

THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL
NOVEMBER 2014
BOARD OF TRUSTEES MEETING AGENDA
THE RIZZO CONFERENCE CENTER

Thursday, November 20 - 8:00 A.M.
Magnolia Room

OPEN SESSION

1. Convene Meeting
2. Roll Call
3. Consent Agenda
 - a. [Approval of September 2014 Minutes \(Regular Meeting\)](#) (Tab 1)
 - b. [Approval of October 2014 Minutes \(Special Meeting\)](#) (Tab 2)
 - c. [Ratification of Mail Ballot dated October 8, 2014](#) (Tab 3)
 - d. [Ratification of Mail Ballot dated October 15, 2014](#)
4. Chair's Remarks
5. Student Body President's Remarks
6. Chancellor's Remarks
7. A Day in the Life of a Cadet – Lauren Stephenson, Army ROTC Cadet
8. A Veteran's Perspective – Jacob Hinton, President of Carolina Veterans Organization and Army veteran
9. Leadership Training for Senior Military – Lieutenant General Jim Campbell, Senior Advisor to the Chief of Staff, Army
10. Report of the External Relations Committee
11. Report of the Finance & Infrastructure Committee
12. Report of the Innovation & Impact Committee
13. Report of the University Affairs Committee

CLOSED SESSION

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

OPEN SESSION

17. Report of the External Relations Committee
18. Report of the University Affairs Committee
19. 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
September 25, 2014

The Board of Trustees met in regular session on Thursday, September 25, 2014 at The Carolina Inn, Chancellor's Ballroom. Chair Caudill presided and convened the meeting at 8:00 a.m.

ROLL CALL

Assistant Secretary Dwayne Pinkney called the roll and the following members were present:

| | |
|-----------------------------------|------------------------|
| W. Lowry Caudill, Chair | Peter T. Grauer |
| J. Alston Gardner, Vice Chair | Kelly Matthews Hopkins |
| Sallie Shuping-Russell, Secretary | Steven J. Lerner |
| Haywood D. Cochrane | Dwight D. Stone |
| Donald Williams Curtis | Andrew H. Powell |
| Charles G. Duckett | |

Jefferson W. Brown and Phillip L. Clay were not in attendance.

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 Stone and duly seconded by Trustee Duckett, the minutes of the meeting of July 2014 were approved as distributed; as was the ratification of mail ballots dated August 13th and August 15th.

Vice Chair Alston Gardner raised concerns on the mail ballot dated September 19th. After discussion, it was decided that Vice Chancellor David Routh and Deputy General Counsel Pat Crawford would discuss other options and bring the vote back to the Board by mail ballot at a later date.

(ATTACHMENT A)

ACC GOVERNING BOARD CERTIFICATION 2014-2015

Chair Caudill read the annual ACC Governing Board Certification for the 2014-2015 school year. A motion was made by Trustee Grauer to approve the certification, it was seconded by Trustee Shuping-Russell, and passed.

(ATTACHMENT B)

CHAIR'S REMARKS

Chairman Lowry Caudill presented the following remarks:

- Welcomed Debbie Dibbert to her first meeting as the Chancellor's new Chief of Staff.
- Reiterated the four goals set in July:
 - 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 the two trustee task forces on enterprise risk management and external relations.
- Highlighted three significant events since the last meeting:
 - The successful rollout of the revised policy on sexual violence and discrimination.
 - UNC-CH came in #1 among top-flight public universities in the New York Times economic diversity ranking showing the proportion of undergraduates receiving Pell grants and net price.
 - Lastly, commented on the Chancellor's opinion column published by U.S. News and World Report on the future of American higher education.
- Thanked Trustee Stone for representing the Board at last week's C-STEP kickoff event. This program allows low- to moderate-income students who transfer to Carolina from a partner community college.

[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 spent time speaking at convocation, parents weekend and many other events around campus
- Commented on his student government team. He mentioned Brent Comstock who leads the student government tech team, takes classes, and runs a 15 person company back home.
- Recently, Mr. Powell, the Chancellor and other staff from the university went to Athens, Georgia on the Chapel Hill Chamber of Commerce Intercity Visit.
- Altogether, there are more than 200 students involved in student government.
- Student Government has been working closely with faculty, graduate student leadership and fellow undergraduate students on a number of things:
 - They have added a student-athlete to the Student Advisory Committee to the Chancellor
 - They have worked with Joy Renner and the FAC to have Benton Moss, a pitcher on the Carolina Baseball team, to attend those meetings
 - Lastly, they have a student from the football team leading an athletics group within student government.
- Student Government has partnered with the Royster Society of Fellows on the Stigma Free Carolina Campaign
- Spoke about funding issues with the SafeWalk program and said that it has been sustained
- Mr. Powell has commissioned a task force chaired by Student Body Vice President Kyle Villemain to document the current student landscape for innovation and entrepreneurship and recommend ways to bridge any gaps that exist for student

ventures.

- Spoke about blended learning and the work of the Online Task Force
- Thanked Chancellor Folt and Steve Farmer for attending the event at the Campus Y to discuss need-based aid and Carolina's commitment to meeting 100% of demonstrated need.
- Lastly, Mr. Powell thanked Trustee Shuping-Russell and Trustee Lerner and the students from the Sierra Student Coalition for their work together to find a forward-looking solution to sustainable investment of endowment funds.

[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:

- Theme of today's presentations: innovation in the class and in the world
- Chancellor Folt shared some "behind the scenes" stories:
 - She attended the Council on Competitiveness along with NC State Chancellor Randy Woodson to talk about innovation
 - Attended the annual C-STEP kickoff event
 - Honored 20+ year survivors of HIV/AIDS
 - Ebola preparedness
 - Preparations for the release of the Wainstein report as well as implications for the NCAA investigation
 - PeopleSoft/ConnectCarolina launch on October 1, 2014
- In the news, the Chancellor commented on the recent #3 ranking for economic diversity in the New York Times
- U.S. News & World Report ranks UNC-CH as the 5th in the country among all publics
- Chancellor Folt has been facilitating a national discussion on higher education with pieces in the Wall Street Journal and U.S. News & World Report
- Carolina was mentioned in more than 1,000 positive national and global media stories. This includes Dr. Bill Fischer for his work in West Africa, Dr. Kelly Hogan and her research on flipped classrooms, and Professor Steven King who helped to create a website to track Ebola cases for the Liberian government.
- In FY 2014, faculty at Carolina brought in more than \$790 million in research contracts and grants. Nearly \$15 million more than FY 2013.
- Today, Chancellor Folt announced that the National Longitudinal Study of Adolescent Health, or Add Health, has been granted \$28 million from the Eunice Kennedy Shriver National Institute of Child Health and Human Development. This is the nation's longest-running study on health of adolescents and their transition into early adulthood. Chancellor Folt also acknowledged principal investigator and director Dr. Kathleen Harris.
- There are at least 150 UNC-CH start-ups here in North Carolina that provide jobs to nearly 8,000 North Carolinians.
- Chancellor Folt commented on the improved, comprehensive policy on addressing sexual violence.
- There are nearly 4,000 first-year students and more than 800 transfers in this year's class. 18% are first generation college students, 14% graduated as valedictorian or salutatorian, and they represent 94 N.C. counties, 38 states, and 24 countries. There are also more than 2,300 new first-year graduate students.
- Over the past year, UNC-CH has hired 177 new faculty members.
- Chancellor Folt mentioned the Carolina Performing Arts 10th Anniversary Gala

happening on Saturday and also University Day that will occur on October 12th.

- Commented on the ALS Ice Bucket Challenge.
- Introduced Dean Karen Gil to introduce the first presenters, Dr. Michael Crimmins and Dr. Kelly Hogan.
- Introduced Provost Jim Dean to introduce Dr. Susan Cates.
- Introduced Dean Bill Roper to introduce Dr. Billy Fischer.

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

ENGAGING TOMORROW'S SCIENTISTS

Dean Karen Gil introduced the first presenters: Dr. Mike Crimmins, Mary Ann Smith Distinguished Professor of Chemistry, and Dr. Kelly Hogan, Senior Stem Lecturer. Dr. Crimmins and Dr. Hogan presented on innovative teaching methods and course re-design in large gateway science courses. The goal of the AAU Undergraduate STEM Initiative: UNC-CH Project, co-directed by Dr. Crimmins, is to transition large science courses in Chemistry, Biology and Physics into high-engagement, student-centered learning environments. Since implementation of the project the achievement gap of these courses have dramatically improved across all student populations. Three students joined Dr. Hogan and Dr. Crimmins to tell of their experiences in the classes and as student mentors. To conclude their presentation Dr. Hogan, Dr. Crimmins 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.]

MBA@UNC

Provost Jim Dean introduced Susan Cates, Executive Director of MBA@UNC and President of Executive Development at Kenan-Flagler Business School. Before they started the MBA@UNC program they wanted to answer one main question: "Can we create a comparable program for students who cannot come to Chapel Hill?". They made a promise to have the same level of students, same faculty, and the same Chapel Hill education. Since its inception in 2012, the program has had a 96% retention rate and enrollment has steadily risen. To conclude her presentation, Mrs. Cates 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 STRUGGLE TO CONTAIN EBOLA

Dr. Bill Roper, Dean of UNC School of Medicine introduced Dr. William Fischer, Associate Program Director for Research in the Department of Medicine's Division of Pulmonary Diseases and Critical Care. Dr. Fischer presented on the current struggle to contain Ebola in West Africa. In June, Dr. Fischer was asked by the World Health Organization to help work on emerging pathogens and he has been sent to Guinea to work with Doctors without Borders to try and help reduce mortality from Ebola virus in rural communities. Dr. Fischer gave a comprehensive update on Ebola from how it is transmitted to the current state of Africa. More information can be found in his presentation on bot.unc.edu or on file in the Office of the Assistant Secretary. To conclude his presentation, Dr. Fischer entertained questions from the trustees.

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, and the fundraising report was given by David Routh, Vice Chancellor for University Development. 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 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:

- Self-Liquidating Debt Discussion and Resolution
- 2014-2015 Audit Plan for Approval
- Designer Selections and Site Approval
- Lease Acquisition

A motion was made from committee to approve the actions items above, it was seconded by Trustee Cochrane and passed.

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

- Internal Audit Report for 2013-2014 given by Phyllis Petree, Director of Internal Audit
- Presentation by the Sierra Student Coalition given by Tait Chandler, Anita Simha, and Jack Largess.
- Preliminary Design Review given by Anna Wu, Assistant Vice Chancellor for Facilities Operations, Planning and Design
- Carolina North Annual Report given by Anna Wu, Assistant Vice Chancellor for Facilities Operations, Planning and Design
- Financial Update given by Matt Fajack, Vice Chancellor for Finance & Administration
- Development Report given by David Routh, Vice Chancellor for University Development
- Presentation on Centers and Institutes given by Barbara Entwisle, Vice Chancellor for Research.

Trustee Lerner called on Trustee Shuping-Russell to read a resolution that was read during yesterday's committee meeting:

RESOLUTION BOARD OF TRUSTEES Of THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

September 24, 2014

WHEREAS, the Board of Trustees of The University of North Carolina at Chapel Hill (University) recognizes the University's role in seeking solutions to global issues using the educational, research and financial resources of the University; and

WHEREAS, through the investment of the University's endowment funds the University can influence the development of environmentally friendly alternative energy sources; and

WHEREAS, investing in the development of environmentally friendly alternative energy sources promotes economic growth, energy independence and environmental and public health.

NOW THEREFORE BE IT RESOLVED, the Board of Trustees of The University of North Carolina at Chapel Hill requests that UNC Management Company, research targeted investments for the University's endowment assets that advance environmentally friendly clean energy strategies consistent with applicable asset allocation and investment objective policies.

Trustee Lerner read a resolution for Kevin Seitz, Associate Vice Chancellor for Finance:

**RESOLUTION OF APPRECIATION FOR
ASSOCIATE VICE CHANCELLOR KEVIN SEITZ**

WHEREAS, Kevin Seitz provided eight months of steady leadership and outstanding service to the University of North Carolina at Chapel Hill as Interim Vice Chancellor for Finance and Administration and Chief Financial Officer until Matt Fajack's arrival in June 2014;

WHEREAS, the University was extremely fortunate to have, in Associate Vice Chancellor for Finance Seitz, such a capable professional in charge of finance and administration operations during a significant transition period in South Building and for the Division of Finance and Administration;

WHEREAS, Chancellor Carol L. Folt wisely determined that Associate Vice Chancellor Seitz was the right person to serve in the interim position because of the depth and breadth of his experiences at Carolina over three years and in higher education administration over an exemplary 40-plus-year career;

WHEREAS, Associate Vice Chancellor Seitz's contributions to the University have included playing a key role in the Budget Committee's resource allocation process, overseeing treasury functions, and working closely with financial leaders at UNC General Administration and the State of North Carolina's Division of Fiscal Research.

WHEREAS, Associate Vice Chancellor Seitz has guided the conversion of outdated financial systems to the ConnectCarolina enterprise resource program, including chairing the Finance Stakeholders Committee as Associate Vice Chancellor and serving as project sponsor as the Interim Vice Chancellor. Finance joins Human Resources and Payroll as applications going live next month.

NOW, THEREFORE BE IT RESOLVED that members of the Board of Trustees of the University of North Carolina at Chapel Hill express their profound appreciation for Mr. Seitz's loyal service to the University, and wish him the very best for his well-deserved retirement.

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. Judith Cone, Special Assistant to the Chancellor for Innovation and Entrepreneurship facilitated a discussion on the memo

dated June 2014. A copy of 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 Gardner, committee chair, presented the report from the University Affairs Committee.

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

- Bruce Cairns, Chair of the Faculty
- Charles Streeter, Chair of the Employee Forum
- Shelby Dawkins-Law, Graduate and Professional Student Federation President

Presentations were given on the following:

- Intercollegiate Athletics Report given by Provost Jim Dean
- Academic Performance Metrics given by Provost Dean and Ron Strauss, Executive Vice Provost and Chief International Officer
- Faculty Retention and Recruitment given by Executive Vice Provost Ron Strauss

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.

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 Alston Gardner referred the members to the personnel matters submitted for review. A motion to approve the actions was called, it was seconded and passed.

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

NON-SALARY COMPENSATION FOR FOREIGN DUTY STATION

It was recommended that the non-salary compensation for payment of the Zambian PAYE tax as detailed in the attached to be effective retroactively from April 1, 2014 through September 30, 2014, and prospectively until December 31, 2014. A motion was made from committee, it was seconded and passed.

ADJOURNMENT

There being no further business to come before the Board, the meeting adjourned at 2:00 p.m.

Dwayne Pinkney, Assistant Secretary

BOARD OF TRUSTEES MEETING
The University of North Carolina at Chapel Hill
October 22, 2014

The UNC Chapel Hill Board of Trustees met in a special joint session with the UNC Board of Governors on Wednesday, October 22, 2014 at The Kenan Center. Chairman Fennebresque and Chairman Caudill presided and they convened the meeting at 10:30 a.m.

ROLL CALL

Board of Governors Secretary Joan Perry called the roll. Secretary Perry indicated that there was enough members present for a quorum.

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

| | |
|-----------------------------------|------------------------|
| W. Lowry Caudill, Chair | Charles G. Duckett |
| J. Alston Gardner, Vice Chair | Kelly Matthews Hopkins |
| Sallie Shuping-Russell, Secretary | Steven J. Lerner |
| Jefferson W. Brown | Dwight D. Stone |
| Haywood D. Cochrane | Andrew H. Powell |
| Donald Williams Curtis | |

Phillip L. Clay and Peter T. Grauer were not in attendance.

Chair Fennebresque read the following statement regarding the State Government Ethics Act: "The State Ethics Act took effect on January 1, 2007, and all of the voting members of the Board of Governors are covered by the Act. Under the Act you have a duty to avoid conflicts of interest and appearances of conflicts. Looking at the agenda for today's meeting, does anyone know that you have a conflict of interest or an interest that would give rise to the appearance of a conflict of interest? If so, let me know now."

MOTION TO CONVENE IN CLOSED SESSION

On motion of BOG Secretary Perry, and duly seconded, the BOG voted to convene in closed session pursuant to North Carolina G.S. Sections 143.318.11 (a)(1), (a)(3), and (a)(6):

- (a) to prevent the disclosure of information that is privileged or confidential under North Carolina G.S. 126-22 and the federal Family Educational Rights and Privacy Act;
- (b) to consult with an attorney to protect the attorney-client privilege; and
- (c) to consider the performance and fitness of individual public officers or employees and/or to hear or investigate complaints, charges, or grievances by or against individual public officers or employees.

On motion of BOT Secretary Shuping-Russell, and duly seconded, the Board voted to convene in closed session pursuant to North Carolina G.S. Sections 143.318.11 (a)(1), (a)(3), and (a)(6):

- (a) to prevent the disclosure of information that is privileged or confidential under North Carolina G.S. 126-22 and the federal Family Educational Rights and Privacy Act;
- (b) to consult with an attorney to protect the attorney-client privilege; and
- (c) to consider the performance and fitness of individual public officers or employees and/or to hear or investigate complaints, charges, or grievances by or against individual public officers or employees.

CLOSED SESSION

Members of the UNC Board of Governors and UNC-CH Board of Trustees heard a briefing from Kenneth Wainstein.

RECONVENE MEETING IN OPEN SESSION

BOG Chair Fennebresque reconvened the meeting in open session.

OPEN SESSION

ADJOURNMENT

There being no further business to come before the Board, the meeting adjourned at 12:00 p.m.

Dwayne Pinkney, Assistant Secretary



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

CAROL L. FOLT
Chancellor

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carol.folt@unc.edu

TO: Members of the Board of Trustees
FROM: Carol L. Folt
RE: Mail Ballot
DATE: October 8, 2014

I write to request your vote by mail ballot on the following matters which have not yet received formal approval from the Board of Trustees:

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 ex officio directors and the directors elected by the Board of Trustees is attached. The nominee for the one vacancy is shown in bold.

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.

October 2014

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 |
| Max Chapman | 2017 |
| (vacancy created by expiration of term of Nelson Schwab) | |

II. EIGHT DIRECTORS ARE ELECTED BY THE NINE EX-OFFICIO DIRECTORS (The election of directors in this category is not part of the current mail ballot.)

October 2014



Mail Ballot
Board of Trustees
October 8, 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, November 20, 2014.

The undersigned votes as follows with respect to the recommendation proposed in Chancellor Folt's memorandum dated October 8, 2014.

| | Approve | Disapprove |
|--|--------------------------|--------------------------|
| Election of Max Chapman to the Endowment Fund for a three (3) year term ending in 2017. | <input type="checkbox"/> | <input type="checkbox"/> |
| Election of David Carroll to the Endowment Fund for a three (3) year term ending in 2017. | <input type="checkbox"/> | <input type="checkbox"/> |
| Election of Max Chapman 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 October 9, 2014. Alston Gardner, Sallie Shuping-Russell, Jeff Brown, Haywood Cochrane, Don Curtis, Chuck Duckett, Steven Gardner, Dwight Stone and Andrew Powell approved this action.



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: October 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 | Attachment A |
| EPA Faculty Compensation & Tenure Actions | Attachment B |

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

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

Attachment 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 | University Library | Graham | Nicholas | University Library | Prog Coordinator, NCDHC & Assist to the Director of Wilson Library | This is a salary adjustment related to a permanent increase in job duties or responsibilities. The current duties include establishing priorities and work flow plans for digitization projects and initiatives; developing collaborative relationships with institutions throughout the state and facilitating discussions of potential digitization projects and initiatives; preparing budgets, grant applications, and reports; monitoring expenditures; publicizing and promoting plans and accomplishments of the Center; and planning and supervising. The new additional duties will include working with Wilson curators and Library IT on challenges with long-term storage and establishing sustainable long-term practices; analyzing digital production work; working on born-digital collecting; "revitalizing" DocSouth; designing a general technology policy for Wilson Library; coordinating digital collections; serving as a member of the Library Technology Council; working on grant funding projects; and assisting in developing workflows and priorities. Employee was to receive a total increase of 13.27% (\$8,200) for additional duties, 9.35% (\$5,562) was granted in September 2014 and this increase is for the balance. There are no comparable positions within the work unit. | 8,200 | 13.27 | \$ 61,800 | \$ 67,362 | \$70,000.00 | 10/6/2014 |

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

| | | | | | | | | | | | | |
|---|-----------------------|-------|----------|-----------------------|-----------------------------------|--|--------|-------|-----------|-----------|-------------|-----------|
| 2 | School of Social Work | Smith | Kelly B. | School of Social Work | Assistant Dean for Administration | This promotion results from the position being reallocated to a higher-level classification. In the current position (Business Officer - Journey), the duties include managing the School of Social Work finances with overall focus on controlling costs and increasing revenue; working with the Dean to establish short and long-term financial goals and objectives, business policy and practice; developing tools and systems to implement and track financial progress of activities and maintain on-going review of systems to improve efficiency and quality data. In the new role (Assistant Dean for Administration), the duties will include oversight of the schools fiscal affairs; managing human resources, finance, facilities, contracts and grants; serving as a member of the School's Steering Committee in collaboration with the Dean and Associate Deans; and overseeing development and implementation of strategic plan for the School. There are no comparable positions within the work unit. The requested salary results in a market index of 77%. The employee qualifies for the classification with a Bachelor's degree and 19 years of relevant experience. | 21,984 | 31.49 | \$ 69,816 | \$ 69,816 | \$91,800.00 | 10/6/2014 |
|---|-----------------------|-------|----------|-----------------------|-----------------------------------|--|--------|-------|-----------|-----------|-------------|-----------|

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

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|---|-----------------------------|------------|-----------|-----------------------------|---------------------------------------|---|--------|-------|------------|------------|--------------|-----------|
| 3 | VC-Finance & Administration | Weiss | Meredith | VC-Finance & Administration | Senior AVC Finance and Administration | This promotion results from a waiver of recruitment. The Senior Associate Vice Chancellor for Finance and Administration (F & A) position is being vacated due to retirement of current incumbent. In the current position (AVC Administration), the duties include oversight of various operational and administrative components of the Division of Finance and Administration to include: oversight of Auxiliary Services; Student Stores; Energy Services; Public Safety; and Environmental Health and Safety for which, a \$10,519 increase was granted in August 2014 for this additional oversight. In the new role (Senior AVC Finance and Administration), the duties will include serving as strategic advisor and principal deputy to the Vice Chancellor for Finance and Administration. In addition, the newly added duties will include institutional oversight of the University's financial, budget and accounting operations and oversight of the Finance and Administration Division's Human Resources, Information Technology and Communications units. There are no comparable positions within the work unit. Candidate qualifies for this class based on having extensive administrative and financial experience at UNC-Chapel Hill and multiple advanced degrees. | 36,805 | 16.34 | \$ 225,195 | \$ 235,714 | \$262,000.00 | 10/6/2014 |
| 4 | School of Medicine | Dodson | Barbara | Anesthesiology | Associate Chair for Administration | This recommended increase is for equity with other employees at the same classification performing similar work. The requested salary is commensurate with other similarly situated employees and creates no equity issues. | 26,108 | 17.50 | \$ 149,194 | \$ 149,194 | \$175,302.00 | 9/16/2014 |
| 5 | VC Research | Bernadotte | Christina | Carolina Population Center | Research Associate | This is a salary adjustment related to a permanent increase in job duties or responsibilities. The current duties include implementing monitoring and evaluation (M&E) systems and supervision. The new additional duties will include leading the M&E unit to design and implement an integrated M&E system, providing technical oversight, and development of the M & E's program strategy and communications plan. The requested salary is commensurate with other similarly situated employees and creates no equity issues. | 11,788 | 19.50 | \$ 60,450 | \$ 60,450 | \$72,238.00 | 9/16/2014 |

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

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|---|--------------------|--------------|----------|--------------------|----------------------------|--|--------|-------|-----------|-----------|-------------|-----------|
| 6 | School of Pharmacy | Brosnan-Cook | Michelle | School of Pharmacy | Research Associate Level 2 | This promotion results from the position being reallocated to a higher-level classification. In the current position (Research Associate Level 1), the duties include executing the Laboratory's Quality Management Program; ensuring that all current clinical laboratory compliance regulations are met; assisting in writing, revising, reviewing, and maintaining a library of laboratory standard operating procedures and assay validation reports; reviewing lab notebooks and assay data reports for accuracy; maintaining laboratory safety; and performing monthly internal audits of the laboratory scientists' activities. In the new role (Research Associate Level 2), the duties will include managing the quarterly national and international proficiency testing program; overseeing all analytical chemists in analyzing unknown samples; performing data review, verification, and quality control checks to ensure standard operating procedures are being properly followed; submitting and analyzing data; training analytical chemists in best practices; and independently formulating research standard operating procedures for the laboratory. There are no comparable positions within the work unit. The requested salary results in a market index of 100%. | 16,799 | 30.54 | \$ 55,000 | \$ 55,000 | \$71,799.00 | 9/16/2014 |
| 7 | School of Pharmacy | Jayakody | Chatura | School of Pharmacy | Research Associate | This recommended salary increase is for equity with other employees at the same classification performing similar work. The requested salary results in a market index of 95.7% and creates no equity issues. | 6,568 | 18.03 | \$ 36,432 | \$ 36,432 | \$43,000.00 | 9/16/2014 |

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 | | | | | | | | | | | |

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

| 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 |
|-----|------------------|--------------------|---------------------|------------|------------|--------|-------------------------|----------------------|----------------|----------------|-----------------|----------------|
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The University of North Carolina at Chapel Hill
EXECUTIVE SUMMARY
Board of Trustees
October 23, 2014

Attachment 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 Sciences | Mengjie Chen | Public Health | N/A | Assistant Professor | N/A | 8/1/2014 | \$110,000.00 |
| 2 | Health Sciences | Cindy Wu | Surgery | Visiting Assistant Professor | Assistant Professor | N/A | 11/1/2014 | \$225,000.00 |
| Addition of Joint Appointment without Tenure | | | | | | | | |
| n/a | | | | | | | | |
| Promotion to Full Professor | | | | | | | | |
| 3 | Health Sciences | Debra Barksdale | Nursing | Associate Professor | Professor | N/A | 11/1/2014 | \$124,984.00 |
| Reappointments to the same Rank | | | | | | | | |
| 4 | Health Sciences | Gang Fang | Pharmacy | Assistant Professor | Assistant Professor | N/A | 11/18/2015 | \$111,320.00 |
| 5 | Health Sciences | Christine Oramasionwu | Pharmacy | Assistant Professor | Assistant Professor | N/A | 10/28/2015 | \$108,284.00 |
| Designation/Reappointments to Departmental Chair | | | | | | | | |
| n/a | | | | | | | | |
| Designation/Reappointments to Distinguished Professorship | | | | | | | | |
| 6 | Health Sciences | Harendra Arora | Medicine | Clinical Professor | Edward A. Norfleet, MD '70 Distinguished Professor in Anesthesiology | N/A | 10/24/2014 | \$275,873.00 |
| 7 | Health Sciences | Jan Busby-Whitehead | Medicine | Professor | Mary & Thomas Hudson Distinguished Professorship in Geriatric Medicine, Center for Aging & Health | N/A | 12/1/2014 | \$243,115.00 |
| Actions Conferring Tenure | | | | | | | | |
| Promotion Conferring Tenure | | | | | | | | |
| 8 | Health Sciences | Gabriel Dichter | Psychiatry | Assistant Professor | Associate Professor | Promotion based on demonstrated excellence in research | 12/1/2014 | \$86,052.00 |
| 9 | Health Sciences | Laura Klinger | Psychiatry | Associate Professor | Associate Professor | Promotion based on excellence in clinical scholarship | 10/1/2014 | \$194,781.00 |
| New Appointments Conferring Tenure | | | | | | | | |
| 10 | Academic Affairs | Kenneth Bollen | Psychology - Base/ Sociology - Full Joint | Distinguished Professor | Distinguished Professor | Promotion based on excellence in research | 1/1/2015 | \$226,865.00 |
| Addition of Joint Appointment Conferring Tenure | | | | | | | | |
| 11 | Health Sciences | Maureen Su | Pediatrics/Microbiology & Immunology | Assistant Professor | Associate Professor | Promotion based on excellence in research | 11/1/2014 | \$138,377.00 |
| Corrections | | | | | | | | |
| 0 | | | | | | | | |

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 | Health Affairs | Kevin Carneiro | School of Medicine | Clinical Assistant Professor | Increase due to additional duties as Medical Director at the UNC Spine Center | \$40,000 | 22.22% | \$185,000 | \$220,000 | 12/1/2014 |
| 2 | Health Affairs | Kendall Hutson | School of Medicine | Research Technician | Increase due to job change from SPA role to Research Assistant Professor | \$13,934 | 38.63% | \$36,066 | \$50,000 | 12/1/2014 |
| 3 | Health Affairs | Jonathan Schisler | School of Medicine | Research Instructor | Increase due to job change from Research Instructor to Research Assistant Professor | \$16,600 | 22.65% | \$73,300 | \$89,900 | 12/1/2014 |
| 4 | Health Affairs | Ikuko Smith | School of Medicine | Postdoc Research Associate | Increase due to job change from SPA role to Research Assistant Professor | \$10,918 | 21.17% | \$51,582 | \$62,500 | 12/1/2014 |
| 5 | Health Affairs | Joan Taylor | School of Medicine | Professor/Assoc Director | Increase due to secondary appointment as | \$26,274 | 19.12% | \$133,701 | \$163,701 | 12/1/2014 |
| 6 | Health Affairs | Janelle Torchio | School of Medicine | Postdoc Research Associate | Increase due to job change from SPA role to Research Assistant Professor | \$42,000 | 87.50% | \$48,000 | \$90,000 | 12/1/2014 |
| 7 | Health Affairs | Monte Willis | School of Medicine | Associate Professor | Increase due to secondary appointment as Vice Chair for Academic Affairs in his department and the additional duties that come with that role | \$21,598 | 13.51% | \$161,410 | \$181,410 | 12/1/2014 |
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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

EXECUTIVE SUMMARY

Board of Trustees

July 14, 2014

| No. | College/Division | First Name | Last Name | Department/School | Rank | Description |
|--|--------------------|-------------|-------------|-------------------------------|-------------------------------------|-------------------------------|
| For Information - Leave of Absence for Fiscal Year 2014 (7/1/2013-7/1/2014) | | | | | | |
| 1 | Arts & Sciences | ANNA | AGBE-DAVIES | Anthropology | Assistant Professor | Internal Competitive Leave |
| 2 | Arts & Sciences | HOWARD | ALDRICH | Sociology | Distinguished Professor/dept. chair | Research and Study Assignment |
| 3 | Arts & Sciences | SARA | ALGOE | Psychology | Assistant Professor | Research and Study Assignment |
| 4 | Arts & Sciences | STEPHEN | ANDERSON | Music | Associate Professor | Internal Competitive Leave |
| 5 | VC Student Affairs | SUZANNE | ARAGONA | Campus Health Services | Social Worker/Case Manager | Other |
| 6 | Arts & Sciences | YAAKOV | ARIEL | Religious Studies | Professor | Internal Competitive Leave |
| 7 | Arts & Sciences | CAROL | ARNOSTI | Marine Sciences | Professor | Research and Study Assignment |
| 8 | Arts & Sciences | TODD | AUSTELL | Chemistry | Research Asst Professor/Academic Ad | Professional Leave |
| 9 | Arts & Sciences | GERSHUN | AVILEZ | English & Comp Literature | Assistant Professor | Research and Study Assignment |
| 10 | Arts & Sciences | CEMIL | AYDIN | History | Associate Professor | Internal Competitive Leave |
| 11 | Arts & Sciences | JANICE | BARDSLEY | Asian Studies | Assoc. Professor | Internal Competitive Leave |
| 12 | Arts & Sciences | BRANDON | BAYNE | Religious Studies | Assistant Professor | Parental Leave |
| 13 | Arts & Sciences | PRAKASH | BELKALE | Mathematics | Professor | Research and Study Assignment |
| 14 | Arts & Sciences | TAMARA | BERG | Computer Science | Assistant Professor | Research and Study Assignment |
| 15 | Arts & Sciences | LUCIA | BINOTTI | Romance Languages | Professor | Internal Competitive Leave |
| 16 | Arts & Sciences | CAROLE | BLAIR | Communication Studies | Professor | Research and Study Assignment |
| 17 | Arts & Sciences | MARCUS | BULL | History | Distinguished Professor | External Competitive |
| 18 | Arts & Sciences | KATHRYN | BURNS | History | Professor | External Competitive |
| 19 | Arts & Sciences | IVAN | CHEREDNIK | Mathematics | Distinguished Professor | Research and Study Assignment |
| 20 | Arts & Sciences | CHRISTOPHER | CLARK | Political Science | Assistant Professor | Parental Leave |
| 21 | Arts & Sciences | JAMES | COLEMAN | English & Comp Literature | Professor | Research and Study Assignment |
| 22 | Arts & Sciences | PAMELA | COOPER | English & Comp Literature | Associate Professor | Other |
| 23 | Arts & Sciences | STACEY | DAUGHTERS | Psychology | Associate Professor | Parental Leave |
| 24 | Sch Journalism | PATRICK | DAVISON | Journalism/Mass Communication | Professor | External Competitive |
| 25 | Arts & Sciences | SARAH | DEMPSEY | Communication Studies | Assistant Professor | Parental Leave |
| 26 | Arts & Sciences | JOSEPH | DESIMONE | Chemistry | Chancellor's Eminent Professor | Professional Leave |
| 27 | Sch Pub Hlth | KEMI | DOLL | Health Policy and Management | Post-Doctoral Research Associate | Other |
| 28 | Arts & Sciences | OSWALDO | ESTRADA | Romance Languages | Associate Professor | Research and Study Assignment |
| 29 | Arts & Sciences | MARYANN | FELDMAN | Public Policy | Distinguished Professor | Off Campus Assignment |
| 30 | Arts & Sciences | EMMA | FLATT | History | Assistant Professor | External Competitive |
| 31 | Arts & Sciences | GREGORY | FLAXMAN | English & Comp Literature | Associate Professor | Professional Leave |
| 32 | Arts & Sciences | DAVID | GARCIA | Music | Associate Professor | External Competitive |
| 33 | Arts & Sciences | MELISSA | GEIL | English & Comp Literature | Lecturer | Family and Medical Leave |
| 34 | Arts & Sciences | JOSEPH | GLATTHAAR | History | Distinguished Professor | External Competitive |
| 35 | Arts & Sciences | PERVIN | GOKARIKSEL | Geography | Associate Professor | Parental Leave |
| 36 | Sch Medicine | CATHERINE | GRODENSKY | Comprehensive Cancer Center | Program Coordinator | Personal |
| 37 | Arts & Sciences | GUANG | GUO | Sociology | Welsh Distinguished Professor | Research and Study Assignment |

The University of North Carolina at Chapel Hill

EXECUTIVE SUMMARY

Board of Trustees

July 14, 2014

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|----|-----------------|-------------|-----------|-------------------------------|---------------------------------------|-------------------------------|
| 38 | Arts & Sciences | PHILIP | GURA | English & Comp Literature | Distinguished Professor | Internal Competitive Leave |
| 39 | Arts & Sciences | ZEINA | HALABI | Asian Studies | Assistant Professor | Research and Study Assignment |
| 40 | Arts & Sciences | ELIZABETH | HAVICE | Geography | Assistant Professor | Professional Leave |
| 41 | Arts & Sciences | JONATHAN | HESS | Germanic & Slavic Lang & Lit | Distinguished Professor | Research and Study Assignment |
| 42 | Arts & Sciences | THOMAS | HOFWEBER | Philosophy | Professor | External Competitive |
| 43 | Arts & Sciences | LIESBET | HOOGHE | Political Science | W.R. Kenan, Jr. Distinguished Profess | Professional Leave |
| 44 | Arts & Sciences | CHRISTOPHER | JONES | Mathematics | Guthridge Distinguished Professor | Research and Study Assignment |
| 45 | Arts & Sciences | MICHELLE | KING | History | Associate Professor | External Competitive |
| 46 | Sch Law | HOLNING | LAU | School of Law | Professor | Parental Leave |
| 47 | Arts & Sciences | MARGARET | LEE | African, Afri-Amer & Diaspora | Associate Professor | Internal Competitive Leave |
| 48 | Arts & Sciences | WAYNE | LEE | History | Distinguished Term Professor | Research and Study Assignment |
| 49 | Arts & Sciences | PAUL | LESLIE | Anthropology | Prof./dept. Chair | Internal Competitive Leave |
| 50 | Arts & Sciences | NICHOLA | LOWE | City & Regional Planning | Associate Professor | Research and Study Assignment |
| 51 | Arts & Sciences | WILLIAM | LYCAN | Philosophy | Distinguished Professor | Professional Leave |
| 52 | Arts & Sciences | ANNE | MACNEIL | Music | Associate Professor | Internal Competitive Leave |
| 53 | Arts & Sciences | CAROL | MAGEE | Art | Associate Professor | Research and Study Assignment |
| 54 | Arts & Sciences | GARY | MARKS | Political Science | Distinguished Professor/director | Professional Leave |
| 55 | Arts & Sciences | CHRISTOPHER | MARTENS | Marine Sciences | Distinguished Professor | Research and Study Assignment |
| 56 | Arts & Sciences | CHRISTOPHER | MIDDLETON | Anthropology | Assistant Professor | Internal Competitive Leave |
| 57 | Arts & Sciences | CHARLES | MITCHELL | Biology | Associate Professor | Research and Study Assignment |
| 58 | Arts & Sciences | JAMES | MOESER | Music | Professor | Off Campus Assignment |
| 59 | Arts & Sciences | MICHAEL | MORGAN | History | Assistant Professor | Research and Study Assignment |
| 60 | Arts & Sciences | NEIL | MULLIGAN | Psychology | Professor | Research and Study Assignment |
| 61 | Arts & Sciences | CHERIE | NDALIKO | Music | Assistant Professor | Internal Competitive Leave |
| 62 | Arts & Sciences | ROBERTA | OWEN | Dramatic Art | Distinguished Professor | Internal Competitive Leave |
| 63 | Arts & Sciences | LAURIE | PAUL | Philosophy | Professor | Research and Study Assignment |
| 64 | Arts & Sciences | ROBERT | PEET | Biology | Professor | Research and Study Assignment |
| 65 | Arts & Sciences | INGA | POLLMANN | Germanic & Slavic Lang & Lit | Assistant Professor | Research and Study Assignment |
| 66 | Sch Law | GREGG | POLSKY | School of Law | Willie Person Mangum Professor of La | Professional Leave |
| 67 | Arts & Sciences | GERALD | POSTEMA | Philosophy | Distinguished Professor | Research and Study Assignment |
| 68 | Arts & Sciences | ROBERT | PROCTOR | Mathematics | Professor | Professional Leave |
| 69 | Sch Law | KATIE ROSE | PRYAL | School of Law | Clinical Associate Professor | Personal |
| 70 | Arts & Sciences | CYNTHIA | RADDING | History | Distinguished Professor | Professional Leave |
| 71 | Arts & Sciences | ENNIO | RAO | Romance Languages | Professor | Research and Study Assignment |
| 72 | Sch Law | DANA | REMUS | School of Law | Associate Professor | Professional Leave |
| 73 | Arts & Sciences | ANDREW | REYNOLDS | Political Science | Associate Professor | Research and Study Assignment |
| 74 | Arts & Sciences | JOSE | RIAL | Geological Sciences | Professor | Research and Study Assignment |
| 75 | Arts & Sciences | COURTNEY | RIVARD | English & Comp Literature | Lecturer | Parental Leave |
| 76 | Arts & Sciences | SARAH | ROBERTS | Political Science | Assistant Professor | Research and Study Assignment |
| 77 | Arts & Sciences | ERIC | RYAN | Exercise & Sport Science | Stallings Fellow Assistant Professor | Research and Study Assignment |
| 78 | Arts & Sciences | DONALD | SEARING | Political Science | Distinguished Professor | Off Campus Assignment |

The University of North Carolina at Chapel Hill

EXECUTIVE SUMMARY

Board of Trustees

July 14, 2014

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|-----|-----------------|----------|------------|-------------------------------|--|-------------------------------|
| 79 | Arts & Sciences | BEREKET | SELASSIE | African, Afri-Amer & Diaspora | Distinguished Professor | Research and Study Assignment |
| 80 | Arts & Sciences | LILLY | SHANAHAN | Psychology | Assistant Professor | Research and Study Assignment |
| 81 | Arts & Sciences | SARAH | SHARMA | Communication Studies | Associate Professor | Research and Study Assignment |
| 82 | Arts & Sciences | HAIPENG | SHEN | Statistics and Operations Res | Professor | Personal |
| 83 | Arts & Sciences | SARAH | SHIELDS | History | Bowman & Gordon Gray Dist Term Pr | Research and Study Assignment |
| 84 | Arts & Sciences | MARTIN | SIMPSON | English & Comp Literature | Kenan Distinguished Professor | Research and Study Assignment |
| 85 | Arts & Sciences | JENNIFER | SMITH | Linguistics | Associate Professor | Internal Competitive Leave |
| 86 | Sch Law | ROBERT | SMITH | School of Law | Assistant Professor | Professional Leave |
| 87 | Arts & Sciences | CONGHE | SONG | Geography | Professor | Research and Study Assignment |
| 88 | Arts & Sciences | YAN | SONG | City & Regional Planning | Professor | Research and Study Assignment |
| 89 | Sch Business | BRADLEY | STAATS | Kenan-Flagler Business School | Associate Professor | Professional Leave |
| 90 | Arts & Sciences | JAMES | STIMSON | Political Science | Distinguished Professor | Professional Leave |
| 91 | Arts & Sciences | RICHARD | SUPERFINE | Physics-Astronomy | Taylor-Williams Distinguished Profess | Research and Study Assignment |
| 92 | Arts & Sciences | ANDREAS | TESKE | Marine Sciences | Professor | Internal Competitive Leave |
| 93 | Sch Law | KATHLEEN | THOMAS | School of Law | Assistant Professor | Parental Leave |
| 94 | Arts & Sciences | JANE | THRAILKILL | English & Comp Literature | Distinguished Term Associate Profess | Internal Competitive Leave |
| 95 | Arts & Sciences | HONG-AN | TRUONG | Art | Assistant Professor | Parental Leave |
| 96 | Arts & Sciences | KAROLYN | TYSON | Sociology | Professor | External Competitive |
| 97 | Arts & Sciences | JOSEPH | VISCOMI | English & Comp Literature | Distinguished Professor | Other |
| 98 | Sch Pub Hlth | MORRIS | WEINBERGER | Health Policy and Management | Distinguished Professor | Off Campus Assignment |
| 99 | Arts & Sciences | RONALD | WILLIAMS | African, Afri-Amer & Diaspora | ASSISTANT PROFESSOR | Parental Leave |
| 100 | Arts & Sciences | RACHEL | WILLIS | American Studies | Associate Professor | Research and Study Assignment |
| 101 | Arts & Sciences | SUSAN | WOLF | Philosophy | Director, Philosophy in Humanities Pro | Research and Study Assignment |
| 102 | Arts & Sciences | CLARA | YANG | Music | Assistant Professor | Research and Study Assignment |
| 103 | Arts & Sciences | ANDREW | YATES | Economics | Assistant Professor | Research and Study Assignment |
| 104 | Arts & Sciences | JIAYUN | ZHUANG | Dramatic Art | Assistant Professor | Family and Medical Leave |

| No. | College/Division | First Name | Last Name | Department/School | Rank | Description |
|---|------------------|------------|-----------|-------------------|---------------------|---|
| For Information - End of Employment - Fiscal Year 2014 (7/1/2013 - 7/1/2014) | | | | | | |
| 1 | Arts & Sciences | ELIZABETH | ADAMS | Psychology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 2 | Sch Medicine | ROHIT | AHUJA | Medicine | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 3 | Arts & Sciences | JOHN | AKIN | Economics | PROFESSOR | Emeritus Retirement |
| 4 | Sch Medicine | LEKISHA | ALESII | Anesthesiology | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 5 | Arts & Sciences | CARRIE | ALTER | Art | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 6 | Arts & Sciences | SAHAR | AMER | Asian Studies | PROFESSOR | Retirement |
| 7 | Arts & Sciences | MARTINE | ANTLE | Romance Languages | PROFESSOR | Retirement |

The University of North Carolina at Chapel Hill

EXECUTIVE SUMMARY

Board of Trustees

July 14, 2014

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|----|-----------------|-------------|--------------|-------------------------------|---------------------|---|
| 8 | Sch Medicine | CYNTHIA | BAKER | Pediatrics | INSTRUCTOR | Other |
| 9 | Sch Medicine | JAMES | BARBA | Allied Health Sciences | ASSISTANT PROFESSOR | Retirement |
| 10 | Arts & Sciences | DORIT | BAR-ON | Philosophy | PROFESSOR | Pursue Outside Employment/Further Education |
| 11 | Sch Medicine | HANNAH | BEAUCHAMP | Pediatrics | INSTRUCTOR | Other |
| 12 | Sch Medicine | ALAN | BEEBER | Psychiatry | PROFESSOR | Retirement |
| 13 | Sch Pub Hlth | WILFRIDA | BEHETS | Epidemiology | PROFESSOR | Retirement |
| 14 | Arts & Sciences | ARTHUR | BENAVIE | Economics | PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 15 | Sch Dentistry | CAROLINA | BERALDO MELC | Endodontics | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 16 | Arts & Sciences | GUSTAV | BERG | Physics-Astronomy | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 17 | Arts & Sciences | PHILIP | BERKE | City & Regional Planning | PROFESSOR | Pursue Outside Employment/Further Education |
| 18 | Sch Medicine | JENNA | BLACK | Anesthesiology | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 19 | Arts & Sciences | SIMON | BLACKBURN | Philosophy | PROFESSOR | Other |
| 20 | Sch Medicine | ALISON | BLAKE | Pediatrics | INSTRUCTOR | Other |
| 21 | Sch Business | EDWARD | BLOCHER | Kenan-Flagler Business School | PROFESSOR | Retirement |
| 22 | Sch Medicine | ERIC | BOLIN | Anesthesiology | INSTRUCTOR | Pursue Outside Employment/Further Education |
| 23 | Sch Medicine | KRISTA | BONNER | Pediatrics | INSTRUCTOR | Other |
| 24 | Sch Dentistry | FREDERICK | BOOTH | Orthodontics | PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 25 | Sch Medicine | SAMANTHA | BORDEN | Pediatrics | INSTRUCTOR | Other |
| 26 | Sch Medicine | CARL | BOSE | Pediatrics | PROFESSOR | Phased Retirement |
| 27 | Sch Medicine | JENNIFER | BOWLES | Pediatrics | INSTRUCTOR | Other |
| 28 | Sch Journalism | RODERICK | BOYD | Journalism/Mass Communication | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 29 | Sch Medicine | LAURA | BRAM | Psychiatry | INSTRUCTOR | Pursue Outside Employment/Further Education |
| 30 | Arts & Sciences | MOLLY | BRECKLING | Music | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 31 | Sch Business | PETER | BREWS | Kenan-Flagler Business School | PROFESSOR | Pursue Outside Employment/Further Education |
| 32 | Sch Medicine | ARLENE | BRIDGES | Pathology & Lab Medicine | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 33 | Arts & Sciences | MAURICE | BROOKHART | Chemistry | PROFESSOR | Phased Retirement |
| 34 | Arts & Sciences | JAMES | BROWN | Germanic & Slavic Lang & Lit | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 35 | Arts & Sciences | CHRISTOPHER | BROWNING | History | PROFESSOR | Emeritus Retirement |
| 36 | Sch Medicine | JAMES | BRYAN | Medicine | PROFESSOR | Other |
| 37 | Sch Medicine | DEBRA | BUDWIT | Pathology & Lab Medicine | PROFESSOR | Retirement |
| 38 | Arts & Sciences | ELIZABETH | BURNS | Women's and Gender Studies | PROFESSOR | Emeritus Retirement |
| 39 | Sch Journalism | NAPOLEON | BYARS | Journalism/Mass Communication | ASSOCIATE PROFESSOR | Emeritus Retirement |
| 40 | Sch Journalism | QUEENIE | BYARS | Journalism/Mass Communication | ASSISTANT PROFESSOR | Emeritus Retirement |
| 41 | Sch Business | JOSEPH | BYLINSKI | Kenan-Flagler Business School | ASSOCIATE PROFESSOR | Retirement |
| 42 | Sch Medicine | ANDREW | BYRNE | Allied Health Sciences | INSTRUCTOR | Term Appt NonRenewal (Not Funding Related) |
| 43 | Sch Medicine | MICHELLE | CABRERA | Ophthalmology | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 44 | Sch Journalism | JONATHAN | CAMP | Journalism/Mass Communication | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 45 | Sch Nursing | JOHN | CARLSON | School of Nursing | ASSOCIATE PROFESSOR | At-Will Notice (Not Funding Related) |
| 46 | Arts & Sciences | ERIN | CARLSTON | English & Comp Literature | PROFESSOR | Pursue Outside Employment/Further Education |
| 47 | Sch Medicine | ELIZABETH | CARMAC | Pediatrics | INSTRUCTOR | Other |
| 48 | Arts & Sciences | KATHLEEN | CARROLL | Mathematics | LECTURER | Term Appt NonRenewal (Not Funding Related) |

The University of North Carolina at Chapel Hill

EXECUTIVE SUMMARY

Board of Trustees

July 14, 2014

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|----|-----------------|--------------|------------|-------------------------------|---------------------|---|
| 49 | Sch Journalism | BRIAN | CARROLL | Journalism/Mass Communication | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 50 | Sch Pub Hlth | CARRI | CASTEEL | Epidemiology | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 51 | Sch Medicine | NELSON | CASTILLO | Surgery | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 52 | Sch Social Work | JOANNE | CAYE | School of Social Work | ASSOCIATE PROFESSOR | Retirement |
| 53 | Sch Dentistry | HONG | CHEN | Endodontics | ASSISTANT PROFESSOR | Personal Reasons |
| 54 | Sch Dentistry | XI | CHEN | Dental Ecology Dept | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 55 | Arts & Sciences | MARY | CHOPAS | History | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 56 | Sch Medicine | SHAILESH | CHOUDHARY | Medicine | INSTRUCTOR | Personal Reasons |
| 57 | Arts & Sciences | MASSIMILIANO | CIRULLI | Romance Languages | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 58 | Sch Education | MARTA | CIVIL | School of Education | PROFESSOR | Pursue Outside Employment/Further Education |
| 59 | Arts & Sciences | FREDDIE | CLARK | Romance Languages | PROFESSOR | Emeritus Retirement |
| 60 | Sch Medicine | STEPHEN | CLARKE | Microbiology & Immunology | PROFESSOR | Personal Reasons |
| 61 | Sch Journalism | GEORGE | CLOUD | Journalism/Mass Communication | PROFESSOR | Emeritus Retirement |
| 62 | Arts & Sciences | KIMBERLY | COFFEY | Psychology | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 63 | Sch Medicine | NATHAN | COOK | Pediatrics | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 64 | Arts & Sciences | LOIS | COOKSEY | Psychology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 65 | Sch Pub Hlth | ROSE | CORY | Environment Sciences & Engi | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 66 | Arts & Sciences | M | CRAMER | Sociology | ASSOCIATE PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 67 | Arts & Sciences | SKYLER | CRANMER | Political Science | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 68 | Sch Medicine | SARAH | CROOP | Pediatrics | INSTRUCTOR | Other |
| 69 | Arts & Sciences | GRAHAM | CULBERTSON | English & Comp Literature | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 70 | Arts & Sciences | TIMOTHY | CUPERY | Sociology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 71 | Arts & Sciences | JENNIFER | CURTIS | Music | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 72 | Arts & Sciences | ADRIANNE | DALTON | English & Comp Literature | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 73 | Sch Medicine | JENNIFER | DANIELS | Pediatrics | INSTRUCTOR | Other |
| 74 | Arts & Sciences | YOANN | DARD | Romance Languages | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 75 | Sch Medicine | NANCY | DARTNALL | Psychiatry | ASSOCIATE PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 76 | Sch Medicine | CLARK | DAVIS | Cell Biology and Physiology | PROFESSOR | Emeritus Retirement |
| 77 | Sch Journalism | GARY | DAVIS | Journalism/Mass Communication | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 78 | Sch Law | CHARLES | DAYE | School of Law | PROFESSOR | Emeritus Retirement |
| 79 | Arts & Sciences | ADELA | DEANOVA | Germanic & Slavic Lang & Lit | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 80 | Sch Medicine | RANI | DELANEY | Pediatrics | INSTRUCTOR | Other |
| 81 | Sch Medicine | KRISTIN | DELEO | Psychiatry | INSTRUCTOR | Term Appt NonRenewal (Not Funding Related) |
| 82 | Sch Medicine | PAUL | DENTON | Medicine | INSTRUCTOR | Pursue Outside Employment/Further Education |
| 83 | Sch Medicine | NINAD | DESHMUKH | Surgery | INSTRUCTOR | Pursue Outside Employment/Further Education |
| 84 | Sch Dentistry | LUDA | DIATCHENKO | Endodontics | PROFESSOR | Pursue Outside Employment/Further Education |
| 85 | Sch Medicine | MEGAN | DIFURIO | Pathology & Lab Medicine | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 86 | Arts & Sciences | GLADYS | DOBBS | Geography | LECTURER | Pursue Outside Employment/Further Education |
| 87 | Arts & Sciences | KRISTEN | DOLAN | History | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 88 | Sch Pub Hlth | ROSALIE | DOMINIK | Biostatistics | ASSOCIATE PROFESSOR | Personal Reasons |
| 89 | Sch Medicine | FRANS | DONKERS | Psychiatry | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |

The University of North Carolina at Chapel Hill

EXECUTIVE SUMMARY

Board of Trustees

July 14, 2014

| | | | | | | |
|-----|-----------------|-------------|---------------|-------------------------------|---------------------|---|
| 90 | Arts & Sciences | JENNIFER | DONNALLY | History | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 91 | Sch Medicine | MARY | DOOLEY | Medicine | ASSOCIATE PROFESSOR | Retirement |
| 92 | Arts & Sciences | NORA | DOYLE | History | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 93 | Sch Govt | JAMES | DRENNAN | School of Government | PROFESSOR | Phased Retirement |
| 94 | Arts & Sciences | ALEXANDER | DUKALSKIS | Peace War & Defense | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 95 | Sch Journalism | MICHAEL | DUKES | Journalism/Mass Communication | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 96 | Sch Medicine | ELIZABETH | DUNCAN | Medicine | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 97 | Sch Medicine | ANDREA | DUNN | Allied Health Sciences | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 98 | Sch Medicine | JONATHAN | DUTTON | Ophthalmology | PROFESSOR | Emeritus Retirement |
| 99 | Arts & Sciences | PATRICK | EBERLEIN | Mathematics | PROFESSOR | Emeritus Retirement |
| 100 | Arts & Sciences | DAVID | ECKERMAN | Psychology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 101 | Sch Medicine | JENNIFER | EDWARDS | Psychiatry | INSTRUCTOR | Pursue Outside Employment/Further Education |
| 102 | Sch Social Work | CHRISTOPHER | EGAN | School of Social Work | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 103 | Sch Medicine | MURUVET | ELKAY | Neurology | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 104 | Sch Medicine | HALEY | ENGEL | Pediatrics | INSTRUCTOR | Other |
| 105 | Sch Social Work | DANIA | ERMENTROUT | School of Social Work | INSTRUCTOR | Personal Reasons |
| 106 | Sch Medicine | SADYE | ERRICKSON | Allied Health Sciences | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 107 | Sch Medicine | DENISE | ESSERMAN | Medicine | ASSISTANT PROFESSOR | Personal Reasons |
| 108 | Arts & Sciences | BAROHNY | EUN | Asian Studies | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 109 | Arts & Sciences | ALASSANE | FALL | African, Afri-Amer & Diaspora | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 110 | Sch Social Work | WALTER | FARRELL | School of Social Work | PROFESSOR | Retirement |
| 111 | Arts & Sciences | TRACY | FELDMAN | Biology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 112 | Arts & Sciences | PAUL | FERGUSON | Communication Studies | PROFESSOR | Phased Retirement |
| 113 | Sch Dentistry | RICHARD | FETTERMAN | Prosthodontics | PROFESSOR | Other |
| 114 | Arts & Sciences | JOSHUA | FETTERMAN | Psychology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 115 | Arts & Sciences | JOSEPH | FICARROTTA | Philosophy | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 116 | Sch Pub Hlth | LAUREL | FILES | Health Policy and Management | ASSOCIATE PROFESSOR | Emeritus Retirement |
| 117 | Sch Journalism | LAURA | FIORILLI-CREW | Journalism/Mass Communication | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 118 | Arts & Sciences | W | FLETCHER | History | PROFESSOR | Phased Retirement |
| 119 | Sch Journalism | JEAN | FOLKERTS | Journalism/Mass Communication | PROFESSOR | Emeritus Retirement |
| 120 | Arts & Sciences | LAUREN | FORDYCE | Anthropology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 121 | Sch Medicine | JAMES | FOSTER | Medicine | PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 122 | Sch Medicine | DAWN | FRAUTSCHY | Pediatrics | INSTRUCTOR | Other |
| 123 | Arts & Sciences | PIERCE | FREELON | Music | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 124 | Arts & Sciences | PIERCE | FREELON | Music | LECTURER | Other |
| 125 | Arts & Sciences | PETER | FRIEDRICH | Dramatic Art | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 126 | Arts & Sciences | RITA | FUCHS LOKENS | Psychology | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 127 | Arts & Sciences | SHOKO | FUKUYA | Asian Studies | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 128 | Sch Social Work | ROBIN | GAULT-WINTON | School of Social Work | INSTRUCTOR | Funding Contingency Clause (Contract/Grant) |
| 129 | Sch Medicine | KRISTEN | GEIB | Pediatrics | ASSOCIATE PROFESSOR | Other |
| 130 | Arts & Sciences | MICAH | GILMER | Public Policy | LECTURER | Term Appt NonRenewal (Not Funding Related) |

The University of North Carolina at Chapel Hill

EXECUTIVE SUMMARY

Board of Trustees

July 14, 2014

| | | | | | | |
|-----|-----------------|-------------|------------|-------------------------------|---------------------|---|
| 131 | Arts & Sciences | ANNELIES | GOGER | Geography | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 132 | Sch Medicine | JESSE | GOLDSTEIN | Surgery | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 133 | Sch Medicine | DIANA | GORDON | Pediatrics | INSTRUCTOR | Other |
| 134 | Sch Medicine | OLEG | GORKUN | Pathology & Lab Medicine | ASSISTANT PROFESSOR | Funding Contingency Clause (Contract/Grant) |
| 135 | Sch Medicine | BARRY | GOZ | Pharmacology | PROFESSOR | Retirement |
| 136 | Sch Medicine | DIANA | GRAHAM | Psychiatry | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 137 | Sch Medicine | CHRISTOPHER | GRATIAN | Anesthesiology | INSTRUCTOR | Pursue Outside Employment/Further Education |
| 138 | Arts & Sciences | DAVID | GRAY | Peace War & Defense | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 139 | Arts & Sciences | MELANIE | GREEN | Psychology | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 140 | Sch Medicine | JACLYN | GREEN | Radiology | INSTRUCTOR | Other |
| 141 | Sch Medicine | DAVID | GRIMES | Obstetrics and Gynecology | PROFESSOR | Retirement |
| 142 | Sch Social Work | SHENYANG | GUO | School of Social Work | PROFESSOR | Pursue Outside Employment/Further Education |
| 143 | Arts & Sciences | MINROSE | GWIN | English & Comp Literature | PROFESSOR | Phased Retirement |
| 144 | Sch Medicine | TAMMY | HAITHCOX | Pediatrics | INSTRUCTOR | Pursue Outside Employment/Further Education |
| 145 | Arts & Sciences | JACQUELYN | HALL | History | PROFESSOR | Emeritus Retirement |
| 146 | Sch Medicine | WILLIAM | HALL | Medicine | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 147 | Sch Dentistry | DAVID | HALL | Orthodontics | PROFESSOR | Personal Reasons |
| 148 | Arts & Sciences | ALISON | HALPERIN | Art | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 149 | Arts & Sciences | ALISON | HALPERIN | Art | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 150 | Sch Nursing | JILL | HAMILTON | School of Nursing | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 151 | Sch Medicine | JENNIFER | HANNER | Psychiatry | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 152 | Sch Medicine | T | HARDEN | Pharmacology | PROFESSOR | Retirement |
| 153 | Sch Law | AARON | HARMON | School of Law | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 154 | Sch Medicine | CAROL | HARRELL | Medicine | INSTRUCTOR | Personal Reasons |
| 155 | Arts & Sciences | SARA | HAVILAND | Sociology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 156 | Sch Medicine | CHARLES | HAWORTH | Neurosurgery | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 157 | Sch Medicine | BRITNI | HEBERT | Medicine | ASSISTANT PROFESSOR | Personal Reasons |
| 158 | Sch Medicine | ALBERT | HEDGEPEETH | Psychiatry | INSTRUCTOR | Term Appt NonRenewal (Not Funding Related) |
| 159 | Sch Medicine | FREDERICK | HENDERSON | Pediatrics | PROFESSOR | Emeritus Retirement |
| 160 | Sch Medicine | RICHARD | HENDERSON | Orthopaedics | PROFESSOR | Phased Retirement |
| 161 | Arts & Sciences | RANDALL | HENDRICK | Linguistics | PROFESSOR | Phased Retirement |
| 162 | Arts & Sciences | REGINALD | HILDEBRAND | African, Afri-Amer & Diaspora | ASSOCIATE PROFESSOR | Phased Retirement |
| 163 | Arts & Sciences | ASHER | HILDEBRAND | Public Policy | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 164 | Sch Nursing | DENISE | HIRST | School of Nursing | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 165 | Arts & Sciences | DOROTHY | HOLLAND | Anthropology | PROFESSOR | Emeritus Retirement |
| 166 | Sch Dentistry | ROBERT | HOLLOWELL | Dental Ecology Dept | ASSOCIATE PROFESSOR | Personal Reasons |
| 167 | Sch Medicine | ELIZABETH | HOLOMAN | Pediatrics | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 168 | Sch Medicine | SELDEN | HOLT | Psychiatry | INSTRUCTOR | Transfer to UNCCH SPA Payroll |
| 169 | Sch Medicine | DOUGLAS | HOLTZMAN | Pediatrics | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 170 | Arts & Sciences | DANIEL | HOOKER | Exercise & Sport Science | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 171 | Sch Pub Hlth | JENNIFER | HORNEY | Epidemiology | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |

The University of North Carolina at Chapel Hill

EXECUTIVE SUMMARY

Board of Trustees

July 14, 2014

| | | | | | | |
|-----|-----------------|-------------------|--------------|-------------------------------|---------------------|---|
| 172 | Arts & Sciences | J MYRICK | HOWARD | City & Regional Planning | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 173 | Arts & Sciences | ROBIN | HOWARTH | City & Regional Planning | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 174 | Sch Medicine | CAROL | HUBBARD | Pediatrics | INSTRUCTOR | Other |
| 175 | Sch Medicine | BETH | HUDSON | Pediatrics | INSTRUCTOR | Pursue Outside Employment/Further Education |
| 176 | Sch Medicine | MATEUSZ | HUPERT | Biomedical Engineering | INSTRUCTOR | Funding Contingency Clause (Other Funds) |
| 177 | Sch Medicine | DANA | IGLESIAS | Family Medicine | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 178 | Sch Social Work | TERESA | ILINITCH | School of Social Work | INSTRUCTOR | Deceased |
| 179 | Sch Medicine | DAVID | INGRAM | Pediatrics | PROFESSOR | Emeritus Retirement |
| 180 | Sch Pub Hlth | DEBRA | IRWIN | Epidemiology | ASSOCIATE PROFESSOR | Personal Reasons |
| 181 | Sch Medicine | LEANNA | ISSERLIN | Psychiatry | ASSISTANT PROFESSOR | Personal Reasons |
| 182 | Sch Pharmacy | JENA | IVEY BURKHAR | School of Pharmacy | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 183 | Arts & Sciences | ALEXANDER | JECH | Philosophy | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 184 | Arts & Sciences | GEORGE | JENNE | Communication Studies | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 185 | Sch Pharmacy | JIAN | JIN | School of Pharmacy | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 186 | Sch Medicine | ANDREW | JOHNSON | Obstetrics and Gynecology | PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 187 | Arts & Sciences | DAVID | JONES | Chemistry | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 188 | Arts & Sciences | SONDRA | JONES | Sociology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 189 | Sch Govt | KENNETH | JOYNER | School of Government | LECTURER | Pursue Outside Employment/Further Education |
| 190 | Sch Pharmacy | RUDOLPH | JULIANO | School of Pharmacy | PROFESSOR | Phased Retirement |
| 191 | Sch Education | JULIE | JUSTICE | School of Education | ASSISTANT PROFESSOR | Personal Reasons |
| 192 | Sch Medicine | KAVITHA SRAVANTHI | KADUMPALLI | Medicine | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 193 | Sch Pub Hlth | WILLIAM | KALSBECK | Biostatistics | PROFESSOR | Emeritus Retirement |
| 194 | Sch Journalism | SRIRAM | KALYANARAMA | Journalism/Mass Communication | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 195 | Sch Business | JOHN | KASARDA | Kenan-Flagler Business School | PROFESSOR | Emeritus Retirement |
| 196 | Sch Medicine | WILLIAM | KAUFMANN | Pathology & Lab Medicine | PROFESSOR | Phased Retirement |
| 197 | Sch Medicine | KATE | KAWOLA | Allied Health Sciences | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 198 | Arts & Sciences | LARA | KEES | English & Comp Literature | LECTURER | Other |
| 199 | Arts & Sciences | THOMAS | KEMENY | Public Policy | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 200 | Sch Pharmacy | DEBRA | KEMP | School of Pharmacy | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 201 | Arts & Sciences | PATRICK | KENT | History | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 202 | Sch Medicine | CHRISTINE | KHANDELWAL | Family Medicine | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 203 | Sch Medicine | JOANNE | KILB | Pediatrics | INSTRUCTOR | Other |
| 204 | Arts & Sciences | GORHAM | KINDEM | Communication Studies | PROFESSOR | Emeritus Retirement |
| 205 | Sch Medicine | JONATHAN | KIRSCH | Medicine | ASSISTANT PROFESSOR | Other |
| 206 | Sch Pharmacy | KATHLEEN | KOECK | School of Pharmacy | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 207 | Sch Medicine | JONATHAN | KOMBRINCK | Anesthesiology | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 208 | Sch Business | DIMITRIOS | KOSTAMIS | Kenan-Flagler Business School | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 209 | Sch Medicine | KATERYNA | KOTLYAREVSK | Pediatrics | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 210 | Sch Medicine | KELLI | KRASE | Obstetrics and Gynecology | ASSISTANT PROFESSOR | Other |
| 211 | Arts & Sciences | PAUL | KROPP | Chemistry | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 212 | Sch Pub Hlth | PEI-FEN | KUAN | Biostatistics | ASSISTANT PROFESSOR | Personal Reasons |

The University of North Carolina at Chapel Hill

EXECUTIVE SUMMARY

Board of Trustees

July 14, 2014

| | | | | | | |
|-----|-----------------|-----------------------|-------------|-------------------------------|---------------------|---|
| 213 | Sch Social Work | HYE-CHUNG | KUM | School of Social Work | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 214 | Arts & Sciences | AARON | LACLUYZE | Physics-Astronomy | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 215 | Sch Dentistry | CYNTHIA | LAMBERT | Dental Ecology Dept | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 216 | Sch Medicine | MARYELLEN | LANE | Pediatrics | ASSISTANT PROFESSOR | Other |
| 217 | Sch Medicine | TIMOTHY | LANE | Medicine | PROFESSOR | Emeritus Retirement |
| 218 | Sch Pub Hlth | ABU HENA M. MAHBUB UL | LATIF | Biostatistics | PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 219 | Sch Govt | DAVID | LAWRENCE | School of Government | PROFESSOR | Other |
| 220 | Sch Medicine | SHERRY | LEBLANC | Pediatrics | INSTRUCTOR | Other |
| 221 | Sch Medicine | TAEWOO | LEE | Medicine | ASSOCIATE PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 222 | Sch Medicine | MARY | LEE | Pediatrics | INSTRUCTOR | Other |
| 223 | Arts & Sciences | DONNA | LEFEBVRE | Political Science | SENIOR LECTURER | Retirement |
| 224 | Arts & Sciences | CHRISTIANE | LEMKE-DAMPF | Political Science | PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 225 | Sch Pub Hlth | LUCIA | LEONE | Nutrition | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 226 | Sch Medicine | DANIEL | LERCHER | Pediatrics | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 227 | Sch Medicine | CARRIE | LEWIS | Pediatrics | INSTRUCTOR | Other |
| 228 | Sch Medicine | CARMEN | LEWIS | Medicine | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 229 | Arts & Sciences | XIAOYING | LILES | Asian Studies | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 230 | Arts & Sciences | ERIKA | LINDEMANN | English & Comp Literature | PROFESSOR | Emeritus Retirement |
| 231 | Arts & Sciences | ROBERT | LIPSHITZ | Mathematics | ASSISTANT PROFESSOR | Other |
| 232 | Sch Medicine | KATHERINE | LIU | Obstetrics and Gynecology | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 233 | Arts & Sciences | KENNETH | LOKENS GARD | Religious Studies | LECTURER | Pursue Outside Employment/Further Education |
| 234 | Arts & Sciences | ROGER | LOTCHIN | History | PROFESSOR | Emeritus Retirement |
| 235 | Sch Medicine | ELIZABETH | LUNDEEN | Pediatrics | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 236 | Arts & Sciences | ROBERT | LUPTON | English & Comp Literature | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 237 | Sch Medicine | BRADLY | MAC NEIL | Psychiatry | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 238 | Sch Medicine | MISCHA | MACHIUS | Pharmacology | ASSOCIATE PROFESSOR | Other |
| 239 | Sch Medicine | JUDY | MANN | Psychiatry | INSTRUCTOR | Retirement |
| 240 | Sch Info & Lib | RICHARD | MARCIANO | School of Info & Libr Science | PROFESSOR | Personal Reasons |
| 241 | Sch Info & Lib | JOANNE | MARSHALL | School of Info & Libr Science | PROFESSOR | Retirement |
| 242 | Arts & Sciences | JAMES | MARTINDALE | Mathematics | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 243 | Sch Medicine | MATTHEW | MASSARO | Pediatrics | INSTRUCTOR | Other |
| 244 | Sch Medicine | MILDRED | MAXWELL | Psychiatry | ASSISTANT PROFESSOR | Personal Reasons |
| 245 | Sch Medicine | LENA | MAYES | Anesthesiology | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 246 | Sch Medicine | PEGGY | MCCRACKEN | Pediatrics | ASSISTANT PROFESSOR | Other |
| 247 | Arts & Sciences | JENNIFER | MCDANELD | English & Comp Literature | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 248 | Arts & Sciences | TRENT | MCDOWELL | Geological Sciences | LECTURER | Other |
| 249 | Arts & Sciences | STEPHANIE | MCGARRAH | Public Policy | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 250 | Sch Medicine | LEE | MCLEAN | Allied Health Sciences | PROFESSOR | Emeritus Retirement |
| 251 | Sch Pharmacy | HOWARD | MCLEOD | School of Pharmacy | PROFESSOR | Pursue Outside Employment/Further Education |
| 252 | Arts & Sciences | JESSE | MCNIEL | Psychology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 253 | Arts & Sciences | JESSE | MCNIEL | Psychology | LECTURER | Term Appt NonRenewal (Not Funding Related) |

The University of North Carolina at Chapel Hill

EXECUTIVE SUMMARY

Board of Trustees

July 14, 2014

| | | | | | | |
|-----|-----------------|-------------|------------|-------------------------------|---------------------|---|
| 254 | Sch Medicine | SUSAN | MEIER | Pediatrics | ASSISTANT PROFESSOR | Other |
| 255 | Sch Medicine | PAUL | MERMIN | Psychiatry | PROFESSOR | Retirement |
| 256 | Sch Medicine | CHRISTINE | MICANCIN | Family Medicine | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 257 | Arts & Sciences | JONATHAN | MICANCIN | Biology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 258 | Arts & Sciences | PAUL | MICELI | Psychology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 259 | Sch Education | MELISSA | MILLER | School of Education | ASSISTANT PROFESSOR | Personal Reasons |
| 260 | Arts & Sciences | TIMOTHY | MILLER | Music | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 261 | Sch Nursing | MERLE | MISHEL | School of Nursing | PROFESSOR | Emeritus Retirement |
| 262 | Sch Journalism | SCOTT | MISNER | Journalism/Mass Communication | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 263 | Arts & Sciences | STEVEN | MITCHELL | Philosophy | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 264 | Arts & Sciences | YUKO | MIYAMOTO | Biology | ASSOCIATE PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 265 | Sch Medicine | BILLIE | MOATS-STAA | Pediatrics | ASSOCIATE PROFESSOR | Phased Retirement |
| 266 | Arts & Sciences | COLLEEN | MOORE | History | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 267 | Sch Info & Lib | BARBARA | MORAN | School of Info & Libr Science | PROFESSOR | Phased Retirement |
| 268 | Arts & Sciences | DAVID | MOREAU | City & Regional Planning | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 269 | Arts & Sciences | WENDY | MORGAN | Communication Studies | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 270 | Arts & Sciences | ROYCE | MURRAY | Chemistry | PROFESSOR | Phased Retirement |
| 271 | Arts & Sciences | CHRISTOPHER | MUSINA | Art | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 272 | Arts & Sciences | JOHN | NADAS | Music | PROFESSOR | Phased Retirement |
| 273 | Arts & Sciences | PUNITA | NAGPAL | Biology | ASSISTANT PROFESSOR | Other |
| 274 | Sch Medicine | KIMBERLY | NAIL | Pediatrics | INSTRUCTOR | Other |
| 275 | Sch Medicine | KAZUHIRO | NAKAMURA | Pharmacology | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 276 | Sch Nursing | LAURA | NASIR | School of Nursing | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 277 | Sch Nursing | VIRGINIA | NEELON | School of Nursing | ASSOCIATE PROFESSOR | Retirement |
| 278 | Arts & Sciences | ALISON | NEFF | Communication Studies | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 279 | Sch Medicine | DANIEL | NELSON | Social Medicine | PROFESSOR | Pursue Outside Employment/Further Education |
| 280 | Sch Dentistry | SAMUEL | NESBIT | Operative Dentistry | PROFESSOR | Retirement |
| 281 | Arts & Sciences | THOMAS | NEWPHER | Biology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 282 | Sch Medicine | SUSAN | NICKEL | Obstetrics and Gynecology | ASSISTANT PROFESSOR | Retirement |
| 283 | Sch Medicine | LARA | NOVAK | Radiation Oncology | ASSISTANT PROFESSOR | Personal Reasons |
| 284 | Sch Medicine | THOMAS | O CONNELL | Medicine | ASSOCIATE PROFESSOR | Personal Reasons |
| 285 | Arts & Sciences | TED | OAKLEY | Physics-Astronomy | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 286 | Sch Nursing | MARILYN | OERMANN | School of Nursing | PROFESSOR | Pursue Outside Employment/Further Education |
| 287 | Sch Medicine | MATTHEW | OETTINGER | Psychiatry | ASSISTANT PROFESSOR | Other |
| 288 | Sch Law | SAULE | OMAROVA | School of Law | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 289 | Sch Medicine | BERT | O'NEIL | Medicine | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 290 | Sch Journalism | HELEN | ORR | Journalism/Mass Communication | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 291 | Sch Medicine | NURI | OZTURK | Biochemistry and Biophysics | ASSISTANT PROFESSOR | Other |
| 292 | Sch Pharmacy | MARY | PAINE | School of Pharmacy | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 293 | Arts & Sciences | NALIN | PARIKH | Physics-Astronomy | ASSOCIATE PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 294 | Sch Medicine | W. | PATTERSON | Medicine | PROFESSOR | Pursue Outside Employment/Further Education |

The University of North Carolina at Chapel Hill

EXECUTIVE SUMMARY

Board of Trustees

July 14, 2014

| | | | | | | |
|-----|-----------------|------------|--------------|-------------------------------|---------------------|---|
| 295 | Sch Medicine | THOMAS | PAULSON | Pediatrics | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 296 | Sch Medicine | ADNAN | PERVEZ | Medicine | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 297 | Sch Journalism | SCOTT | PETERS | Journalism/Mass Communication | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 298 | Arts & Sciences | JEREMY | PETRANKA | Economics | LECTURER | Pursue Outside Employment/Further Education |
| 299 | Arts & Sciences | DEAN | PETTIT | Philosophy | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 300 | Arts & Sciences | DAVID | PIERCE | Mathematics | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 301 | Sch Medicine | RAMYA | PINNAMANENI | Medicine | ASSISTANT PROFESSOR | Personal Reasons |
| 302 | Sch Medicine | JESSICA | PITTMAN | Pediatrics | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 303 | Arts & Sciences | DAVID | PIZARRO | Philosophy | ASSOCIATE PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 304 | Arts & Sciences | JOSEPH | PLANTE | Mathematics | PROFESSOR | Emeritus Retirement |
| 305 | Sch Medicine | SCOTT | PLEVY | Medicine | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 306 | Arts & Sciences | DAVID | PODOFF | Public Policy | PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 307 | Sch Medicine | MICHAEL | POHLERS | Genetics | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 308 | Arts & Sciences | ANA MARIA | POLO SANCHEZ | Romance Languages | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 309 | Sch Info & Lib | JEFFREY | POMERANTZ | School of Info & Libr Science | ASSOCIATE PROFESSOR | Personal Reasons |
| 310 | Sch Medicine | VICTORIA | POWELL | Pediatrics | INSTRUCTOR | Other |
| 311 | Sch Medicine | CAMMIE | PRESLER | Pediatrics | ASSISTANT PROFESSOR | Other |
| 312 | Arts & Sciences | J | PROVAN | Statistics and Operations Res | PROFESSOR | Emeritus Retirement |
| 313 | Sch Medicine | HONG RYULL | PYO | Radiation Oncology | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 314 | Sch Medicine | MARK | QUALE | Emergency Medicine | INSTRUCTOR | Pursue Outside Employment/Further Education |
| 315 | Sch Medicine | BONZO | REDDICK | Family Medicine | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 316 | Sch Medicine | CYNTHIA | REILLY | Pediatrics | INSTRUCTOR | Other |
| 317 | Sch Medicine | DAVID | REINER | Pharmacology | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 318 | Sch Medicine | DAVID | RHYNE | Psychiatry | INSTRUCTOR | Pursue Outside Employment/Further Education |
| 319 | Arts & Sciences | RACHEL | RICHARDSON | English & Comp Literature | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 320 | Arts & Sciences | NINA | RIGGS | English & Comp Literature | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 321 | Sch Social Work | AMELIA | ROBERTS-LEW | School of Social Work | ASSOCIATE PROFESSOR | Emeritus Retirement |
| 322 | Arts & Sciences | ROBERT | ROBINSON | Music | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 323 | Sch Medicine | GREGORY | ROGERS | Psychiatry | INSTRUCTOR | Term Appt NonRenewal (Not Funding Related) |
| 324 | Sch Medicine | CHARLES | ROGERS | Medicine | PROFESSOR | Emeritus Retirement |
| 325 | Arts & Sciences | BENJAMIN | ROGERSON | English & Comp Literature | LECTURER | Pursue Outside Employment/Further Education |
| 326 | Arts & Sciences | FATIMA | ROMAN CAMAC | Romance Languages | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 327 | Sch Medicine | ANGELA | ROSENBERG | Allied Health Sciences | ASSOCIATE PROFESSOR | Retirement |
| 328 | Arts & Sciences | WALTER | RUCKER | African, Afri-Amer & Diaspora | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 329 | Sch Medicine | WILLIAM | RUTALA | Medicine | PROFESSOR | Pursue Outside Employment/Further Education |
| 330 | Sch Medicine | JANAYA | SADLER | Psychiatry | INSTRUCTOR | Other |
| 331 | Arts & Sciences | OMID | SAFI | Religious Studies | PROFESSOR | Pursue Outside Employment/Further Education |
| 332 | Arts & Sciences | EDWARD | SALMON | Biology | PROFESSOR | Retirement |
| 333 | Sch Medicine | JONATHAN | SAMUEL | Surgery | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 334 | Sch Medicine | STEFANIE | SARANTOPOUL | Medicine | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 335 | Arts & Sciences | JAMES | SASSER | Public Policy | PROFESSOR | Term Appt NonRenewal (Not Funding Related) |

The University of North Carolina at Chapel Hill

EXECUTIVE SUMMARY

Board of Trustees

July 14, 2014

| | | | | | | |
|-----|-----------------|------------|---------------|-------------------------------|---------------------|---|
| 336 | Arts & Sciences | MATTHEW | SAVAGE | Music | LECTURER | Pursue Outside Employment/Further Education |
| 337 | Sch Business | SEYED AMIN | SAYEDI ROSH K | Kenan-Flagler Business School | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 338 | Sch Medicine | JAMES | SCATLIFF | Radiology | PROFESSOR | Other |
| 339 | Arts & Sciences | KIMBERLY | SCHAEFER | Anthropology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 340 | Sch Medicine | STEPHANIE | SCHOUTEN | Pediatrics | INSTRUCTOR | Other |
| 341 | Arts & Sciences | ELEANOR | SEATON | Psychology | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 342 | Arts & Sciences | JAMES | SEAY | English & Comp Literature | PROFESSOR | Emeritus Retirement |
| 343 | Sch Medicine | RICHARD | SEGAL | Allied Health Sciences | PROFESSOR | Pursue Outside Employment/Further Education |
| 344 | Sch Business | MERIH | SEVILIR | Kenan-Flagler Business School | ASSOCIATE PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 345 | Arts & Sciences | THOMAS | SHAY | Environment and Ecology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 346 | VC Research | ELIZABETH | SHAY | UNC Inst for the Environment | ASSISTANT PROFESSOR | Other |
| 347 | Sch Dentistry | ROSE | SHEATS | Orthodontics | ASSOCIATE PROFESSOR | Retirement |
| 348 | Arts & Sciences | PETER | SHERWOOD | Germanic & Slavic Lang & Lit | PROFESSOR | Emeritus Retirement |
| 349 | Sch Pharmacy | QIAN | SHI | School of Pharmacy | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 350 | Arts & Sciences | KATHERINE | SHIELDS | Asian Studies | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 351 | Sch Medicine | CAROL | SHORES | Otolaryngology (Ent) | PROFESSOR | Retirement |
| 352 | Arts & Sciences | KATHERINE | SHRIEVES | Computer Science | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 353 | Sch Medicine | REBECCA | SIEGEL | Psychiatry | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 354 | Arts & Sciences | KEITH | SIMMONS | Philosophy | PROFESSOR | Pursue Outside Employment/Further Education |
| 355 | Sch Medicine | DENNIS | SIMPSON | Pathology & Lab Medicine | ASSISTANT PROFESSOR | Funding Contingency Clause (Contract/Grant) |
| 356 | Sch Medicine | IRENE | SKOWRONEK | Family Medicine | ASSISTANT PROFESSOR | Personal Reasons |
| 357 | Sch Pub Hlth | MEGHAN | SLINING | Nutrition | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 358 | Sch Medicine | LINDZIE | SMARCH | Pediatrics | INSTRUCTOR | Other |
| 359 | Arts & Sciences | BROOKS | SMITH | Music | PROFESSOR | Phased Retirement |
| 360 | Sch Medicine | DAVID | SMITH | Pediatrics | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 361 | Sch Medicine | SARA | SMITH | Psychiatry | INSTRUCTOR | Pursue Outside Employment/Further Education |
| 362 | Arts & Sciences | SANDY | SMITH-NONINI | Anthropology | ASSISTANT PROFESSOR | Other |
| 363 | Sch Dentistry | DOUGLAS | SOLOW | Operative Dentistry | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 364 | Arts & Sciences | MICHAEL | SONNICHSEN | Art | LECTURER | Pursue Outside Employment/Further Education |
| 365 | Sch Medicine | FELICIA | SOZA | Pediatrics | INSTRUCTOR | Other |
| 366 | Sch Medicine | RENAE | STAFFORD | Surgery | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 367 | Arts & Sciences | DAMIAN | STAMER | Art | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 368 | Sch Medicine | DEBORAH | STANFORD | Obstetrics and Gynecology | ASSISTANT PROFESSOR | Retirement |
| 369 | Sch Medicine | WILLIAM | STANSFIELD | Surgery | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 370 | Sch Medicine | LUCIA | STEFANINI | Biochemistry and Biophysics | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 371 | Arts & Sciences | BLAIRE | STEINWAND | Biology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 372 | Arts & Sciences | JOHN | STEWART | Economics | PROFESSOR | Emeritus Retirement |
| 373 | Arts & Sciences | JACQUELINE | STONE | Mathematics | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 374 | Sch Medicine | ROGER | STONE | Pathology & Lab Medicine | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 375 | Arts & Sciences | DAVID | STRAIGHT | Biology | ASSISTANT PROFESSOR | Retirement |
| 376 | Sch Medicine | SARAH | STREET | Cell Biology and Physiology | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |

The University of North Carolina at Chapel Hill

EXECUTIVE SUMMARY

Board of Trustees

July 14, 2014

| | | | | | | |
|-----|-----------------|-------------|------------|-----------------------------|---------------------|---|
| 377 | Sch Medicine | MONROE | STUTTS | Medicine | PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 378 | Arts & Sciences | BO | SUN | Asian Studies | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 379 | Sch Medicine | ALISON | SWEENEY | Medicine | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 380 | Sch Pub Hlth | ANDREW | SWICK | Nutrition | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 381 | Sch Social Work | DANIELLE | SWICK | School of Social Work | ASSISTANT PROFESSOR | Personal Reasons |
| 382 | Sch Medicine | XIAOLI | TANG | Radiation Oncology | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 383 | Arts & Sciences | MICHAEL | TAYLOR | American Studies | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 384 | Arts & Sciences | CHRISTOPHER | TEUTON | American Studies | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 385 | Sch Medicine | CHRISTOPHER | THOMAS | Medicine | ASSISTANT PROFESSOR | Funding Contingency Clause (Contract/Grant) |
| 386 | Sch Medicine | PATRICIA | THOMPSON | Surgery | INSTRUCTOR | Other |
| 387 | Arts & Sciences | CHARLES | THOMPSON | Public Policy | PROFESSOR | Retirement |
| 388 | Sch Medicine | RICHARD | TIDWELL | Pathology & Lab Medicine | PROFESSOR | Phased Retirement |
| 389 | Sch Education | LINDA | TILLMAN | School of Education | PROFESSOR | Emeritus Retirement |
| 390 | Sch Dentistry | KAREN | TIWANA | Operative Dentistry | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 391 | Arts & Sciences | TONYA | TRAIN | Biology | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 392 | Arts & Sciences | TONYA | TRAIN | Biology | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 393 | Sch Dentistry | CARROLL-ANN | TROTMAN | Orthodontics | PROFESSOR | Pursue Outside Employment/Further Education |
| 394 | Arts & Sciences | CRAIG | TURNER | Dramatic Art | PROFESSOR | Phased Retirement |
| 395 | Sch Law | WILLIAM | TURNIER | School of Law | PROFESSOR | Emeritus Retirement |
| 396 | Arts & Sciences | PETER | UHLENBERG | Sociology | PROFESSOR | Retirement |
| 397 | Arts & Sciences | RACHANA | UMASHANKAR | Asian Studies | LECTURER | Personal Reasons |
| 398 | Sch Medicine | MAHESH | VARIA | Radiation Oncology | PROFESSOR | Phased Retirement |
| 399 | Arts & Sciences | LARA | WAGNER | Geological Sciences | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 400 | Sch Pharmacy | CHRISTINE | WALKO | School of Pharmacy | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 401 | Sch Medicine | JUDITH | WARD | Psychiatry | ASSOCIATE PROFESSOR | Retirement |
| 402 | Sch Medicine | LEA | WATSON | Psychiatry | ASSOCIATE PROFESSOR | Other |
| 403 | Sch Medicine | LYNN | WEGNER | Pediatrics | PROFESSOR | Emeritus Retirement |
| 404 | Arts & Sciences | GARY | WEIN | Environment and Ecology | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 405 | Sch Medicine | JANICE | WERESZCZAK | Pediatrics | INSTRUCTOR | Other |
| 406 | Arts & Sciences | EVERETT | WHEELER | Peace War & Defense | LECTURER | Term Appt NonRenewal (Not Funding Related) |
| 407 | Sch Medicine | ANNE | WHEELER | Psychiatry | ASSOCIATE PROFESSOR | Pursue Outside Employment/Further Education |
| 408 | Sch Medicine | ANGELIQUE | WHITEHURST | Pharmacology | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 409 | Sch Medicine | BARRY | WHITSEL | Cell Biology and Physiology | PROFESSOR | Funding Contingency Clause (Contract/Grant) |
| 410 | Sch Medicine | JAMES | WHITT | Psychiatry | PROFESSOR | Retirement |
| 411 | Arts & Sciences | R MARK | WIGHTMAN | Chemistry | PROFESSOR | Phased Retirement |
| 412 | Arts & Sciences | JAMES | WILDE | Economics | PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 413 | Sch Dentistry | ALDRIDGE | WILDER | Operative Dentistry | PROFESSOR | Phased Retirement |
| 414 | Arts & Sciences | HEATHER | WILLIAMS | History | PROFESSOR | Pursue Outside Employment/Further Education |
| 415 | Sch Medicine | KATHRYN | WILSON | Allied Health Sciences | ASSISTANT PROFESSOR | Retirement |
| 416 | Sch Medicine | AMBERLY | WINDISCH | Urology | ASSISTANT PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 417 | Arts & Sciences | JOEL | WINKELMAN | Political Science | LECTURER | Term Appt NonRenewal (Not Funding Related) |

The University of North Carolina at Chapel Hill

EXECUTIVE SUMMARY

Board of Trustees

July 14, 2014

| | | | | | | |
|-----|-----------------|----------|-----------|------------------------------|---------------------|---|
| 418 | Sch Pharmacy | KRISTINA | WOLF | School of Pharmacy | ASSISTANT PROFESSOR | Funding Contingency Clause (Contract/Grant) |
| 419 | Sch Medicine | LYNNA | WOODS | Obstetrics and Gynecology | INSTRUCTOR | Personal Reasons |
| 420 | Arts & Sciences | CECIL | WOOTEN | Classics | PROFESSOR | Term Appt NonRenewal (Not Funding Related) |
| 421 | Sch Medicine | JOHN | WRIGHT | Ophthalmology | ASSOCIATE PROFESSOR | Retirement |
| 422 | Sch Pub Hlth | FRED | WRIGHT | Biostatistics | PROFESSOR | Pursue Outside Employment/Further Education |
| 423 | Sch Pub Hlth | MARCEL | YOTEBIENG | Epidemiology | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 424 | Sch Pub Hlth | WILLIAM | ZELMAN | Health Policy and Management | PROFESSOR | Emeritus Retirement |
| 425 | Sch Pub Hlth | SHUCHA | ZHANG | Nutrition | ASSISTANT PROFESSOR | Pursue Outside Employment/Further Education |
| 426 | Arts & Sciences | FEHIME | ZULFIKAR | Asian Studies | LECTURER | Pursue Outside Employment/Further Education |

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



Mail Ballot
Board of Trustees
October 15, 2014

Chancellor Carol Folt submits for your review and approval the EPA Non-Faculty and EPA Faculty Personnel Actions as recommended for October 2014. This mail ballot will be approved as part of the Consent Agenda at the Full Board meeting on Thursday, November 20, 2014.

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

| | Approve | Disapprove |
|--|--------------------------|--------------------------|
| EPA Non-Faculty Compensation Requests (Attachment A) | <input type="checkbox"/> | <input type="checkbox"/> |
| Faculty Salary Increases and Tenure Promotions (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 the Board of Trustees with a majority vote on October 19, 2014. Lowry Caudill, Alston Gardner, Jeff Brown, Haywood Cochrane, Don Curtis, Chuck Duckett, Kelly Hopkins, Steve Lerner, and Andrew Powell approved this action.