituent institutions.



State Budget Update

Key Provisions

- Management flexibility reduction for UNC System – reduces recurring funding in the amount of \$17.9M in FY 2015-16 and of \$43.4M recurring (+ \$3M nonrecurring) in FY 2016-17.
- UNC carryforward – raises it from 2.5% to 5% with an expiration date of July 1, 2017. Any amount carried forward in excess of 2.5% can only be used for projects that are eligible to receive funds from the Repair and Renovation Reserve or for advanced planning of capital projects.
- Advancement activity limitations - caps State funds used for university advancement activities to \$1M and implements a corresponding \$16.3 M cut in FY 2016-17.
- Amends statutes to allow for collateralization of bank deposits while preserving ability to invest non-State operating funds.



State Budget Update

Key Provisions

- Debt Affordability Study:
 - each constituent institution within the UNC System to conduct an annual debt affordability study;
 - the establishment of guidelines for maintaining prudent debt levels;
 - require the establishment of a system for prioritizing University capital needs when the needs exceed the University's capacity for new debt.

A photograph of a person walking away from the camera on a paved path. The path is lined with large trees whose leaves are in various stages of autumn, showing shades of yellow, orange, and green. The person is wearing a dark long-sleeved shirt and dark pants. In the background, a building with a light-colored facade and a window is visible through the trees.

Board of Trustees Finance and Infrastructure Committee

September 30, 2015

ATTACHMENT I

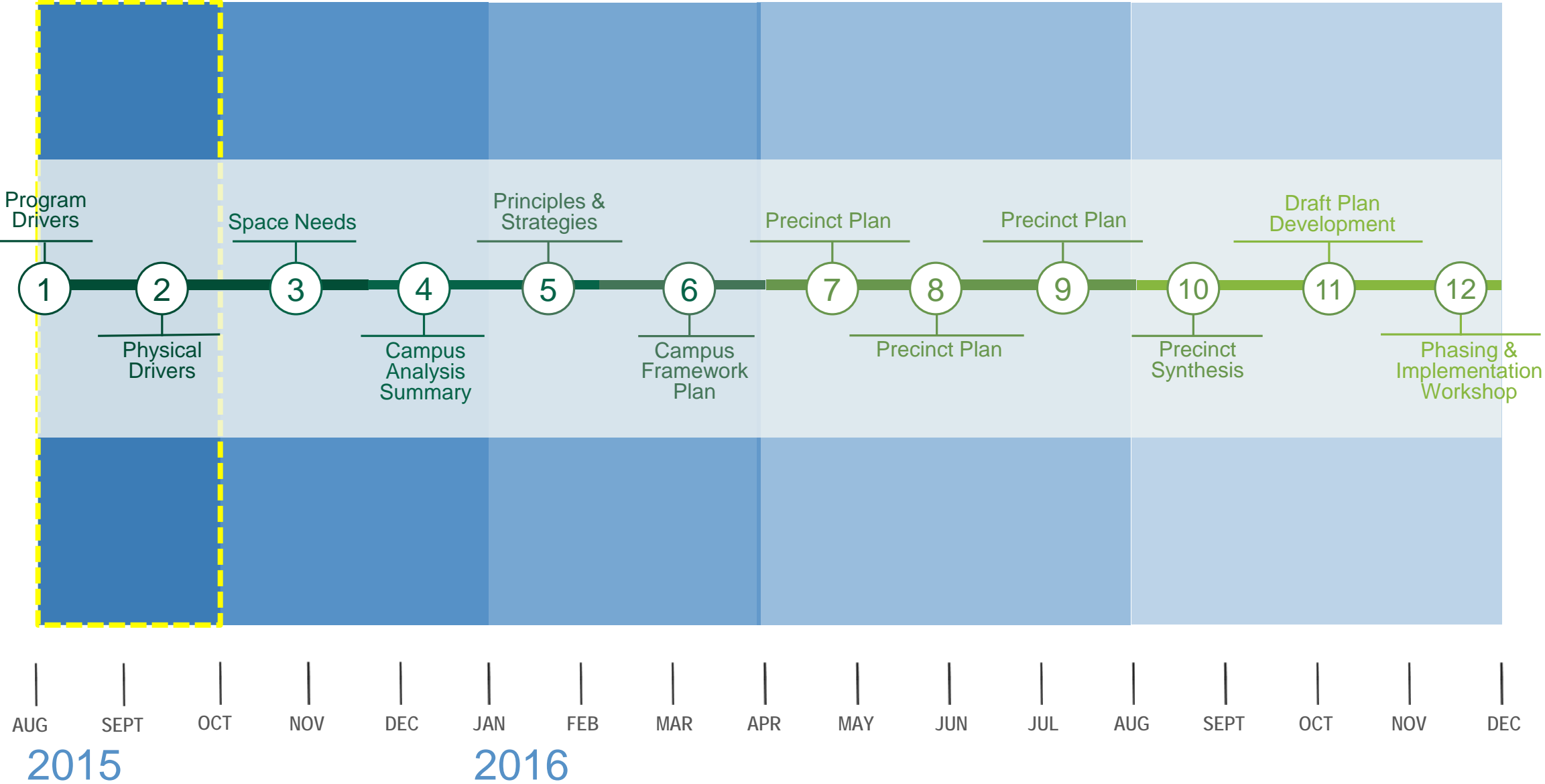
Agenda

Master Plan Process

Program Workshop Themes

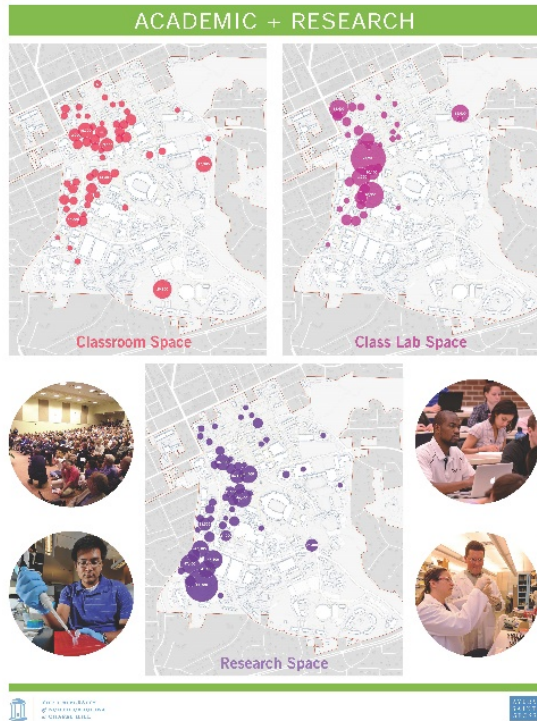


Define. Assess. Envision. Test. Synthesize.

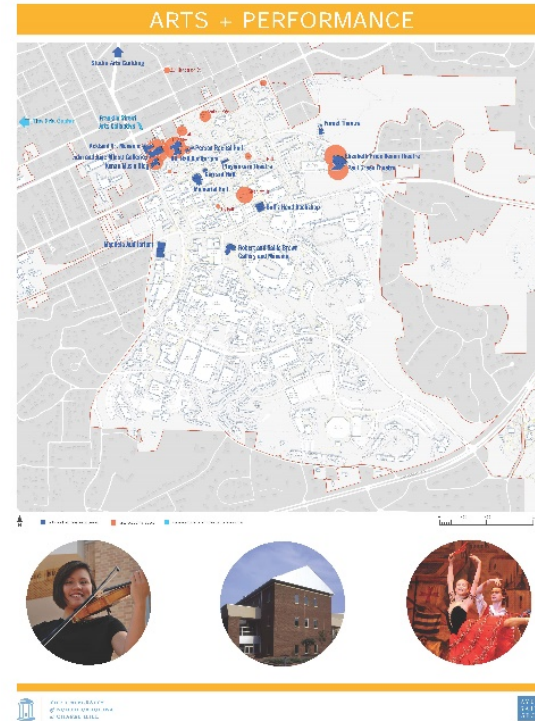


Program Workshop Themes

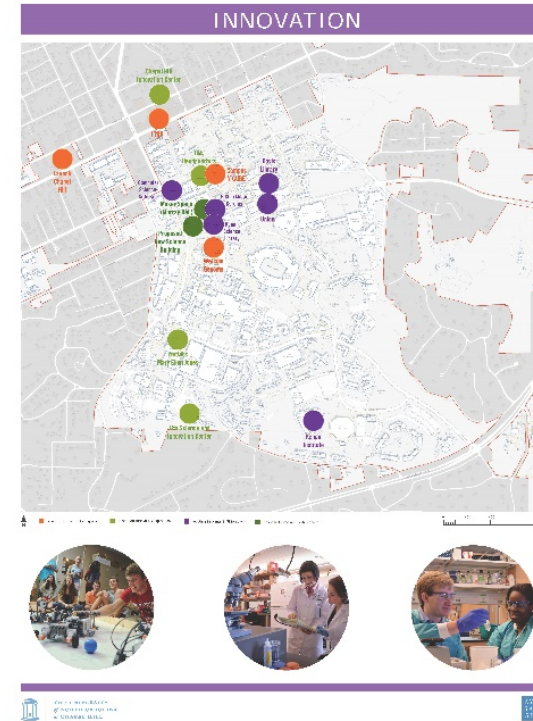
Key Drivers Workshop



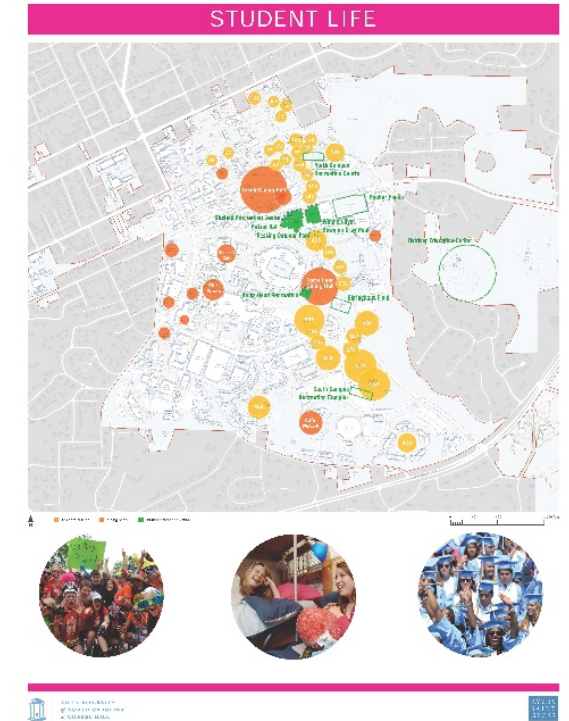
Academic + Research



Arts + Performance



Innovation + Entrepreneurship



Student Life

Sense of place is integral to our campus.

What makes it special?

- Scale
- Mix of buildings and open space
- Materials
- Landscape palette
- Views

Fabulous feel on north campus

Physical beauty – history and tradition

Balance of built-up space and open space

Students want the UNC experience



Continue to create memorable places as we grow.



“Beautiful grounds – transformation in health sciences area has been amazing.”

Higher education is changing.

- Collaboration

“Not enough space for collaboration”

- Active learning and teaching

“Classrooms to support modern teaching”

- Technology

“New technologies enable us to reimagine classrooms”

- Entrepreneurship

“Lack of office [and] wet lab space for UNC spin-off companies”



We need adaptable campus spaces.



“Classrooms are not conducive to the way students learn and the faculty need to teach. [They are] not designed for interaction and use of technology.” “Old school classrooms”

We need well utilized campus space.



“Design spaces to promote interdisciplinary collaboration.”
“Move to open configuration faculty and staff office spaces.”

We need flexible spaces.



“More flexible classroom and lab spaces.”

“Modular/flexible space”

“Create spaces that can be repurposed as research changes.”

Togetherness matters.

Classroom space clustered

Proximity of academic teaching and research

Diverse library and research spaces in close proximity

Close proximity to College and Professional Schools

Proximity of all health affairs schools

Close proximity of health affairs and academic affairs

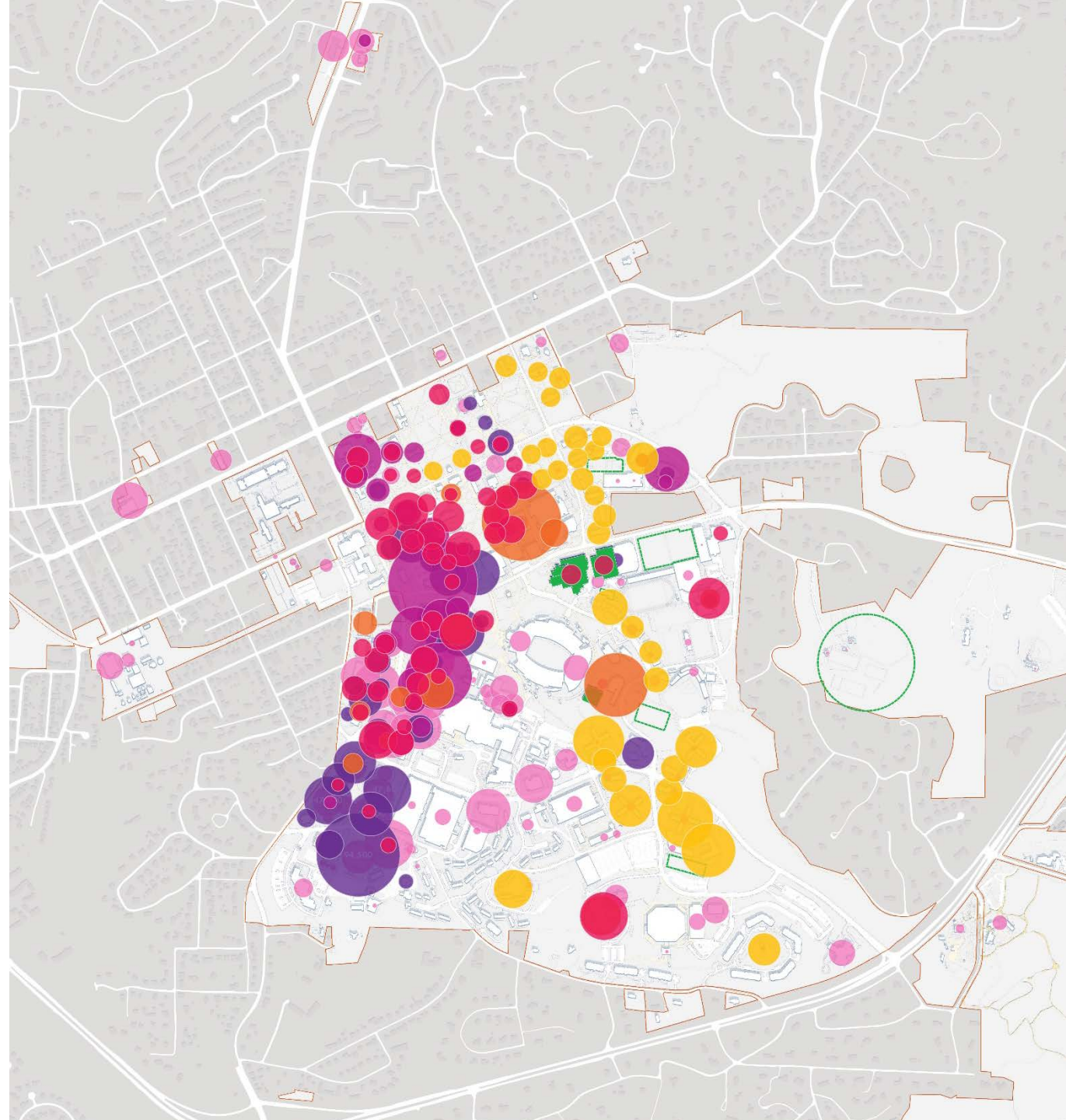
Many arts and performance spaces are close to downtown

Main dining hall convenient to peak traffic

Walkable and many activities in close proximity

- Classrooms
- Class Labs
- Research
- Office
- Dining
- Student Housing
- Recreation

**Circles sized by amount of space*



Proximity makes us productive.

Campus Advantages:



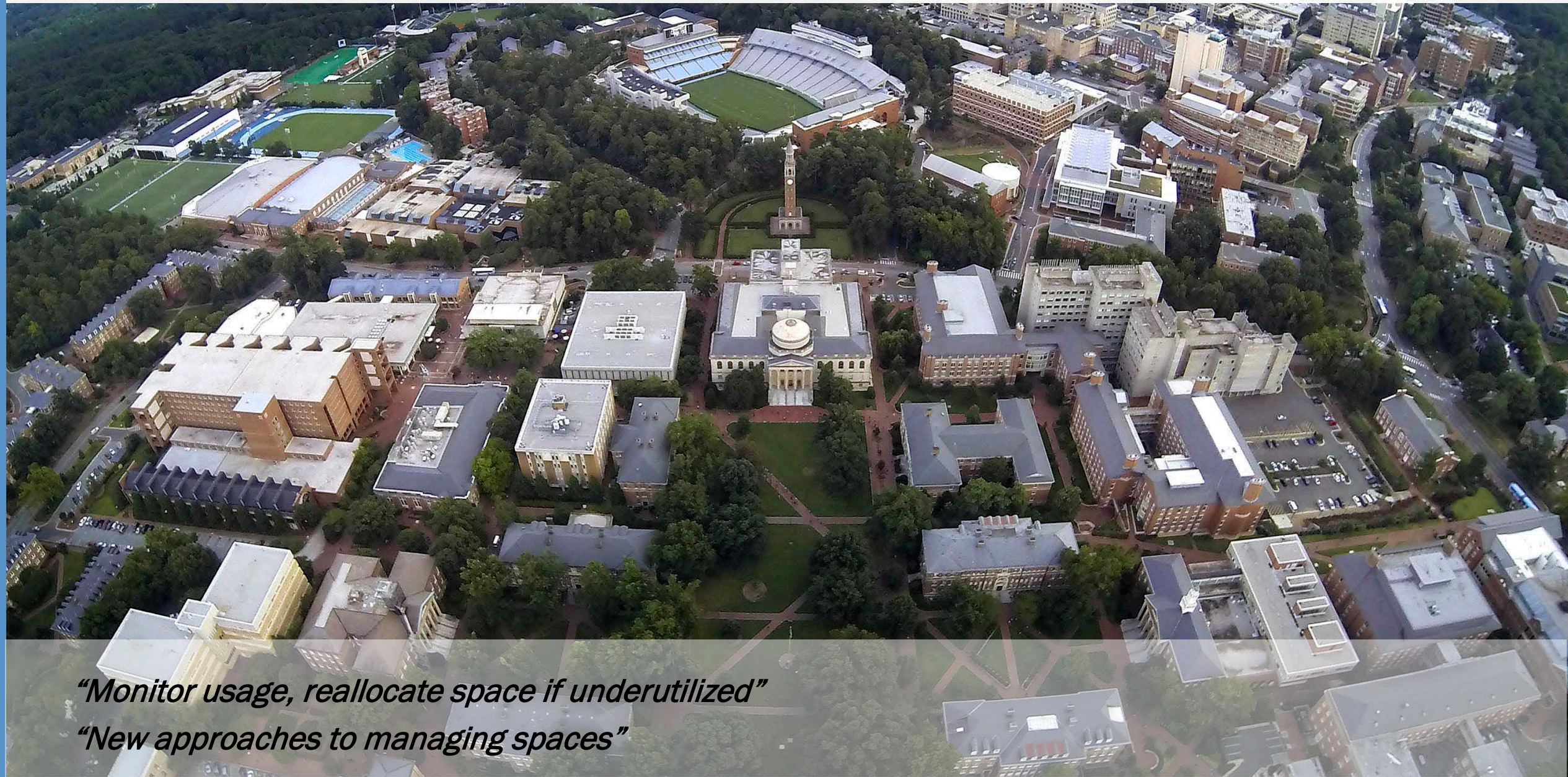
Top 50 most frequently used words other than campus, space, student, and a set of common words.

The Main Campus is Finite – Maximize opportunities



*“More careful vertical growth” “Creative infill”
“Keep the spirit of Carolina as we change”*

Increase space utilization, break down silos.



“Monitor usage, reallocate space if underutilized”

“New approaches to managing spaces”

Renew and repurpose outdated buildings to optimize space.

- Active learning classrooms
- Collaboration and innovation
- Open office

“Smart repurposing of spaces”



Safety

- Well-lit paths
- Pedestrians and vehicular conflicts
- Support a cycling culture

Arboretum safety

Safe rides

Traffic and pedestrian safety at certain times of day

Too little lighting – Bell Tower, Stadium Drive

Not bike-friendly



There is momentum around innovation and entrepreneurship.

*Campus
Opportunities:*



Top 50 most frequently used words other than campus, space, student, and a set of common words.

The physical campus should support entrepreneurship.

An ecosystem of diverse spaces is needed:

- Wet lab and office space for spin-outs
- Maker space
- Informal collaborative spaces
- Visible innovation hub

Where and how?

- University land and/or off-campus
- Renovation and renewal opportunities
- Partnerships



Harvard iLab

Need more incubation space

More maker spaces

No current statement location for innovation/entrepreneurship

Spaces for industry to collaborate with campus researchers

Create a holistic ecosystem for innovation and entrepreneurship – spaces for the life cycle

Integrate art everywhere.

Across campus:

Art is not visible on campus

*[The arts are] too focused geographically –
integrate*

Connecting Arts with all parts of campus/learning

Have art everywhere

Need art in health affairs campus

Infusing arts in residence halls

In the community:

Connect ... to towns – Chapel Hill and Carrboro

Use Franklin Street to showcase art

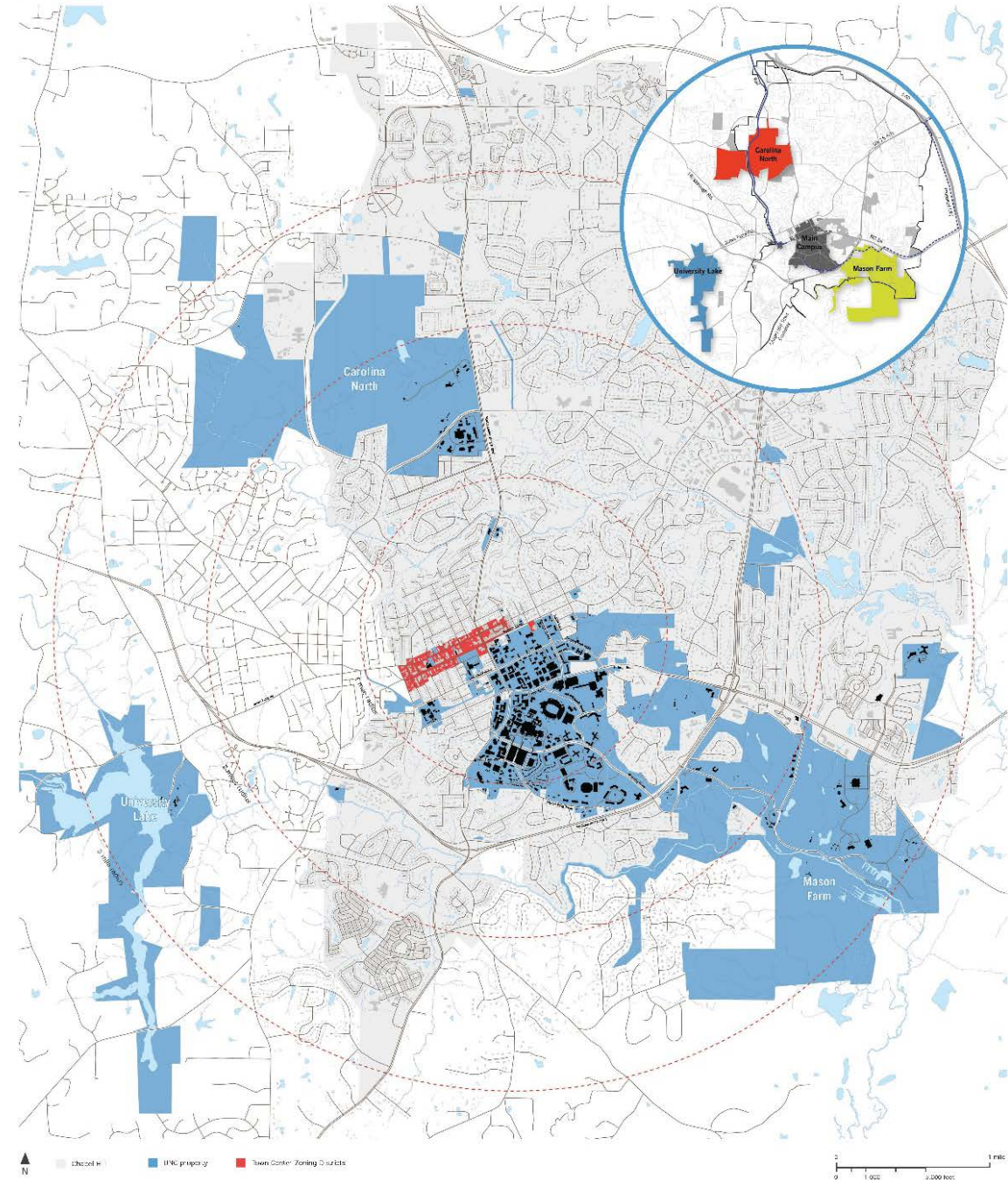


FedEx Global Education Building

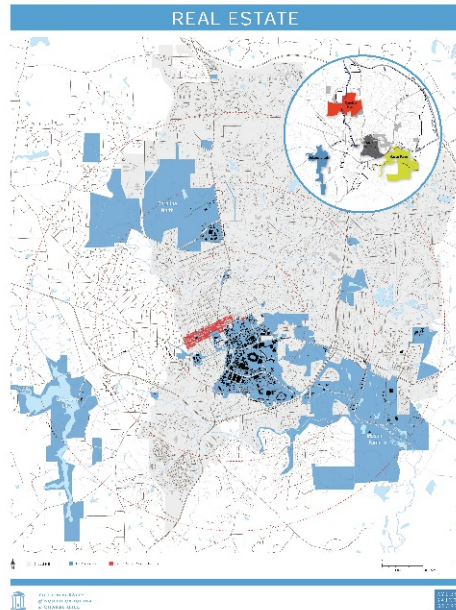
Leverage land resources.

- Carolina North, Mason Farm, University Lake
- Partnerships
- Appropriate uses
- Connections to Main Campus
- Development strategies

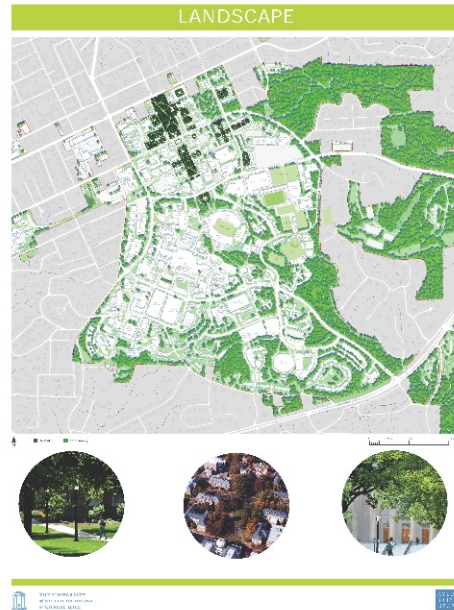
*Assess where growth areas will be and plan accordingly
Carolina North and Mason Farm – we have room to grow*



Physical Planning Drivers



Real Estate



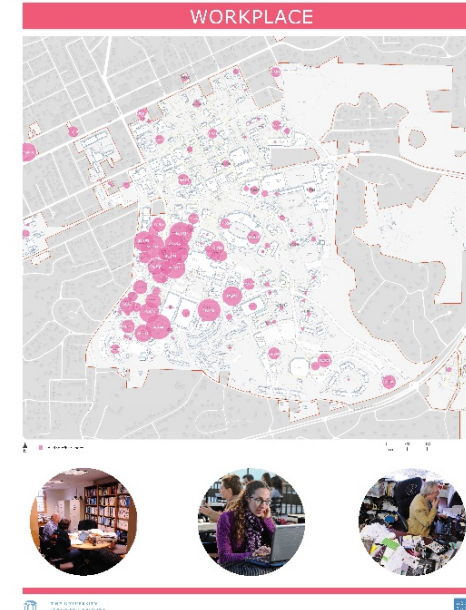
Landscape



Mobility, Transportation +
Safety



Sustainability



Workplace

Proximity creates challenges.

Campus

Disadvantages:



Top 50 most frequently used words other than campus, space, student, and a set of common words.

Welcome a broader community.

The University community includes corporate partners and community members in addition to students, faculty, and staff.

To be welcoming:

- Visitor experience
- Wayfinding and signage
- Access and parking

Campus is off-putting and confusing to guests

Barriers to access by non-university ... groups

Need the external world to be at home on our campus

Bring outside world in



Today

New issues. New focus. Reaffirmed values.

- Encourage creative and high use of resources
- Foster nodes of activity
- Develop scales of community
- Increase partnerships, grow ideas and promote interaction
- Balance proximity needs with impacts of development
- Leverage land holdings to support our immediate and long-term needs

2014-15 Intercollegiate Athletics Report

Presented to the UNC-Chapel Hill
Board of Trustees

September 30, 2015

James W. Dean, Jr.
Executive Vice Chancellor & Provost

Background

- Annual Intercollegiate Athletics Report required by UNC Board of Governors policy.
- Contents:
 - Admissions and academic success of student-athletes
 - Academic integrity policy implementation
 - Financial data on athletics department
 - “Booster club” relationships
- Purposes:
 - Accountability
 - Transparency
 - Assurance of institutional oversight for athletics

Student-Athlete Admissions

- **Undergraduate Student Athletes:**
 - Of the 157 first-year recruited student-athletes in 2014-15:
 - 0 received exceptions to the UNC Minimum Course Requirements (MCR)
 - 3 received exceptions to the UNC Minimum Admissions Requirements (MAR): 2 with high school GPA less than 2.5; one with an SAT/ACT score below the minimum 800/17.
- **Graduate Student-Athletes:**
 - BOG now requested information on these students
 - UNC-Chapel Hill student-athletes follow the same admission policies as all graduate students; there are no policies regarding exceptions.
 - In Fall 2014, there were 6 graduate student-athletes enrolled

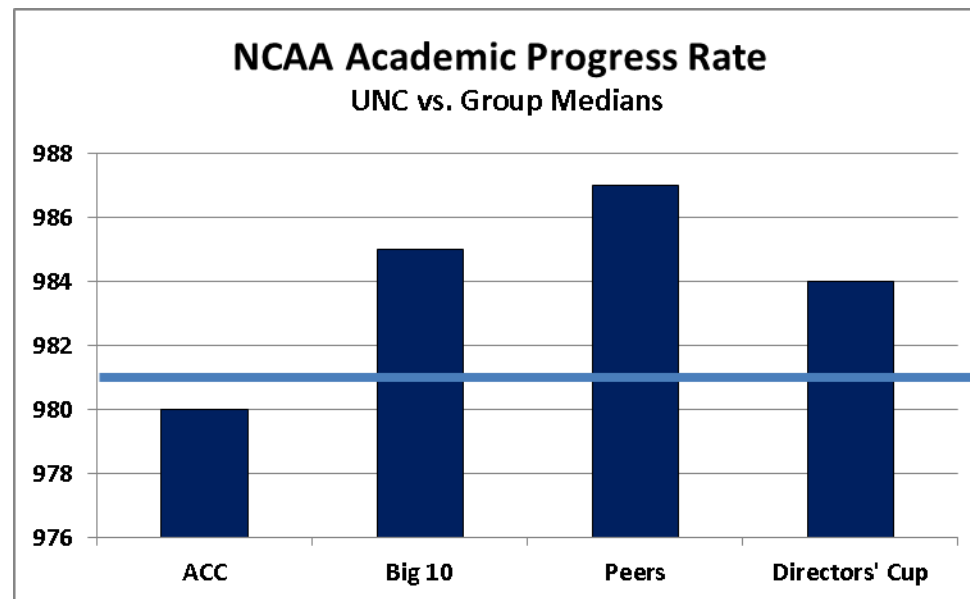
Top Five Choices of Majors

Enrolled Juniors and Seniors

Student-Athletes	All Students
1. Exercise & Sports Science	1. Biology
2. Communication Studies	2. Psychology
3. Business Administration	3. Economics
4. Economics	4. Journalism & Mass Comm.
5. Journalism & Mass Comm.	5. Exercise & Sports Science

NCAA Academic Progress Rate (APR)

- APR metric tracks the academic achievement of teams.
 - Each student-athlete receiving athletics aid earns points for retention and remaining academically eligible.
 - Team score must be greater than 930 (out of 1,000) to be eligible for championships.
- UNC-Chapel Hill's latest APR (2013) for the entire athletics program = 981
- Above ACC median; below median for other comparators.



Graduation Rates

Student-Athlete Six-Year Graduation Rates

First-Year Cohorts Only

	All Students	Student-Athletes
2008 Cohort Graduation Rate	90%	72%
Four-Class Average Graduation Rate (entered 2005 to 2008)	90%	72%
Graduation Success Rate (GSR): Includes transfers; excludes students who left with athletics eligibility and are academically eligible to return	NA	85%

Academic Integrity Regulations

Campus review of class sections for “clustering” of student-athletes:

- UNC BOG guidelines: 25% enrollment of student-athletes in a class section triggers a required review
- UNC-Chapel Hill’s reviews include a more rigorous standard of 20% student-athlete enrollments in fall/spring terms
- Review team: Senior Associate Dean for Undergraduate Education, University Registrar, Faculty Athletics Representative (FAR), and 2 representatives from the Faculty Athletics Committee
 - Examines syllabus of flagged class sections for rigor of assignments and compliance with credit hour policy for in- and out-of-class learning activities
 - Follow-ups with chairs as needed
- For 2014-15:
 - 145 class sections reviewed under UNC BOG’s 25% threshold
 - An additional 87 reviewed under UNC-Chapel Hill’s 20% threshold
 - **No irregularities found, regardless of standard used**

Other Academic Integrity Policy Reporting Requirements

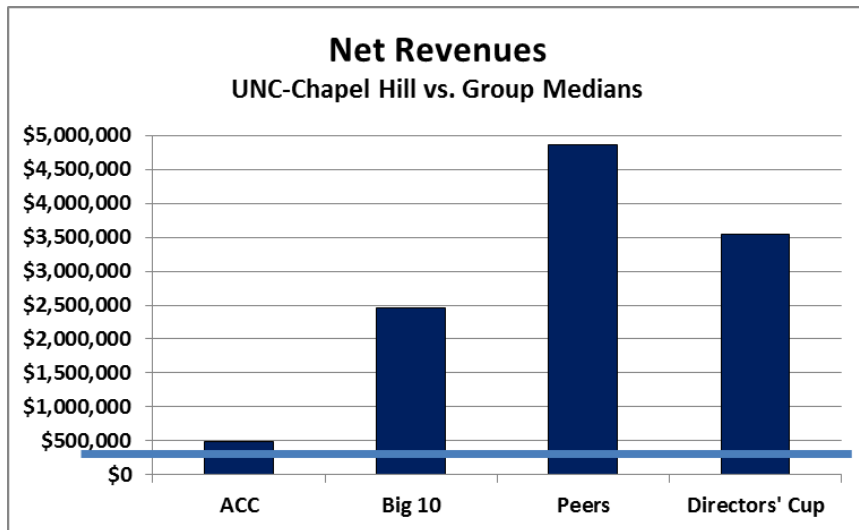
- Average Cumulative GPAs, Spring 2015

Student-Athletes	2.950
Non-Student-Athletes	3.206
All Undergraduates	3.196

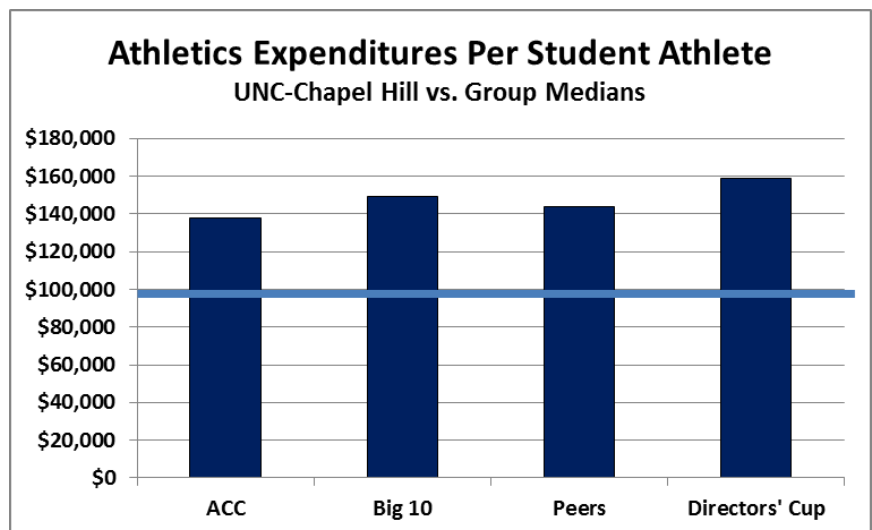
- Effective Practices Employed at UNC-Chapel Hill to Reinforce the Connection Between Academics and Athletics:
 - Comprehensive list of reforms and new practices implemented:
<http://carolinacommitment.unc.edu/reforms/>
 - Process and other improvements related to student-athlete success through the Student-Athlete Academic Initiative Working Group

Athletics Financial Indicators

Based on data reported to NCAA by individual institutions.
Examples from UNC-Chapel Hill's Department of Athletics:



UNC-Chapel Hill's net revenues of **\$308,692** are below the median values for all four comparators.



UNC-Chapel Hill's athletics expenditures per student athlete value of **\$98,192** is well below the median values for all four comparators.

Other Required Information

- “Booster Clubs”:
 - Annual financial statements and audit reports from the Educational Foundation
 - Signed agreement between the University and the Educational Foundation concerning operating procedures.
- Equity in Athletics Disclosure Act (EADA) Annual Report to the Office of Postsecondary Education, U.S. Dept. of Education.
- NCAA Annual Report submitted by the UNC-Chapel Hill

Compensation Actions

No	Last Name	First Name	College/Division	Department/School	Rank/Title	June 30 Salary	Proposed Salary	Requested Increase \$\$	Requested Increase %	Effective Date	Justification
1	Parker	David	Office of University Counsel	Office of University Counsel	Associate Vice Chancellor and Deputy General Counsel	\$ 252,491	\$ 315,587	\$ 63,096	24.99	9/1/2015	This request is for the extension of a temporary salary supplement increase. In January 2015, David Parker was awarded a temporary supplement of 24.9% for assuming additional duties following the departure of Vice Chancellor and General Counsel, Leslie Strohm. Mr. Parker was expected to assume these additional duties for a period of for nine months while a search for a new Vice Chancellor was conducted. It is important that he continue to serve in this critical leadership role; therefore, we are requesting an extension of the temporary supplement until a search for a new Vice Chancellor can be completed (June 30, 2016). The salary will revert when a permanent hire is made.
2	Cone	Judith	Office of the Chancellor	Innovation and Entrepreneurship	Assistant to the Chancellor for Innovation & Entrepreneurship	\$ 205,755	\$ 257,173	\$ 51,418	24.99	10/1/2015	This request is for extension of a temporary salary supplement increase. In February 2015, Judith Cone assumed additional duties related to the newly created Vice Chancellor for Commercialization and Economic Development. The Vice Chancellor position was created to allow a singular focus on commercialization and economic development and to lead the University's efforts to create more social and economic value for the state and the nation by capitalizing on the nearly \$800M in research dollars brought in by UNC-Chapel Hill researchers. Ms. Cone was expected to assume these additional responsibilities for nine months while the search for a Vice Chancellor was conducted. It is important that she continue to serve in this critical leadership role; therefore, we are requesting an extension of the temporary supplement until a search for a new Vice Chancellor can be completed (June 30, 2016). The salary will revert when a permanent hire is made.

The University of North Carolina at Chapel Hill - EXECUTIVE SUMMARY (EPA Non-Faculty)

Board of Trustees - September 2015

3	Carter	Gena	Workforce Strategy, Equity & Engagement	Workforce Strategy, Equity & Engagement	Senior Director	\$ 128,000	\$ 159,987	\$ 31,987	24.99	9/1/2015	This request is for the extension of a temporary salary supplement increase. In January 2015, Gena Carter was awarded a temporary supplement of 24.9% for assuming additional duties (oversight of Benefits Services, Classification and Compensation, Employee and Management Relations and Employment and Staffing) held by the former Associate Vice Chancellor for Human Resources. Recently, following the departure of the Senior Director for Classification & Compensation, Ms. Carter also assumed oversight for the EPA Non-Faculty HR unit. Ms. Carter was expected to assume these additional responsibilities for a period of nine months while a search for a new AVC HR was conducted. It is important that she continue to serve in this critical leadership role; therefore, we are requesting an extension of the temporary supplement to January 31, 2016 while our current search for a new AVC is in progress. The salary will revert when a permanent hire is made.
4	Bradley	Vicki	Workforce Strategy, Equity & Engagement	Workforce Strategy, Equity & Engagement	Senior Director	\$ 130,000	\$ 149,500	\$ 19,500	15.00	9/1/2015	This request is for extension of a temporary salary supplement increase. In February 2015, Judith Cone assumed additional duties related to the newly created Vice Chancellor for Commercialization and Economic Development. The Vice Chancellor position was created to allow a singular focus on commercialization and economic development and to lead the University's efforts to create more social and economic value for the state and the nation by capitalizing on the nearly \$800M in research dollars brought in by UNC-Chapel Hill researchers. Ms. Cone was expected to assume these additional responsibilities for nine months while the search for a Vice Chancellor was conducted. It is important that she continue to serve in this critical leadership role; therefore, we are requesting an extension of the temporary supplement until a search for a new Vice Chancellor can be completed (June 30, 2016). The salary will revert when a permanent hire is made.
5	Regan	Steven	School of Public Health	SPH Human Resources	Assistant Dean for Human Resources	\$ 83,592	\$ 100,000	\$ 16,408	19.63	9/1/2015	This proposed salary increase results from the position being reallocated to a higher-level classification due to assuming additional higher-level duties and responsibilities. As (HR Manager - Journey), the duties include providing HR management, support, and oversight for all departments in the School of Public Health and planning for service delivery, business operations, change management, and best-practice application. In the expanded role (Assistant Dean for HR), the duties include providing overall direction for HR operations and support across all employee types; developing and implementing HR strategies and plans for the School; serving as the principal liaison between the School and university central offices; and overseeing the School's HR service center. There are no comparable positions within the work unit. The employee meets the education and experience requirements for this classification with a Master's degree and 34 years of related experience.

The University of North Carolina at Chapel Hill - EXECUTIVE SUMMARY (EPA Non-Faculty)

Board of Trustees - September 2015

6	Thornsvard	Kathryn	School of Public Health	SPH Finance	Assistant for Business and Finance	\$ 114,138	\$ 146,200	\$ 32,062	28.09	9/1/2015	This proposed salary increase results from the position being reallocated to a higher-level classification based on assuming higher-level duties and responsibilities. As Director of School of Public Health Finance, the duties include serving as chief business compliance officer and auditor for the School, as well as financial manager for the Public Health Foundation; overseeing the budgeting and business process for the Central Administrative Units, the NC Institute for Public Health, and Public Health Leadership; and overseeing the day-to-day functions of the finance office. In the expanded role (Assistant Dean for Finance & Business), the duties include serving as the chief financial officer for the School; establishing and overseeing budget planning, as well as monitoring and analyzing the School's complex funding structure; overseeing financial compliance for the School; managing the School's central finance office; serving as Treasurer of the Public Health Foundation; and serving on University-wide committees to represent the School's financial, business, and administrative interests. There are no comparable positions within the work unit. The requested salary results in a market index of 100%. The employee meets the education and experience requirements for this classification with a Master's degree in Accounting, Certified Public Accountant status, and 17 years of related experience.
7								\$ -	#DIV/0!		
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The University of North Carolina at Chapel Hill

EXECUTIVE SUMMARY

Board of Trustees

October 1, 2015

Appendix A

No.	College/Division	Name	Dept./School	Current Rank	New Rank	Tenure Request Reason	Effective Date	Salary
Personnel Actions								
New Appointments without Tenure								
1	Health Affairs	Samantha Meltzer-Brody	Psychiatry	Clinical Associate Professor	Associate Professor		10/2/2015	\$179,884.00
2	Health Affairs	Yanguang Cao	Eshelman School of Pharmacy	N/A	Assistant Professor		10/2/2015	\$115,000.00
3	Health Affairs	Daniel Crona	Eshelman School of Pharmacy	N/A	Assistant Professor		10/2/2015	\$115,000.00
4	Health Affairs	Alexis Dieter	OB-GYN	N/A	Assistant Professor		10/2/2015	\$205,000.00
5	Health Affairs	Nisha Gottfredson	Health Behavior	N/A	Assistant Professor		10/2/2015	\$80,842.00
Addition of Joint Appointment without Tenure								
1	Health Affairs	Jennifer Nelson	Pediatrics	Assistant Professor	Assistant Professor		10/2/2015	\$350,000.00
Promotion to Full Professor								
0								
Reappointments to the same Rank								
1	Health Affairs	Hongyu An	Radiology	Assistant Professor	Assistant Professor		10/2/2015	\$103,000.00
2	Health Affairs	Stacy Bailey	Pharmacy	Assistant Professor	Assistant Professor		10/1/2016	\$114,680.00
3	Health Affairs	Louise Henderson	Radiology	Assistant Professor	Assistant Professor		10/2/2015	\$114,900.00
4	Health Affairs	Yueh Lee	Radiology	Assistant Professor	Assistant Professor		10/1/2016	\$230,000.00
5	Academic Affairs	Shimul Melwani	Kenan-Flagler Business School	Assistant Professor	Assistant Professor		1/1/2017	\$155,000.00
6	Health Affairs	Matthew Parrott	Radiology	Assistant Professor	Assistant Professor		8/1/2016	\$98,910.00
7	Health Affairs	Pew-Thian Yap	Radiology	Assistant Professor	Assistant Professor		10/2/2016	\$80,000.00
Designation/Reappointments to Departmental Chair								
1	Academic Affairs	Nancy Albritton	Chemistry	Distinguished Professor	Department Chair		7/1/2015	\$264,590.00
2	Academic Affairs	Kenneth Cates*	Aerospace Studies	Adjunct Professor	Department Chair		7/1/2015	\$0.00
3	Health Affairs	Jonathan Oberlander	Social Medicine	Professor	Department Chair		7/1/2015	\$206,000.00
Designation/Reappointments to Distinguished Professorship								
0								
Actions Conferring Tenure								
Promotion Conferring Tenure								
1	Health Affairs	Timothy Gershon	Neurology	Assistant Professor	Associate Professor	Promotion based on excellence in research	10/2/2015	\$138,016.13
2	Health Affairs	Jason Katz	Medicine	Assistant Professor	Associate Professor	Promotion based on excellence in clinical scholarship	11/1/2015	\$195,000.00
3	Academic Affairs	Camelia Kuhnen	Kenan Flagler Business School	Associate Professor	Associate Professor	Promotion based on research, teaching, and service	1/1/2016	\$221,000.00
4	Health Affairs	Matthew Milowsky	Medicine	Associate Professor	Associate Professor	Promotion based on excellence in clinical scholarship	11/1/2015	\$225,000.00
5	Academic Affairs	Paige Ouimet	Kenan Flagler Business School	Assistant Professor	Associate Professor	Promotion based on research, teaching, and service	1/1/2016	\$205,000.00
6	Health Affairs	Donita Robinson	Psychiatry	Assistant Professor	Associate Professor	Promotion based on excellence in research	10/2/2015	\$94,104.00
7	Health Affairs	Hanna Sanoff	Medicine	Assistant Professor	Associate Professor	Promotion based on excellence in clinical scholarship	11/1/2015	\$20,000.00
New Appointments Conferring Tenure								
1	Health Affairs	Francisco Sylvester	Pediatrics	Nominated Professor	Professor	Appointment based on excellence in clinical scholarship, teaching, and professional service	8/28/2015	\$282,581.00
Addition of Joint Appointment Conferring Tenure								
0								
Corrections								
0								

The University of North Carolina at Chapel Hill
EXECUTIVE SUMMARY
Board of Trustees
July 14, 2014

Appendix B

No.	College/Division	Name	School	Department	Rank	Reason	Requested Increase Amount **	Percent of Increase **	June 30 Salary	Current Salary	New Salary	Effective Date
Compensation Actions							* 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.					
							** Based on cumulative increase(s) to 6/30 salary					
1	Academic Affairs	Anna Agbe-Davis	Arts & Sciences	Anthropology	Assistant Professor	Increase due to promotion to Associate Professor	\$24,500	32.45%	\$75,500	\$75,500	\$100,000	7/1/2015
2	Health Affairs	Emil Cornea	Medicine	Psychiatry	Post Doc Research Associate	Increase due to new faculty appointment as Research Assistant Professor via external competitive event	\$21,604	44.64%	\$48,396	\$48,396	\$70,000	10/1/2015
3	Health Affairs	Mackenzie Cottrell	Pharmacy	DPET	Post Doc Trainee	Increase due to new faculty appointment as Assistant Professor via external competitive event	\$32,756	69.33%	\$47,244	\$47,244	\$80,000	8/31/2015
4	Academic Affairs	Renee Craft	Arts & Sciences	Communications	Associate Professor	Increase due to new secondary administrative appointment as Director of Southern Oral History Program	\$10,000	13.13%	\$76,142	\$76,142	\$86,142	10/1/2015
5	Health Affairs	Daniel Crona	Pharmacy	DPET	Post Doc Trainee	Increase due to new faculty appointment as Assistant Professor via external competitive event	\$65,872	134.08%	\$49,128	\$49,128	\$115,000	10/1/2015
6	Academic Affairs	Jeffrey Johnson	Arts & Sciences	Chemistry	Distinguished Professor	Increase due to new secondary administrative appointment as Department Chair	\$40,000	25.81%	\$155,000	\$175,000	\$195,000	1/1/2016
7	Health Affairs	Alfredo Rivadeneira	Medicine	Medicine	Clinical Associate Professor	Increase due to new secondary administrative appointment as Associate Chief of Clinical Rheumatology Program	\$31,939	16.97%	\$188,216	\$205,155	\$220,155	10/1/2015
8	Health Affairs	Lida Swann	Dentistry	Prothodontics	Post Doc Trainee	Increase due to new faculty appointment as Clinical Assistant Professor via waiver VAC ID FAC0001356	\$62,912	169.63%	\$37,088	\$37,088	\$100,000	9/16/2015
9	Academic Affairs	Ryan Thornburg	Communication & Journalism	N/A	Reese Felts Professor	Increase due to new secondary administrative appointment as Director of the Masters in Residence Program	\$16,500	19.43%	\$84,924	\$98,424	\$101,424	10/1/2015
10	Health Affairs	Luigi Trolani	Medicine	Neurology	Physician Assistant	Increase due to new faculty appointment as Clinical Instructor via external competitive event	\$8,500	10.04%	\$84,700	\$84,700	\$93,200	10/1/2015
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No.	College/Division	Name	Department/School	Rank	Reason	Total Monetary Value of Non-Salary Compensation	Duration of Non-Salary Compensation	Effective Date	End Date
Non-Salary Compensation Actions									
0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA