

**THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL
SEPTEMBER 2014
BOARD OF TRUSTEES MEETING AGENDA
THE CAROLINA INN**

Thursday, September 25 - 8:00 A.M.

Chancellor's Ballroom

OPEN SESSION

1. Convene Meeting
2. Roll Call
3. Consent Agenda
 - a. Approval of July 2014 Minutes (Regular Meeting) (Tab 1)
 - b. Ratification of Mail Ballot dated August 13, 2014 (Tab 2)
 - c. Ratification of Mail Ballot dated August 15, 2014
 - d. Ratification of Mail Ballot dated September 19, 2014
4. ACC Governing Board Certification (Tab 3)
5. Chair's Remarks
6. Student Body President's Remarks
7. Chancellor's Remarks
8. Engaging Tomorrow's Scientists – Mike Crimmins, Mary Ann Smith Distinguished Professor of Chemistry, and Kelly Hogan, Senior Lecturer and Director of Instructional Innovation, Dept. of Biology
9. MBA@UNC – Susan Cates, Executive Director of MBA@UNC and President of Executive Development at Kenan-Flagler Business School
10. The Struggle to Contain Ebola – William Fischer II, Associate Program Director for Research, UNC School of Medicine Division of Pulmonary Diseases and Critical Care
11. Report of the External Relations Committee
12. Report of the Finance & Infrastructure Committee
13. Report of the Innovation & Impact Committee
14. Report of the University Affairs Committee

CLOSED SESSION

15. *Report of the External Relations Committee
16. *Report of the University Affairs Committee
17. *Legal Advice

OPEN SESSION

18. Report of the External Relations Committee
19. Report of the University Affairs Committee
20. Adjournment

*Some of the business to be conducted is authorized by the N.C. Open Meetings Law to be conducted in closed session.

**BOARD OF TRUSTEES MEETING
The University of North Carolina at Chapel Hill
July 24, 2014**

The Board of Trustees met in regular session on Thursday, July 24, 2014 at The Carolina Inn, Chancellor's Ballroom. Chair Caudill presided and convened the meeting at 8:00 a.m.

ROLL CALL

Secretary Sallie Shuping-Russell called the roll and the following members were present:

W. Lowry Caudill, Chair	Charles G. Duckett
Sallie Shuping-Russell, Secretary	Peter T. Grauer
Jefferson W. Brown	Kelly Matthews Hopkins
Phillip L. Clay	Steven J. Lerner
Haywood D. Cochrane	Dwight D. Stone
Donald Williams Curtis	Andrew H. Powell

J. Alston Garner was not in attendance.

ELECTION OF OFFICERS

Trustee Stone presented the slate of officers to the Board. Trustee Lerner moved approval of the following slate of officers for the term July 2014 to July 2015. Trustee Clay seconded the motion and it carried.

W. Lowry Caudill - Chair
J. Alston Gardner - Vice Chair
Sallie Shuping-Russell - Secretary
Dwayne L. Pinkney - Assistant Secretary

Chair Caudill read the following statement regarding the State Government Ethics Act:
"As Chair of the Board of Trustees, it is my responsibility to remind all members of the Board of their duty under the State Government Ethics Act to avoid conflicts of interest and appearances of conflict of interest as required by this Act. Each member has received the agenda and related information for this Board of Trustees' meeting. If any Board member knows of any conflict of interest or appearance of conflict with respect to any matter coming before the Board of Trustees at this meeting, the conflict or appearance of conflict should be identified at this time."

CONSENT AGENDA

Approval of Minutes and Mail Ballots

On motion of Trustee Cochrane and duly seconded by Trustee Lambden, the minutes of the meeting of May 2014 were approved as distributed; as was the ratification of mail ballots dated June 3rd, June 18th, and June 18th.

(ATTACHMENT A)

CHAIR'S REMARKS

Chairman Lowry Caudill presented the following remarks:

- Thanked the Nominating Committee chair, Trustee Stone, along with Trustees Duckett and Curtis for their work on the committee.
- Reiterated the four goals set last July:

- Ensure a smooth and effective transition for Chancellor Folt and the new members of her senior leadership team.
 - Build stronger relationships with the University's key external constituencies.
 - Create a sustainable approach to Enterprise Risk Management for the University.
 - Mature and consolidate our work on innovation and entrepreneurship so we can quantify and effectively communicate the impact in North Carolina and beyond.
- To build on these four goals, the goals for the 2014-2015 year are as follows:
 - Support Chancellor Folt and her senior leaders as they become a highly effective operational team.
 - Accelerate, measure and communicate the growth and economic impact of our innovation and entrepreneurship initiatives.
 - Tell our story: Carolina improves the lives of people across North Carolina, our nation, and our world; and
 - Implement the work of our two trustee task forces on enterprise risk management and external relations.
- Committee structure will stay the same as 2013-2014. The following members of the board will serve on each committee:
 - Trustee Lerner will again chair Finance and Infrastructure, which covers a wide array of functions and units related to budget, IT, facilities, security and campus operations. Trustee Stone will serve as vice chair.
 - Vice Chair Gardner will chair University Affairs, which covers academic areas along with the multiple units serving and supporting students, faculty and staff, diversity and athletics. Trustee Duckett will serve as vice chair.
 - Trustee Curtis will chair External Relations, which covers communications, government affairs, alumni, the Board of Governors, the business side of athletics, the Research Triangle Park, and town-gown relations. Trustee Cochrane will serve as vice chair.
 - Finally, Trustee Clay will continue to lead the Innovation and Impact Committee, which brings together innovation and entrepreneurship activities. The focus is to facilitate a rapidly growing list of our innovation activities in order to maximize their positive impact in North Carolina and beyond. Trustee Lerner will serve as co-chair.
- As a board, they have decided to continue the work of the two task forces:
 - Vice Chair Gardner will again chair the External Relations Task Force, which is identifying, developing and implementing a strategy to educate key audiences about the impact and value of the University's people and programs.
 - Board Secretary Shuping-Russell will chair the Enterprise Risk Management Task Force, which is developing a sustainable approach to risk management that is incorporated into ongoing campus operations. The goal is to identify a handful of key strategic opportunities to seize, as well as significant existing or potential risks that we can either mitigate or eliminate.
- Chair Caudill thanked everyone for their work and agreeing to serve in these roles for this year.
- Recognized Chancellor Folt and her colleagues who have brought the board closer to the students, faculty and staff at UNC through the new change in format.
- Thanked Chancellor Folt for her leadership over the past year and all she has done to support the board.
- Acknowledged that Chancellor Folt's transition was smooth and fast. She hired a number of senior leaders to fill key positions. The most recent is Matt Fajack, Vice Chancellor for Finance and Administration. Chair Caudill welcomed Matt to the meeting.

[A copy of these remarks is located in the Office of the Assistant Secretary and at bot.unc.edu.]

REMARKS FROM THE STUDENT BODY PRESIDENT

Andrew Powell, Student Body President presented remarks on the following:

- Since the last meeting, Mr. Powell has taken the time to get to know the trustees and learn about his new role as Student Body President.
- Mr. Powell was invited to the White House earlier in the summer along with other students across the country to talk about college affordability.
- Along with Vice President Kyle Villemain, Mr. Powell has worked on a number of projects for the year ahead. His most significant amount of time has been spent on blended learning and course redesign related initiatives. He is confident with the work being done by the online task force, and looks forward to presenting it to the Board this Fall.
- Mr. Powell has also spent time meeting with Graduate and Professional Student Federation President Shelby Dawkins-Law and Faculty Chair Bruce Cairns.
- This summer, Mr. Powell also spent time meeting with State representatives in Raleigh to talk about the value of Carolina. His focus was keeping tuition down and retaining our best faculty.
- On a personal note, Mr. Powell shared information about two faculty members who have impacted his time at UNC: Dr. Jeremy Petranks and Dr. Russell Mumper, who will be leaving UNC.
- Acknowledged the passing of one of his classmates, Harris Pharr, class of 2015.
- Shared information about his team who are currently spending their summers around the world. Kyle is working in Switzerland, Linda is working for Google in Senegal, Neel is doing sports media consulting in New York, Allie just returned from Uganda, and Brent is leading his own multi-person company in Nebraska.
- Lastly, he mentioned his opportunity to speak to most of the first-year orientation sessions throughout the summer.

[A copy of these remarks is located in the Office of the Assistant Secretary and at bot.unc.edu.]

CHANCELLOR'S REMARKS

Chancellor Folt spoke on the following:

- Reflected on her first year as Chancellor, and thanked members of the Board for their help over the past year.
- Welcomed Matt Fajack, the new Chief Financial Officer to his first meeting of the Board.
- Acknowledged the Wainstein and NCAA investigations. Mr. Wainstein updated the Board of Governors last month. Chancellor Folt is committed to moving forward and looks forward to receiving Mr. Wainstein's report.
- As the university has reflected on our student-athletes' academic experience, a new degree completion program has been created called Complete Carolina. This program is designed to facilitate degree completion for UNC's past and future athletes. The program will begin with the 2015-2016 academic year.
- Complete Carolina will provide financial support, academic advising, and career counseling to all eligible returning student-athletes – those who were scholarship athletes and withdrew from the university in good academic standing – as they work toward completion of their undergraduate degree.
- This aid will be commensurate to the athletics aid they received while enrolled, including tuition, fees, room, board, and books. This means that Carolina is among the first schools to formally offer financial support for all former student-athletes who received

any form of aid.

- In addition to financial support, we are in the process of developing a new cross-campus collaboration to provide all returning students a strong program of academic advising and career counseling before, during and after returning to Carolina.
- The overall goal is to ensure that no student feels a restriction on who they can be or what they can accomplish. The university is currently reaching out to former student-athletes directly to ensure they are aware of the program. There is also a website where interested student-athletes can learn more about the program.
- Thanked Athletic Director Bubba Cunningham and his team for their leadership and efforts to get Complete Carolina off the ground.
- A few weeks ago, a Carolina-led global health consortium called MEASURE Evaluation was awarded \$180 million from the U.S. Agency for International Development, the second largest award in University history. In total, MEASURE Evaluation has received nearly \$600 million in federal funding over the last 17 years.
- The program is led by the Carolina Population Center, a preeminent population research organization known in particular for its collaborative and multidisciplinary approach.
- This new award will help fund another five years of a project that is helping to solve some of the world's toughest health challenges. This includes helping to reverse the global trajectory for a number of infectious diseases – including HIV/AIDS, malaria and tuberculosis.
- Chancellor Folt thanked Dr. Jim Thomas and his colleagues for their leadership and achievements.
- The fundraising total for fiscal year 2014 is the second-highest in history, at \$297.5 million in private gifts and grants. That is 9 percent higher than the previous year's total.
- This figure includes a \$3 million gift to the School of Education – the largest in its history – in memory of former faculty member Donald G. Tarbet. The bequest from his estate will help to establish the Donald G. Tarbet Endowment Fund for Faculty Support.
- Also included is a \$3 million gift to UNC's School of Medicine from the William R. Kenan, Jr. Charitable Trust. This gift will help fund a scholarship program aimed at inspiring North Carolina's best medical students to pursue careers in primary care medicine in rural and urban underserved areas of the state.
- Chancellor Folt then introduced the three presenters for the meeting. Today's focus is on UNC's global programs and their impact viewed through teaching and research.
- Chancellor Folt introduced Barbara Entwisle, Vice Chancellor for Research, to introduce Professor Jim Thomas presenting on MEASURE Evaluation.
- Introduced Ron Strauss, Executive Vice Provost and Chief International Officer, to introduce Professors Steve Walsh and Jill Stewart to present on the Galapagos Lab and Science Center.
- Introduced Senior Associate Dean of Undergraduate Education, Abigail Panter, who introduced Professor Jim Leloudis to present on the Honors Study Abroad Program.

[A copy of these remarks is located in the Office of the Assistant Secretary and at bot.unc.edu.]

THE MEASURE PROJECT

Barbara Entwisle, Vice Chancellor for Research, introduced Jim Thomas, Director of MEASURE Evaluation. MEASURE Evaluation is a program within the Carolina Population Center. Their goal is to reverse the global trajectory of numerous infectious diseases. The program has a cooperative agreement with USAID, and partners with multiple organizations across the country. The reach of the program extends globally, but is mostly in Africa. MEASURE Evaluation serves six functions: innovating, system building, capacity building, evaluating, leading and sharing. These functions ultimately lead to better information, decisions, programs and health. Professor Thomas explained how the program won the recent \$180 million grant – through

consistent excellence, innovation, resilience and adaptability, and planning. To conclude his presentation, Professor Thomas entertained questions from the trustees.

[A copy of this presentation is available at bot.unc.edu and is on file in the Office of the Assistant Secretary.]

GALAPAGOS LAB AND SCIENCE CENTER

Ron Strauss, Executive Vice Provost and Chief International Officer, introduced Stephen Walsh, Director for the Center for Galapagos Studies and Jill Stewart, Deputy Director for the Center for Galapagos Studies to present on the Galapagos Lab and Science Center. The Galapagos Initiative was created through partnerships by offices at UNC including the Office of the Provost, Office of the Vice Chancellor for Research, College of Arts and Sciences, Renaissance Computing Institute, Center for Galapagos Studies, and the Galapagos Science Center on San Cristobal Island along with Universidad San Francisco De Quito, Ecuador, and Galapagos National Park. The Galapagos Science Center aims to improve the scientific understanding of the social, terrestrial, and marine sub-systems of the Galapagos Islands. The Science Center is home to multiple research and teaching libraries, a community classroom, conference room, student, faculty and staff offices, IT server and communications, and terraces for outside teaching and physical experiments.

Professor Stewart then took time to explain her two experiments related to water studies on the Island. First, they are evaluating the sanitary quality of tap water through treatment and distribution. Second, they are evaluating if human sewage discharge is affecting recreational water quality and the levels of antibiotic resistant bacteria.

To conclude their presentation, Professors Thomas and Stewart entertained questions from the trustees.

[A copy of this presentation is available at bot.unc.edu and on file in the Office of the Assistant Secretary.]

THE HONORS STUDY ABROAD PROGRAM

Abigail Panter, Senior Associate Dean for Undergraduate Education, introduced Jim Leloudis, Associate Dean for Honors Carolina. Dr. Leloudis was joined by three UNC students: Rucca Ademola, Levent Calikoglu, and Paul Ashton.

Dr. Leloudis began by explaining the Honors Study Abroad program. Each program is led by a UNC faculty director, and is fully integrated into the UNC curriculum. They are also built around experiential learning, and are open to all students with a B average. About 15-18% of students applying to study abroad are doing so with Honors Carolina. Honors Carolina runs programs in Cape Town, London, Rome, and Singapore. Honors London is the oldest study abroad program and is located at Winston House in London. Winston House was created through a partnership with King's College in London. In addition to these programs there are Burch Field Research Seminars, Weir Honors Fellowships in Asian Studies, and Burch Fellowships. After Dr. Leloudis spoke, each of the students shared their Honors study abroad experiences with the Board. Rucca interned with the Desmond Tutu HIV Foundation, Levent at the Royal National Throat, Nose and Ear Hospital, and Paul at Blue Ocean Network, China's first privately owned television network, Beijing.

To conclude their presentation, Dr. Leloudis and the students entertained questions from the trustees.

[A copy of this presentation is available at bot.unc.edu and is on file in the Office of the Assistant

Secretary.]

REPORT OF THE EXTERNAL RELATIONS COMMITTEE

There were no action items for this Committee in open session. Trustee Curtis presented a review of the External Relations Committee meeting. A communications update was given by Joel Curran, Vice Chancellor for Communications and Public Affairs, an update on the North Carolina General Assembly was given by Jennifer Willis, Director of State Relations, and the fundraising report was given by Mark Meares, Director of Corporate and Foundation Relations. A presentation on the UNC Hospitals Content Communications program was given by Jennifer James, Director of Medical Center News. A full review of the committee meeting may be found in the committee minutes in the Office of the Assistant Secretary, and at bot.unc.edu.

The action items regarding WUNC, Board of Visitors Class of 2018, and recommendations from the Chancellor's Advisory Committee on Naming will be reviewed during the board's closed session.

REPORT OF THE FINANCE AND INFRASTRUCTURE COMMITTEE

Trustee Lerner presented the report from the Finance and Infrastructure Committee. The items requiring action by the board were reviewed as follows:

- Approval of Allocations from the Endowment's Distribution for the Investment Fund

A motion was made from committee to approve the allocation, it was seconded by Trustee Duckett and it passed.

- Annual Audit Certification Letter

A motion was made from committee to approve these items, they were seconded by Trustee Clay and passed.

- Designer Selections

A motion was made from committee to approve these items, they were seconded by Trustee Clay and passed.

Chair Lerner briefly reviewed the items presented to committee for information only. These included the following items:

- Semi-Annual Capital Report given by Bruce Runberg, Associate Vice Chancellor for Facilities Services
- Semi-Annual Lease Report given by Gordon Merklein, Executive Director for Real Estate Development
- Financial Update given by Matt Fajack, Vice Chancellor for Finance & Administration
- Development Report given by Mark Meares, Director of Corporate and Foundation Relations
- Presentation on Research Computing given by Chris Kielt, CIO and Michael Barker, Associate Vice Chancellor for Research Computing and Learning Technology.

A full review of the committee meeting may be found in the committee minutes in the Office of the Assistant Secretary, and at bot.unc.edu.

REPORT FROM THE INNOVATION AND IMPACT COMMITTEE

There were no action items for this Committee in open session. Dr. Maryann Feldman, Henerger Distinguished Professor of Public Policy, presented to the committee on "The Logic of

Economic Development: Definitions, Measurement and Metrics". The committee was unable to reach the second agenda item, and will discuss it at the September 24th meeting. A copy of the PowerPoint presentation made during this committee meeting and the memo discussed is available at bot.unc.edu and is also filed in the Office of the Assistant Secretary.

REPORT OF THE UNIVERSITY AFFAIRS COMMITTEE

Trustee Duckett, committee chair, presented the report from the University Affairs Committee. There was one action item for this Committee in open session:

- Proposed Faculty Rank Title Change from "Master Lecturer" to "Teaching Professor"
- A motion was made from committee, seconded by Trustee Lerner and passed.

Trustee Duckett reviewed the items presented to the committee for information only. That included brief remarks from:

- Bruce Cairns, Chair of the Faculty
- Jim Dean, Executive Vice Chancellor and Provost
- Charles Streeter, Chair of the Employee Forum
- Shelby Dawkins-Law, Graduate and Professional Student Federation President

Personnel and compensation actions presented during the committee's closed session will be reviewed during today's closed session. A full review of the committee meeting may be found in the committee minutes in the Office of the Assistant Secretary, and at bot.unc.edu.

MOTION TO CONVENE IN CLOSED SESSION

On motion of Secretary Shuping-Russell, and duly seconded, the Board voted to convene in closed session pursuant to North Carolina General Statutes Section 143-318.11 (a) (1) (to prevent the disclosure of privileged information under Section 126-22 and the following); and also pursuant to Section 143-318.11 (a) (2), (3), (5), and (6).

CLOSED SESSION

REPORT OF THE EXTERNAL RELATIONS COMMITTEE

Recommendations from the Chancellor's Naming Committee

Trustee Curtis presented the naming recommendations which were previously presented to the External Relations Committee and approved by the committee. A copy of the report is filed in the Office of the Assistant Secretary. A motion was made to approve the naming items, it was seconded and the motion passed.

Board of Visitors Class of 2018 Addition

Since the last meeting there has been two openings left on the Board of Visitors Class of 2018. Trustee Curtis suggested two names to fill these spots who were previously approved in committee. A motion was made to approve the names, it was seconded and passed.

Davie Award Update

Dwayne Pinkney, Assistant Secretary to the Board, updated the members on Davie Award nominees. The members agreed to move forward with seven nominees for awards in November 2014. A motion was made to approve the names, it was seconded and passed.

LEGAL ADVICE

Vice Chancellor and General Counsel Leslie Strohm advised the Board on several legal

matters.

DEEP CLOSED SESSION

Chair Caudill convened the Board in Executive Closed Session to discuss legal and personnel matters.

RECONVENE MEETING IN OPEN SESSION

Chair Caudill reconvened the meeting in open session.

OPEN SESSION

REPORT OF THE UNIVERSITY AFFAIRS COMMITTEE

Committee Chair Chuck Duckett referred the members to the personnel matters submitted for review. A motion to approve the actions was called, it was seconded and passed.

(ATTACHMENT B)

Chair Caudill stated that the personnel and salary actions voted on in open session have been distributed.

CAMPUS SAFETY

The Board made a statement that the safety of UNC faculty, staff and students is their highest priority. In light of recent events on campus, the Board asked Chancellor Folt to schedule a meeting with Chapel Hill Mayor Mark Kleinschmidt to discuss campus safety. A motion was made by the Board, it was seconded by Trustee Curtis and passed. Chancellor Folt agreed and will follow up with the Board accordingly.

ADJOURNMENT

There being no further business to come before the Board, the meeting adjourned at 1:50 p.m.

Dwayne Pinkney, Assistant Secretary



MEMORANDUM

TO: Members of the Board of Trustees

FROM: Carol L. Folt, Chancellor

RE: Mail Ballot

DATE: August 13, 2014

I write to request your approval by mail ballot of three matters, each concerning night parking.

Beginning this academic year, parking fees are scheduled to be charged to students and employees who park on campus in the evenings or nights. A number of people have expressed concern to me that, given economic constraints, they will be forced to park remotely after dark, and this makes them feel at risk. We have decided to defer implementation of the night-parking program to give University leaders additional time to study any issues related to alternative transportation, equity and safety that may or may not exist today. I am therefore seeking your approval of the three actions described below.

Under the University's Traffic and Parking Ordinance, effective August 15, 2014, employees who regularly park on campus at night who do not already pay for a daytime parking permit will be required to purchase an annual night parking permit. The cost of a night parking permit ranges from \$227 to \$390 annually, based on a salary sliding scale. I recommend that the Ordinance be amended to eliminate this fee for employee night parking permits listed in section 3-4 of the Ordinance for the 2014-2015 permit year.

As part of the implementation of the night parking fee, the designation for morning, afternoon, and rotating permits was removed from the Ordinance. I recommend that these permit types and fees be returned to the Ordinance with price increases reflective of the 2% increase identified for all other established permits.

In November 2013, the Board of Trustees approved a \$10.40 miscellaneous student fee for student night parking privileges as a component of the proposed package of 2014-2015 tuition and fees. In contrast to the employee night parking permit fee under the Ordinance, this miscellaneous student fee is charged to every student (except freshmen), regardless of whether or how frequently the student parks on campus at night. This fee structure was selected by student government rather than the night parking permit structure for employees. I recommend that this \$10.40 miscellaneous student fee for night parking be rescinded for the 2014-2015 academic year.

Please mark and return the enclosed ballot indicating whether or not you approve of the actions described above. Thank you.

Enclosure

cc: Matthew Fajack
Meredith Weiss
Jeff McCracken



Mail Ballot
Board of Trustees
August 13, 2014

Chancellor Carol Folt submits for your review and approval a mail ballot concerning the rescission of night parking fees. This mail ballot will be approved as part of the Consent Agenda at the Full Board meeting on Thursday, September 25, 2014.

The undersigned votes as follows with respect to the recommendation proposed in Chancellor Folt's memorandum dated August 13, 2014.

Approve Disapprove

Rescind the \$10.40 miscellaneous student night parking fee for 2014-2015 fiscal year

<input type="checkbox"/>	<input type="checkbox"/>
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Approve Disapprove

Amend the Parking Ordinance by eliminating the employee night parking permit fee for 2014-2015 permit year

<input type="checkbox"/>	<input type="checkbox"/>
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Approve Disapprove

Amend the Parking Ordinance by reinstating the morning, afternoon and rotating permits, including 2% annual fee increase (consistent with all established permits)

<input type="checkbox"/>	<input type="checkbox"/>
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Signature_____

Printed Name_____

Date_____

Please fax to Patti Wilkinson at (919) 962-1647 or email at pattiw@unc.edu

This mail ballot was approved by the Board of Trustees with a majority vote on August 14, 2014. Lowry Caudill, Alston Gardner, Sallie Shuping-Russell, Jeff Brown, Phil Clay, Haywood Cochrane, Don Curtis, Peter Grauer, Steve Lerner, Dwight Stone and Andrew Powell approved this action.



MEMORANDUM

TO: Members of the Board of Trustees

FROM: Carol L. Folt, Chancellor

RE: Mail Ballot

DATE: August 15, 2014

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 Non-Faculty Compensation Actions Appendix A

EPA Faculty Compensation & Tenure Actions Appendix B

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



Mail Ballot
Board of Trustees
August 15, 2014

Chancellor Carol Folt submits for your review and approval the EPA Non-Faculty and EPA Faculty Personnel Actions as recommended for August 2014. This mail ballot will be approved as part of the Consent Agenda at the Full Board meeting on Thursday, September 25, 2014.

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

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

Signature_____

Printed Name_____

Date_____

Please fax to Patti Wilkinson at (919) 962-1647 or email at pattiw@unc.edu

This mail ballot was approved by the Board of Trustees with a majority vote on August 19, 2014. Lowry Caudill, Alston Gardner, Sallie Shuping-Russell, Phil Clay, Haywood Cochrane, Don Curtis, Chuck Duckett, Peter Grauer, and Andrew Powell approved this action.

University of North Carolina at Chapel Hill Board of Trustees
EXECUTIVE SUMMARY (EPA Non-Faculty)
Meeting Date: August 2014 (Mail Ballot)

Appendix A

Compensation Actions												
No.	College/Division	Employee Last Name	Employee First Name	Department	Rank/Title	Reason	Requested Increase \$\$	Requested Increase %	June 30 Salary	Current Salary	Proposed Salary	Effective Date
1	School of Medicine	Ranney	Leah	Family Medicine	Director, Tobacco Prevention and Evaluation Program	Promotion and/or Reallocation to Higher - Level: This promotion results from the position being reallocated to a higher-level classification. In the current position (Associate Director, Tobacco Prevention and Evaluation Program), the duties include assisting with research and evaluation design, implementation, analysis, and dissemination of findings. In the new role (Director, Tobacco Prevention and Evaluation Program), the duties will include managing a new university initiative for UNC Hospitals and UNC Faculty Physicians; developing processes for verification of physician participation in university quality improvement efforts and leading program expansion across the state; and managing budget and personnel for the program. The requested salary is commensurate with other similarly situated employees, results in a market index of 90%, and creates no equity issues. ☐	11,684	14.50	\$ 80,580	\$ 80,580	\$92,264.00	8/1/2014
2	School of Pharmacy	Fallon	John K.	Molecular Pharmaceutics	Research Associate	Prevailing Wage Requirement: The increase is the result of a required Application for Prevailing Wage Determination to the U.S Department of Labor in connection with immigration processing, in which a prevailing wage of \$51,002 was determined for the role of Research Associate. This increase is commensurate with other similarly situated employees and creates no equity issues.	5,098	11.11	\$ 45,904	\$ 45,904	\$51,002.00	8/1/2014

University of North Carolina at Chapel Hill Board of Trustees
EXECUTIVE SUMMARY (EPA Non-Faculty)
Meeting Date: August 2014 (Mail Ballot)

3	Provost	Perkins	Ni-Eric	Undergraduate Admissions	Senior Assistant Director	Promotion and/or Reallocation to Higher - Level: This promotion results from the position being reallocated to a higher-level classification. In the current position (Assistant Director), the duties include evaluating undergraduate candidates and exercising the authority to make admissions decisions on behalf of the University. In the new role (Senior Assistant Director), the duties will include residency determination, transfer credit award, readmission, and part-time classroom studies application review. The requested salary is commensurate with other similarly situated employees, results in a market index of 71%, and creates no equity issues.	8,400	17.14	\$ 49,000	\$ 49,000	\$57,400.00	8/1/2014
4	FPG Child Development Institute	Metz	Allison J.	FPG Child Development Institute	Senior Scientist	Promotion and/or Reallocation to Higher - Level: This promotion results from the position being reallocated to a higher-level classification. In the current position (Scientist), the duties include participating in rapid and long-term plan-do-study-act cycles within the National Implementation Network and providing training and coaching on implementation, organization change, and system transformation. In the new role (Senior Scientist), the duties will include implementing and scaling-up evidence-based and evidence-informed programs and strategies; providing implementation-informed training and technical assistance as part of the Children's Bureau's Permanency Innovations Initiative Training and Technical Assistance Center; and serving as Principal Investigator of a multi-year project focused on developing an effective, sustainable post-care service system. The requested salary is commensurate with other similarly situated employees and creates no equity issues.	16,114	14.90	\$ 108,150	\$ 108,150	\$124,264.00	8/1/2014

University of North Carolina at Chapel Hill Board of Trustees
EXECUTIVE SUMMARY (EPA Non-Faculty)
Meeting Date: August 2014 (Mail Ballot)

5	FPG Child Development Institute	Roman-Oertwig	Sandra	FPG Child Development Institute	Scientist	Promotion and/or Reallocation to Higher - Level: This promotion results from the position being reallocated to a higher-level classification. In the current position (Investigator), the duties include actively engaging in one or more research or evaluation projects, facilitating the FirstSchool reform process in at least four elementary schools in North Carolina, and participating in broader FirstSchool implementation efforts. In the new role (Scientist), the duties will include serving as Director of School Implementation for the FirstSchool; serving as Principal Investigator responsible for leading research, design, and analysis; and providing research expertise and professional development support in collaboration with districts, schools, administrators, and teachers. The requested salary is commensurate with other similarly situated employees and creates no equity issues.	14,580	14.90	\$ 97,850	\$ 97,850	\$112,430.00	8/1/2014
6	Athletics	Pogge	John Paul	Athletics - Director's Office	Associate Athletic Director	Permanent increase in job duties or responsibilities: The current duties include developing, implementing, coordinating, and administering risk management best practices for the Department of Athletics. The new additional duties will include overseeing and managing the Department of Athletics Title VII Committee; serving as liaison to the University's Equal Opportunity and Compliance Office and Department of Public Safety regarding Title IX matters; coordinating and administering NCAA (National Collegiate Athletic Association), Atlantic Coast Conference, and UNC compliance initiatives; developing and updating Department of Athletics policies to ensure compliance with University and NCAA policies; overseeing the Athletics Human Resources Services Office; overseeing the Athletics Ticket Office and Finley Golf Course; and serving as primary sport administrator for the men's golf program. The requested salary is commensurate with other similarly situated employees and creates no equity issues.	23,507	32.88	\$ 71,493	\$ 71,493	\$95,000.00	8/1/2014
7	University Relations	Judge	Phoebe	WUNC Radio	Reporter / News Anchor	Retention: The requested salary adjustment is due to the employee receiving a competitive external offer of \$63,000 from KJZZ, the public radio station in Phoenix, Arizona. The loss of Ms. Judge would result in a costly national search and training, and may have negative impacts on the ratings of the show. The requested salary is commensurate with other similarly situated employees and creates no equity issues.	8,081	14.20	\$ 56,919	\$ 56,919	\$65,000.00	8/1/2014

University of North Carolina at Chapel Hill Board of Trustees
EXECUTIVE SUMMARY (EPA Non-Faculty)
Meeting Date: August 2014 (Mail Ballot)

Non-Salary Compensation Actions

No.	College/Division	Employee Last Name	Employee First Name	Department	Rank	Reason	Total Monetary Value of Non-Salary Compensation	Duration of Non-Salary Compensation	Effective Date	End Date		
1	None											

Information Items

No.	College/Division	Employee Last Name	Employee First Name	Department	Rank/Title	Reason	Requested Increase \$\$	Requested Increase %	June 30 Salary	Current Salary	Proposed Salary	Effective Date
1	Arts & Sciences	Manual	Ronda	Arts & Sciences Foundation	Associate Director of Development	Competitive Promotion (Approved by President - UNC General Administration)	9,642	13.33	\$ 72,358	\$ 72,358	\$82,000.00	8/1/2014
2	School of Medicine	Schneider	Eric	Global Health	(EPA NF) Assistant Director & Research Administrator	Competitive Promotion (Approved by President - UNC General Administration)	29,381	41.90	\$ 70,119	\$ 70,119	\$99,500.00	8/1/2014
3	Public Health	Miller	Crystal	Public Health	Associate Dean for Advancement	Competitive Promotion (Approved by President - UNC General Administration)	43,485	29.99	\$ 144,984	\$ 144,984	\$188,469.00	8/1/2014
4	Arts & Sciences	Keith	Stephen	Arts & Sciences Foundation	Associate Director of Development	Competitive Promotion (Approved by President - UNC General Administration)	20,787	43.29	\$ 48,013	\$ 48,013	\$68,800.00	8/1/2014
5	Arts & Sciences	Pleasants	Robert	The Learning Center	Assistant Director of The Learning Center	Competitive Promotion (Approved by President - UNC General Administration)	13,549	29.17	\$ 46,451	\$ 46,451	\$60,000.00	8/1/2014
6	School of Medicine	Stevens	Emily	Medicine Administration	Director, Medical Education & Alumni Development	Competitive Promotion (Approved by President - UNC General Administration)	15,000	16.67	\$ 90,000	\$ 90,000	\$105,000.00	8/1/2014

The University of North Carolina at Chapel Hill
EXECUTIVE SUMMARY
Board of Trustees
August 28, 2014

Appendix B

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	Deb Bhowmick	Neurosurgery	Visiting Assistant Professor	Assistant Professor	N/A	8/31/2014	\$345,100.00
2	Health Affairs	Lauren Calandruccio	Allied Health Sciences	Research Assistant Professor	Assistant Professor	N/A	9/1/2014	\$89,092.00
3	Health Affairs	Kimon Divaris	Pediatric Dentistry	Research Assistant Professor	Associate Professor	N/A	9/1/2014	\$113,966.00
4	Health Affairs	Stacie Dusetzina	Pharmacy	Research Assistant Professor	Assistant Professor	N/A	8/1/2014	\$105,000.00
5	Health Affairs	Jennifer Flythe	Medicine	Visiting Assistant Professor	Assistant Professor	N/A	9/1/2014	\$150,000.00
6	Health Affairs	Daniel Gonzalez	Pharmacy	N/A	Assistant Professor	N/A	6/1/2014	\$115,000.00
7	Academic Affairs	Erik Hanson	Exercise & Sport Medicine	N/A	Assistant Professor	N/A	1/1/2015	\$75,000.00
8	Health Affairs	Tracy Manuck	OB-GYN	N/A	Assistant Professor	N/A	9/22/2014	\$265,000.00
9	Health Affairs	Lukasz Mazur	Radiation Oncology	Research Assistant Professor	Assistant Professor	N/A	9/1/2014	\$120,000.00
10	Health Affairs	Daniel McKay	Biology	N/A	Assistant Professor	N/A	7/1/2014	\$85,000.00
11	Health Affairs	Cleo Samuel	Health Policy & Management	N/A	Assistant Professor	N/A	7/7/2014	\$115,000.00
12	Academic Affairs	Kimberly Stern	English & Comparative Literature	N/A	Assistant Professor	N/A	1/1/2015	\$70,000.00
13	Health Affairs	Thomas Urban	Pharmacy	N/A	Assistant Professor	N/A	8/1/2014	\$115,000.00
14	Health Affairs	John Vavalle	Medicine	Visiting Assistant Professor	Assistant Professor	N/A	9/1/2014	\$260,000.00
Addition of Joint Appointment without Tenure								
0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Promotion to Full Professor								
1	Health Affairs	Cheryl Jones	Nursing	Associate Professor	Professor	N/A	8/29/2014	\$117,993.00
2	Health Affairs	Kari North	Epidemiology	Associate Professor	Professor	N/A	9/1/2014	\$149,859.00
3	Health Affairs	Eliana Perrin	Pediatrics	Associate Professor	Professor	N/A	9/1/2014	\$152,392.00
4	Health Affairs	Bahjat Qaqish	Biostatistics	Associate Professor	Professor	N/A	9/1/2014	\$131,299.00
5	Academic Affairs	Christopher Roush	Journalism & Mass Communication	Associate Professor	Professor	N/A	8/29/2014	\$95,240.00
6	Health Affairs	Cyrus Vaziri	Pathology & Laboratory Medicine	Associate Professor	Professor	N/A	10/1/2014	
			Biochemistry & Biophysics	Associate Professor	Professor	N/A	10/1/2014	\$127,308.00
Reappointments to the same Rank								
1	Health Affairs	Amy Bryant	OB-GYN	Assistant Professor	Assistant Professor	N/A	9/1/2015	\$195,000.00
2	Health Affairs	Stephanie Gup-ton	Cell Biology & Physiology	Assistant Professor	Assistant Professor	N/A	4/29/2015	\$100,000.00
3	Health Affairs	Michelle Mendez	Nutrition	Assistant Professor	Assistant Professor	N/A	9/18/2015	\$96,140.00

The University of North Carolina at Chapel Hill

EXECUTIVE SUMMARY

Board of Trustees

August 28, 2014

No.	College/Division	Name	Dept./School	Current Rank	New Rank	Tenure Request Reason	Effective Date	Salary
4	Health Affairs	Praveen Sethupathy	Genetics	Assistant Professor	Assistant Professor	N/A	9/1/2014	\$128,524.00
5	Health Affairs	Spencer Smith	Cell Biology & Physiology	Assistant Professor	Assistant Professor	N/A	7/29/2015	\$100,000.00
6	Academic Affairs	Dana Thompson Dorsey	Education	Assistant Professor	Assistant Professor	N/A	1/1/2016	\$70,040.00
Designation/Reappointments to Departmental Chair								
0	N/A							
Designation/Reappointments to Distinguished Professorship								
1	Academic Affairs	Alan Nelson	Graduate School	N/A	Distinguished Term Professor	N/A	1/1/2015	\$123,327.00
2	Academic Affairs	Robert Strauss	OB-GYN	Professor	Cefala Bowes Distinguished Clinical Professor	N/A	8/29/2014	\$329,521.00
Actions Conferring Tenure								
Promotion Conferring Tenure								
1	Health Affairs	Ronald Chen	Radiation Oncology	Assistant Professor	Associate Professor	Promotion recommendation to tenured associate professor based on accomplishments in teaching, research and service.	8/29/2014	\$240,000.00
2	Health Affairs	George Fedoriw	Pathology & Laboratory Medicine	Assistant Professor	Associate Professor	Promotion recommendation to tenured associate professor based on accomplishments in teaching, research and service.	10/1/2014	\$154,679.00
3	Health Affairs	Samuel Jones	Surgery	Assistant Professor	Associate Professor	Promotion recommendation to tenured associate professor based on accomplishments in teaching, research and service.	8/29/2014	
			Pediatrics		Associate Professor	Promotion recommendation to tenured associate professor based on accomplishments in teaching, research and service.	8/29/2014	\$316,487.00
4	Health Affairs	Yisong Wan	Microbiology & Immunology	Assistant Professor	Associate Professor	Promotion recommendation to tenured associate professor based on accomplishments in teaching, research and service.	8/29/2014	\$120,500.00
New Appointments Conferring Tenure								
1	Health Affairs	Nancy Chescheir	OB-GYN	N/A	Professor	Promotion recommendation to tenured associate professor based on accomplishments in teaching, research and service.	8/29/2014	\$337,250.00
2	Health Affairs	Ricardo Teles	Periodontology	N/A	OraPharma Distinguished Professor	Promotion recommendation to tenured associate professor based on accomplishments in teaching, research and service.	8/29/2014	\$188,000.00
Addition of Joint Appointment Conferring Tenure								
1	Health Affairs	Adaora Adimora	Epidemiology	Professor	Professor	Promotion recommendation to tenured associate professor based on accomplishments in teaching, research and service.	9/1/2014	\$215,560.00
2	Health Affairs	Andrew Lee	Biochemistry & Biophysics	Professor	Professor	Promotion recommendation to tenured associate professor based on accomplishments in teaching, research and service.	9/1/2014	\$140,027.00
Corrections								
0	N/A	N/A						

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

No.	College/Division	Name	Department/School	Rank	Reason	Requested Increase Amount	Percent of Increase	Current Salary	New Salary	Effective Date
Compensation Actions						<small>* 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.</small>				
1	Academic Affairs	Marc Cohen	College of Arts and Sciences	Lecturer	Increase due to additional duties as Carolina Scholars Faculty Partner	\$5,000	11.11%	\$45,000	\$50,000	8/1/2014
2	Health Affairs	Stephanie Crapo	School of Medicine	Clinical Instructor	Increase due to promotion to Clinical Assistant Professor	\$116,000	210.91%	\$55,000	\$171,000	7/1/2014
3	Health Affairs	Dirk Dittmer	School of Medicine	Professor	Increase due to additional duties as Co-Director of Global Oncology Research Program	\$20,000	11.43%	\$175,000	\$195,000	9/1/2014
4	Academic Affairs	Dana Falkenberg	College of Arts and Sciences	Lecturer	Increase due to departmental course rate of pay from TA to Lecturer	\$24,800	163.16%	\$15,200	\$40,000	9/1/2014
5	Health Affairs	Joel Farley	School of Pharmacy	Associate Professor	Increase due to additional duties as Interim Director for the Center for Pharmaceutical Outcomes and Practice Innovation	\$20,000	17.00%	\$117,677	\$137,677	7/1/2014
6	Health Affairs	Seth Glickman	School of Medicine	Clinical Assistant Professor	Increase due to additional duties as Director of the Office of Population and Value Care for the UNC Health Care System	\$50,000	18.87%	\$265,000	\$315,000	9/1/2014
7	Academic Affairs	Irene Gomez-Castellano	College of Arts and Sciences	Assitant Professor	Increase due to additional duties as Director of Graduate Studies and Graduate Admissions in the Department of Romance Languages	\$7,000	10.85%	\$69,500	\$71,500	8/1/2014
8	Health Affairs	Daniel Gonzalez	School of Pharmacy	Post Doc Research Associate	Associate to Assistant Professor	\$65,116	130.53%	\$49,884	\$115,000	6/1/2014
9	Academic Affairs	Anne Jones	School of Social Work	Clinical Associate Professor	Increase due to promotion to Clinical Professor	\$10,055	13.00%	\$77,345	\$87,400	9/1/2014
10	Health Affairs	Ching Chang Ko	School of Dentistry	Professor	Increase due to G. Fred Hale Distinguished Professorship	\$47,800	34.59%	\$138,200	\$186,000	9/1/2014
11	Health Affairs	Megan Landfried	School of Public Health	MPH Program Manager	Increase due to promotion to Lecturer	\$10,771	18.19%	\$59,229	\$70,000	8/1/2014
12	Health Affairs	Beatriz Paniagua	School of Medicine	Research Assistant Professor	Increase due to increase in prevailing wage, required for H-1B petition, which needs to be filed Sept 2014	\$11,840	15.79%	\$75,000	\$86,840	1/1/2015
13	Health Affairs	Christina Shenvi	School of Medicine	Clinical Instructor	Increase due to promotion to Clinical Assistant Professor	\$100,000	140.85%	\$71,000	\$171,000	7/1/2014
14	Academic Affairs	James Thompson	College of Arts and Sciences	Professor	Increase due to additional duties as Associate Dean of Undergraduate Curriculum	\$15,000	11.70%	\$128,170	\$143,170	8/1/2014
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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	N/A

The University of North Carolina at Chapel Hill ~ Office of Human Resources

EPA Non-Faculty Salary Increase Requests Approval Procedure & Requirements

This procedure outlines the guidelines and procedures for requesting “out-of-cycle” increases to base salary for EPA Non-Faculty employees. “Out-of-cycle” increases are any adjustments to base salary excluding adjustments accomplished as part of the normal EPA annual raise process (ARP), a salary supplement (which is not part of base pay) or from a job change resulting from a competitive recruitment or waiver of recruitment. Out-of-cycle requests should be non-routine in nature and must have a specific and detailed justification. The following are justifiable reasons to propose an out-of-cycle salary adjustment:

- To recognize permanent, newly added **additional duties** which are substantive in nature; temporary additional duties are compensated using an administrative salary supplement and not a permanent adjustment to base salary. In the case of newly added duties, the duties in question should be demonstrated to substantially increase the scope and complexity of the employee’s position. Minor changes in duties and responsibilities should be addressed in the ARP process. A Position Modification must be completed in EPAWeb Position Management prior to OHR approval of salary adjustments based on additional duties.
- To address documented salary **equity** issues including those caused by the salary of a newly appointed employee within a work unit. Equity may be used when a new hire has been appointed at a higher salary rate than existing employees in the same classification within a particular unit, department, or division. Justification for an increase due to internal equity must identify the inequity and justify the rate of increase based on the relative job level, education, credentials, and/or experience of the affected employees.
- To address job equity in comparison to market or “labor market”. **Labor** market is defined as the area within which employers compete for labor. The market is composed of those institutions, businesses and organizations from which University units recruit or would logically recruit. Justification for an increase due to labor market/external equity must be substantiated by market survey data. **(Labor market increases must be paid from non-state funding sources)**
- As a **retention** offer for an employee who has a documented, confirmable salary offer from an outside institution. In instances where an offer has not been presented, departments must be able to demonstrate that the intended salary increase recipient is considered a finalist for the external position. Justification for an increase due to retention should include an assessment of the individual’s merit and value to the institution and the circumstances warranting a retention adjustment.

PROCESS AND APPROVALS

- Out-of-cycle requests must be documented on the [FY 2013/14 SPA and EPA Salary Adjustment/Supplement form](#). This form, in Microsoft Excel format, should be emailed to the EPA Non-Faculty HR unit at epanfsalaryrequest@unc.edu.
- **Any permissible base salary increase as listed above (regardless of the amount) for an EPA Non-Faculty employee requires pre-approval of the Vice Chancellor and/or Associate Vice Chancellor for Human Resources.**
- Chancellor pre-approval is required if the cumulative amount of all of the employee’s increases fiscal year-to-date is 10 percent or higher of the prior June 30 total compensation. The Office of Human Resources also reports to the Office of the Chancellor, on a weekly or biweekly basis, all increases which fiscal year-to-date are less than 10 percent of the prior Jun 30 total compensation.
- Board of Trustees (BOT) approval under our normal procedures is required if the cumulative amount of all of the employee’s increases fiscal year-to-date is 10 percent or higher of the prior June 30 total compensation.
- Board of Governors (BOG) pre-approval is required if the cumulative amount of all of the employee’s increases fiscal year-to-date is 10 percent or higher of the prior June 30 total compensation, which includes base pay and salary supplements then in effect. *This pre-approval requirement applies not just to base salary but to all forms of temporary compensation (e.g. salary supplements, acting pay, stipends, and lump sum payments) for any **permanent** employee when the temporary compensation shall either exceed nine months in duration and 10% of the prior June 30 total compensation **or** 25% of the prior June 30 total compensation, regardless of duration.*
- EPA Non-Faculty salary increase effective dates may be no earlier than the first of the month in which the proposed increase receives its final required approval.

Pre-Approval & Accountability Requirements for EPA Non-Faculty Salary Actions

			Permitted State Funds	Permitted Non-State Funds	Campus HR VC/AVC Human Resources	Chancellor	Office of the President	Board of Trustees (BOT)	Board of Governors (BOG)
Salary Code	Description	%							
1a	Promotion or Reallocation to Higher-level Class (Includes Waivers of Recruitment and SPA to EPA Conversion)	<10%	Yes	Yes	Y	Y	N	N	N
1a	Promotion or Reallocation to Higher-level Class (Includes Waivers of Recruitment and SPA to EPA Conversion)	≥10%	Yes	Yes	Y	Y	N	N	Y
1b	Employee applies for job vacancy, is selected competitively, and changes jobs - Must be higher level duties not lateral. EXTERNAL POSTING	<10%	Yes	Yes	Y	Y	N	N	N
1b	Employee applies for job vacancy, is selected competitively, and changes jobs - Must be higher level duties not lateral. EXTERNAL POSTING	≥10%	Yes	Yes	Y	Y	Y	N	Y
2a	Permanent adjustment related to substantive increase in job duties or responsibilities	<10%	Yes	Yes	Y	Y	N	N	N
2a	Permanent adjustment related to substantive increase in job duties or responsibilities	≥10%	Yes	Yes	Y	Y	N	Y	Y
2b	Temporary adjustment related to an increase in job duties or responsibilities; salary will revert when temporary duties cease - See note #5 below	<10%	Yes	Yes	Y	Y	N	N	N
2b	Temporary adjustment related to an increase in job duties or responsibilities; salary will revert when temporary duties cease - See note #5 below	≥10%	Yes	Yes	Y	Y	N	N	Y
2b	Temporary adjustment related to an increase in job duties or responsibilities; salary will revert when temporary duties cease See note #6 below	≥25%	Yes	Yes	Y	Y	N	Y	Y
3	Retention - See note #9 below	<10%	Yes	Yes	Y	Y	N	N	N
3	Retention - See note #9 below	≥10%	Yes	Yes	Y	Y	N	Y	Y
4	Career Progression adjustment for demonstrated competencies - SPA ONLY								
8a	Non-State Funds Other - Equity Adjustment	<10%	NA	Yes	Y	Y	N	N	N
8a	Non-State Funds Other - Equity Adjustment	≥10%	NA	Yes	Y	Y	N	Y	Y
8b	Non-State Funds Other - Labor Market Adjustment	<10%	NA	Yes	Y	Y	N	N	N
8b	Non-State Funds Other - Labor Market Adjustment	≥10%	NA	Yes	Y	Y	N	Y	Y
8c	Non-State Funds Other - Merit Adjustment (Awarded only during Annual Raise Process)	<10%	NA	Yes	Y	Y	N	N	N

			Permitted State Funds	Permitted Non-State Funds	Campus HR VC/AVC of Human Resources	Chancellor	Office of the President	Board of Trustees (BOT)	Board of Governors (BOG)
Salary Code	Description	%							
8c	Non-State Funds Other - Merit Adjustment (Awarded only during Annual Raise Process)	≥10%	NA	Yes	Y	Y	N	Y	Y
8d	Non-State Funds Other – Prevailing Wage	<10%	NA	Yes	Y	Y	N	N	N
8d	Non-State Funds Other – Prevailing Wage	≥10%	NA	Yes	Y	Y	N	Y	Y
9a	State Funds Other - Equity Adjustment	<10%	Yes	NA	Y	Y	N	N	N
9a	State Funds Other - Equity Adjustment	≥10%	Yes	NA	Y	Y	N	Y	Y
9b	State Funds Other - Labor Market Adjustment	<10%	No	NA	Y	Y	N	N	N
9b	State Funds Other - Labor Market Adjustment	≥10%	No	NA	Y	Y	N	Y	Y
9c	State Funds Other - Merit Adjustment (Awarded only during Annual Raise Process)	<10%	NA	NA	Y	Y	N	N	N
9c	State Funds Other - Merit Adjustment (Awarded only during Annual Raise Process)	≥10%	NA	NA	Y	Y	N	Y	Y
9d	State Funds Other – Prevailing Wage	<10%	Yes	NA	Y	Y	N	N	N
9d	State Funds Other – Prevailing Wage	≥10%	Yes	NA	Y	Y	N	Y	Y

Notes

1. Pre-approval for any temporary employee salary increase exceeding the 10% threshold is required by Campus HR (VC/AVC for Human Resources)
2. Pre-approval is required for individuals employed by other state agencies or UNC campuses and newly hired at UNC CH with an increase from their current base salary
3. An employee who is being rehired following prior service in FY11/12, may not receive an increase upon reemployment unless they are returning to a position with a documented increase in duties
4. Requests for post-docs must follow the same criteria/justifications for increases listed above. Pre-approval for any increase exceeding the 10% threshold is required by Campus HR (VC/AVC for Human Resources)
5. Temporary or interim increases that are will be in place 9 months AND are 10% or greater of the June 30 salary require pre-approval
6. Temporary increases of 25 % or greater of the June 30 salary requires pre- approval regardless of duration
7. An employee in a temporary job is subject to the same general salary increase prohibitions as a permanent employee
8. Course overloads are considered task-based compensation and are not included in the 10% pre-approval process
9. Retention - Employee must be actively considered for an outside opportunity, or compelling retention risks exist based on the external market for hard-to-fill or unique skill sets.
10. Additional Duties: Duties should be demonstrated to substantially increase the scope and complexity of the employee's position. Minor changes in duties and responsibilities should be addressed in the ARP process. A Position Modification must be completed in EPAWeb Position Management prior to OHR approval of salary adjustments based on additional duties.
11. Equity Adjustment: Justification for an increase due to internal equity must identify the inequity and justify the rate of increase based on the relative job level, education, credentials, and/or experience of the affected employees.
12. Labor Market: Labor market is defined as the area within which employers compete for labor. The market is composed of those institutions, businesses and organizations from which University units recruit or would logically recruit. Justification for an increase due to labor market/external equity must be substantiated by relevant market survey data.

The University of North Carolina at Chapel Hill Faculty Salary Increases and Tenure Promotions

Tenure Promotions

1. The process begins in the Schools with a faculty vote.
2. Next, the dossier packet moves to the Dean of the school for his/her review and support.
3. Then the dossier moves to the Arts and Sciences Advisory Committee (ASAC), for the College of Arts and Sciences, to the Health Sciences Advisory Committee (HSAC), for any of the health affairs areas, or directly to the Appointments Promotions and Tenure committee (APT) for all other schools. For those going through HSAC or ASAC, if they are approved, they are forwarded to APT.
4. The APT committee reviews all promotions and makes a recommendation to the Provost.
5. The Provost then reviews and if he approves makes a recommendation to the BOT.
6. BOT reviews.

Faculty Salary Increases

1. Schools submit salary increase requests of 10% or greater to the Academic Personnel Office (APO) for review.
2. If all of the process has been correctly done by the schools, APO submits the requests to the Provost for his review.
3. If the Provost approves, he submits them for review to the Chancellor.
4. If Chancellor approves, the requests are moved to the BOT.
5. If BOT approves, the requests move to the BOG.

The BOT reviews and approves increases of 10% or more in salary. The BOG now also reviews and approves increases of 10% or more in salary. Note, faculty increases of less than 10% pass through the EPAweb system for review and approval by the APO office.

Specific Policies on Salary Increases and Tenure Promotions for Faculty

- The Trustee Policies and Regulations Governing Academic Tenure in the University of North Carolina at Chapel Hill may be found at <http://policy.sites.unc.edu/files/2013/04/tenure.pdf>. REVISION DATE – OCTOBER 20, 2009. – TENURE POLICIES
- The **Compensation Policies** for each of our schools can be found at <http://provost.unc.edu/policies/> under *“Salary Policies by School.”* Our schools were given the opportunity to review and update their salary plans in 2012 so the current plans are what they submitted or retained for their units. – COMPENSATION POLICIES
- The **Recruitment and Promotion Policies** for each of our schools can be found at <http://provost.unc.edu/policies/> under *“Appointment, Promotion and Tenure Guidelines by School.”* In addition the Equal Employment Opportunity office works with all EPA selection committees to communicate appropriate policies and procedures for the recruitment and selection process. – RECRUITMENT AND SELECTION POLICIES FOR EACH SCHOOL
- The **campus schedule and process for periodic review of promotion and tenure policies** is located at <http://provost.unc.edu/policies/> under *“Task Force on Future Promotion and Tenure Policies and Practices Final Report.”* - UNC-CH POLICY ON REVIEW OF PROMOTION AND TENURE POLICIES
- The most recent guidance and policies provided to our campus on faculty salaries, including non-state sources, may be found at <https://academicpersonnel.unc.edu/files/2013/09/Updated-Non-Faculty-and-Faculty-Salary-Increase-Guidelines-9.16.2013.pdf>. – MOST RECENT SALARY GUIDANCE



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

CAROL L. FOLT
Chancellor

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MEMORANDUM

TO: Members of the Board of Trustees

FROM: Carol L. Folt

RE: Mail Ballot

DATE: September 19, 2014

I write to request your approval by mail ballot of the following matters:

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 is one (1) vacancy 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)
Sallie Shuping-Russell	(Ex-Officio)
John Townsend	2015
Peter Grauer	2015
John Ellison	2016
Steve Lerner	2016
<u>David Carroll</u>	<u>2017</u>
(vacancy created by expiration of term of Nelson Schwab)	
<u>Max Chapman</u>	<u>2017</u>
(vacancy created by expiration of term of Max Chapman)	

* 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.

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)*

Sallie Shuping-Russell	2015
Steve Lerner	2015

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

Peter Grauer	2015
John Townsend	2015
<u>David Carroll</u>	<u>2017</u>
(vacancy created by expiration of term of Nelson Schwab)	

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

<u>Nelson Schwab</u>	<u>2015</u>
(vacancy created by election of David Carroll as Endowment Fund representative)	
Ed Fritsch	2015
Mercer Reynolds	2016
Mike Overlock	2016
David Pardue	2017
Kel Landis	2017
<u>Max Chapman</u>	<u>2018</u>
(vacancy created by expiration of term of Max Chapman)	
<u>Roger Perry</u>	<u>2018</u>
(vacancy created by expiration of term of Roger Perry)	

* 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

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CAMPUS BOX 9100
CHAPEL HILL, NC 27599

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F 919.962.1647
carol.folt@unc.edu

Mail Ballot
Board of Trustees
September 19, 2014

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, September 25, 2014.

The undersigned votes as follows with respect to the recommendation proposed in Chancellor Folt's memorandum dated September 19, 2014.

	Approve	Disapprove
Election of David Carroll and Max Chapman to the Endowment Fund each for a three (3) year term ending in 2017.	<input type="checkbox"/>	<input type="checkbox"/>
	Approve	Disapprove
Election of David Carroll 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 the Board of Trustees with a majority vote on September 23, 2014. Lowry Caudill, Haywood Cochrane, Donald Curtis, Chuck Duckett, Kelly Hopkins, Dwight Stone and Andrew Powell approved this action.



MEMORANDUM

July 15, 2014

TO: Chief Executive Officers of Atlantic Coast Conference Member Institutions

FROM: John D. Swofford
Commissioner

SUBJECT: 2014-15 ACC Governing Board Certification Form

Please find attached a copy of the 2014-15 Atlantic Coast Conference Governing Board Certification form. The form is to be completed annually by the Chair of the Governing Board in order for a member institution to enter a team or individual competitors in an ACC Championship as indicated in Article XI, Section XI-2 of the ACC Bylaws.

Please review this policy with your Governing Board by **October 17, 2014** and return the signed form to me at the Conference office.

Thank you and best regards.

Attachment

JDS/BH:th

cc Faculty Athletics Representatives
Athletics Directors
Compliance Directors






**Governing Board Certification Form
Academic Year 2014-15**

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: 8/21/14

Signed: 
(Chairman of the Governing Board)

Signed: 
(CEO of Member Institution)

Please return completed form before October 17, 2014 to:

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