



OPEN SESSION

1. Convene Meeting
2. Roll Call
3. Consent Agenda
 - a. [Approval of September 2017 Minutes \(Regular Meeting\)](#)
 - b. [Ratification of Mail Ballot dated November 1, 2017](#)
 - c. [Ratification of Mail Ballot dated November 9, 2017](#)
4. Chair's Remarks
5. Student Body President's Remarks
6. Chancellor's Remarks
7. Leveraging Emerging Technologies for Media and Education – Steven King, Assistant Professor of Interactive and Multimedia, School of Media and Journalism
8. Report of the External Relations Committee
9. Report of the Finance, Infrastructure & Audit Committee
10. Report of the Strategic Framework Committee
11. Report of the University Affairs Committee

CLOSED SESSION

12. *Report of the External Relations Committee
13. *Report of the University Affairs Committee
14. *Legal Update

OPEN SESSION

15. Report of the External Relations Committee
16. Report of the University Affairs Committee
17. 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 28, 2017

The Board of Trustees met in regular session on Thursday, September 28, 2017 at The George Watts Hill Alumni Center, Alumni Hall. Chair Cochrane convened the meeting at 8:05 a.m.

ROLL CALL

Secretary Keyes called the roll and the following members were present:

Haywood D. Cochrane, Chair	Kelly Matthews Hopkins
Charles G. Duckett, Vice Chair	Allie Ray McCullen
William A. Keyes IV, Secretary	Hari H. Nath
W. Lowry Caudill, Past Chair	Dwight D. Stone
Jefferson W. Brown	Richard Y. Stevens
Julia Sprunt Grumbles	Elizabeth M. Adkins

STATE GOVERNMENT ETHICS ACT

Chair Cochrane read the following statement:

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 Grumbles and a second by Trustee Secretary Keyes, the minutes of the meeting of July 27, 2017 were approved as distributed; as was the ratification of the following mail ballots dated:

- August 18 – appointment of Bob Blouin as Executive Vice Chancellor and Provost
- August 31 – personnel actions, actions conferring tenure, and compensation actions
- September 12 – annual raise process for SAAO Tier 1 Vice Chancellors and Provost
(ATTACHMENTS A-C)

CHAIR'S REMARKS

- Chair Cochrane began his remarks by informing the audience of the passing of Judge Doug Parsons. Judge Parsons was a BOV member and friend of Trustee McCullen.
- Chair Cochrane thanked those in the audience for attending. He also thanked the chairs for their continued work.
 - Chair Cochrane continued to say that he is pleased with the changes to committee meetings.
- The Chair then shared that there are two presentations: Center for Banking and Finance in the School of Law and the NC Policy Collaboratory.
- Chair Cochrane called on Secretary Keyes to read a resolution of appreciation for Provost Jim Dean.

**RESOLUTION OF APPRECIATION
FOR
JAMES W. DEAN JR.
SEPTEMBER 28, 2017**

WHEREAS, James W. Dean Jr. has served as Executive Vice Chancellor and Provost of the University since 2013, providing exemplary academic leadership and exceptional budgetary and financial management; and

WHEREAS, Dr. Dean leveraged his deep experience in organizational behavior and strategic decision-making to skillfully lead the University through a period of growth and transition; and

WHEREAS, Dr. Dean set a high standard as Carolina's Chief Academic Officer, hiring seven deans, strengthening faculty retention efforts, and leading the review process for reaccreditation with the Southern Association of Colleges and Schools Commission on Colleges; and

WHEREAS, Dr. Dean deployed innovative and interdisciplinary approaches to drive continued excellence in teaching, research and service; and worked diligently to further Carolina's status as a premiere public institution that meets the needs of a diverse student body and the community at large; and

WHEREAS, Dr. Dean was integral in leading the student-athlete academic initiative working group and in creating the Carolina Metrics Project to evaluate and improve the University's work toward its mission and strategic priorities; and

WHEREAS, Dr. Dean is a man of great integrity and ethics who is guided by a strong moral compass, and is adept at understanding all levels of an organization, and treating everyone with value and respect;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the University of North Carolina at Chapel Hill profoundly thanks James W. Dean Jr. and expresses its deepest appreciation for his leadership, foresight and unwavering commitment to the University and his distinguished service as its Executive Vice Chancellor and Provost.

Chair Cochrane made a motion to adopt the resolution. Trustee Grumbles seconded and it passed unanimously.

- Chair Cochrane then acknowledged new Provost Bob Blouin.
- Chair Cochrane then restated the goals for the year:
 - 1) Continue to support our world-class Chancellor, Carol Folt, and her team as they guide our great public, research-driven institution to even greater accomplishments and impact.
Also part of Goal #1: Support the implementation of the University's strategic framework, "The Blueprint for Next," and its alignment with the UNC System's strategic plan, "Higher Expectations."
 - 2) Continue to innovate, translate and support economic development, consistent with our mission to improve the lives of all citizens of our great state, nation and the world.
 - 3) Embrace and support our University's capital campaign and participate with its great organization as we approach the public launch next week.
 - 4) Support institutional efficiency and cost reductions through shared services and other operational initiatives critical to our sustainability and future.
- The Chair presented recent national rankings:
 - This week The Wall Street Journal & Times Higher Education published their second annual top 100 rankings of U.S. colleges and universities. Carolina

ranked 3rd among all public universities, following UCLA and Michigan, and 33rd overall.

- U.S. News & World Report's annual "Best Colleges" rankings named Carolina #5 among national public universities for the 17th year in a row along with Berkeley, UCLA, UVA, & Michigan.
- UNC also ranked 1st among public universities in the "Great Schools, Great Prices" category for the 13th consecutive year.
- Chair Cochrane expressed his strong support for the potentially transformative combination of the UNC Health Care and Carolinas Health Care systems to form one of the country's largest non-profit health-care systems.
- The Chair shared brief remarks on the history of campus as it relates to the contextualization currently in progress.
- Chair Cochrane then stated that at the Chancellor's suggestion there would be a public comment session at the November board meeting.
- The Chair also recognized the Chancellor's leadership and her recent decision to decline Richard Spencer and the National Policy Institute from speaking on campus due to safety risks.
- Chair Cochrane concluded his remarks and introduced Trustee Elizabeth Adkins to provide remarks.

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

STUDENT BODY PRESIDENT'S REMARKS

- Trustee Adkins began by introducing members of her team:
 - Alec Di Ruzza- Undergraduate VP
 - Cara Pugh- Senior Advisor
 - Brian Fields- Director of State and external affairs
 - Sean Kurz- Chief Exec Assistant to the President
 - Katharine Shriver- Speaker of Undergraduate Senate
 - Kenneth Eccheveria- Speaker pro-tempore of Undergraduate Senate
 - Luke Cullifer
 - Conor Applegate- Chief advisors to the Student Body President
 - Katie Stember- chief of external relation and advocacy
- Trustee Adkins shared updates on several events including Three Zeros Day, Red Zone, public service fair, and Hurricane Harvey relief.
- Trustee Adkins indicated that they will be holding voter registration drives and a candidate's town hall for the upcoming municipal elections. Her and her administration will also be attending their fall retreat this coming weekend.
- Trustee Adkins provided graduate student updates on behalf of Madelyn Percy, President of the Graduate and Professional Student Federation
- Trustee Adkins ended by thanking Chancellor Folt and the Board for their listening to the concerns of the student body regarding Silent Sam and the safety of students.

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

CHANCELLOR'S REMARKS

- Chancellor Folt began her remarks by thanking Chair Cochrane and thanking the board for their resolution in honor of Jim Dean.
- The Chancellor remarked that she was appreciative of the support the board has given for The Blueprint for Next.
- Chancellor Folt then thanked the board for their leadership and support on important campus issues such as the Confederate monument and free speech.

- Chancellor Folt introduced new Executive Vice Chancellor and Provost Bob Blouin.
- The Chancellor welcomed new University Librarian Elaine Westbrook.
- Chancellor Folt welcomed ULEAD to the meeting. They are attending the meeting to observe University leadership as part of their curriculum.
- The Chancellor remarked on recent events and honors:
 - Spelling Symposium “Higher Expectations, Higher Education”
 - Times Higher Ed World Academic Summit
 - The School of Government was honored with the NC Association of County Commissioners annual “distinctive service to local governments” award
 - Hurricane relief efforts by faculty researchers
 - Student Stores grand re-opening
 - Three Zeros Day
- Chancellor Folt then shared that today there are two events occurring.
 - Opening of the Carolina Veterans Resource Center
 - “Noteworthy Firsts” reception
- Chancellor Folt announced the \$12M gift from Joan Gillings to PlayMakers Repertory Company and the Department of Dramatic Art.
- Chancellor Folt ended her remarks by introducing the two presentations.

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

CENTER FOR BANKING AND FINANCE

Chancellor Folt introduced Martin Brinkley, Dean of the School of Law, to introduce the presenters. Dean Brinkley introduced Lissa Broome, Director of the Center for Banking and Finance and the Burton Craige Distinguished Professor. The mission of the Center for Banking and Finance is to play a leadership role in the continual evolution of the financial services industry by studying the legal and policy issues related to banking and finance, advancing the teaching of banking and finance (including the professional development of law students interested in careers in banking and finance), and sponsoring conferences for banking industry professionals. The center was established in July 2000 and it sponsors and supports the North Carolina Banking Institute continuing legal education program and the North Carolina Banking Institute Journal, both of which were founded in 1997.

Dr. Broome introduced four students to share their experiences with the center: Laura Gritz (2L), Jake Rifkin (2L), Monica Burks (3L), and Roy Dixon (3L). To end their presentation, they entertained questions from the board.

This presentation can be found on bot.unc.edu and on file in the Office of the Assistant Secretary.

NORTH CAROLINA POLICY COLLABORATORY

Chancellor Folt introduced Brad Ives, Associate Vice Chancellor for Campus Enterprises and Executive Director of the NC Policy Collaboratory. Mr. Ives introduced his co-presenter Jeff Warren, Research Director. The Policy Collaboratory was established with funds from the NC General Assembly and was formed to facilitate the dissemination of the policy and research expertise of The University of North Carolina for practical use by state and local government. Over the first three years, the NCGA’s \$8.15M commitment could leverage \$11.65M for UNC Research. Last year the collaboratory completed 10 projects, and they currently have 14 active projects.

This presentation can be found on bot.unc.edu and on file in the Office of the Assistant Secretary.

REPORT FROM THE COMMERCIALIZATION & ECONOMIC DEVELOPMENT COMMITTEE

Trustee Grumbles presented a review of the Commercialization and Economic Development Committee meeting. There were no action items for this committee in open session. The following items were presented to the committee for information:

- Blueprint for Next update given by Chancellor Folt
- Professional Science Masters Programs presentation given by Heidi Harkins, Executive Director

Trustee Grumbles also indicated that the committee would be changing its name to the Strategic Framework Committee and focusing on the implementation of the framework.

A full review of the committee meeting are in the committee minutes in the Office of the Assistant Secretary.

REPORT OF THE EXTERNAL RELATIONS COMMITTEE

Secretary Keyes presented a review of the External Relations Committee meeting. There were no action items for this committee in open session. Secretary Keyes then shared the items presented for information:

- Performance by the UNC Gospel Choir
- Board of Visitors update given by Linda Douglas, Director of Volunteer Engagement
- Communications update given by Joel Curran, Vice Chancellor for Communications
- Public Affairs update given by Clayton Somers, Vice Chancellor for Public Affairs and Secretary of the University and Kelly Dockham, Senior Coordinator for Federal Affairs
- Development report given by David Routh, Vice Chancellor for University Development

A full review of the committee meeting are in the committee minutes in the Office of the Assistant Secretary.

REPORT OF THE FINANCE, INFRASTRUCTURE & AUDIT COMMITTEE

Trustee Stone presented the report from the Finance, Infrastructure and Audit Committee. The following items were presented to the committee for action:

Election of Members to the BOT of the Endowment Fund and UNCCH Foundation Inc.

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 three (3) 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 Bylaws of The University of North Carolina at Chapel Hill Foundation, Inc. ("Foundation") require that the Board of Trustees elect two (2) members from the Board of Trustees and three (3) members from the Endowment Board of Trustees to serve on the Board of Directors of the Foundation. There are two (2) vacancies. Attached is a chart showing the names and terms of the current Foundation board.

A motion is needed to elect Dwight Stone, David Carroll and John Ellison to the Board of Trustees of the Endowment Fund and Dwight Stone and Michael Kennedy to the Board of Directors of The University of North Carolina at Chapel Hill Foundation, Inc.

(ATTACHMENT D)

2017-18 Audit Plan

The annual risk assessment process and audit plan to the full board for approval. This year's audit requires a governance related audit and internal quality assessment review.

The 2017/18 audit schedule also includes integrated audits of an academic department and of Athletics Ticket Sales – audit procedures will assess IT general controls and security procedures as well as financial and operational issues.

(ATTACHMENT E)

Site Approval

1. Science Complex Phase 3

This project will provide advance planning for the redevelopment of the Naval Armory site and adjacent parking lot for a new 220,000 square foot building to house facilities for Applied Physical Sciences, Institute for Convergent Science and innovation space for faculty start-ups. The anticipated project budget is \$175 million.

(ATTACHMENT F)

2. Translational Research Building

This project will construct a new approximately 140,000 sf building that will consolidate existing vivarium facilities and allow for additional program growth. The relocation of the grounds facilities and subsequent demolition of the existing facilities will be part of this project. The anticipated project budget is \$133 million.

(ATTACHMENT G)

Designer Selection Approvals

1. Kenan Center 2nd Floor and McColl Building 4th Floor Renovations

This project will renovate selected areas of the Kenan Center and the Kenan Flagler Business School to convert under-utilized rooms and public spaces into open office areas for administrative personnel and faculty. The project budget is \$1,325,293 and will be funded by an institutional trust fund supported by Business School operations.

The project was advertised on August 3, 2017. The Selection Committee received seven (7) proposals. Three (3) firms were interviewed on September 5, 2017. The Selection Committee consisted of members from the Kenan Flagler Business School and Facilities Planning & Design. The committee recommended the selection of the three firms in the following priority order:

- | | | |
|----|------------------------------|-------------------|
| 1. | CJMW Architecture | Winston-Salem, NC |
| 2. | 310 Architecture + Interiors | Raleigh, NC |
| 3. | Allison Blanks Architect | Pittsboro, NC |

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

(ATTACHMENT H)

2. Marsico Hall MEP Systems

This project will focus on improvements to the complex and highly integrated building mechanical, electrical, specialty lab and medical equipment, and control systems in Marsico Hall. This project will review adequacy of building system capacity, including required redundancy; power quality issues; and critical points of failure that have significant impact of the medical imaging function. Recommendations for mechanical, plumbing and electrical improvements will be reviewed with stakeholders and implemented as part of the project. The design team will provide a report summarizing findings of the investigative phase and recommendations. The project budget is \$600,000 and will be funded by State appropriations.

This project was advertised on July 14, 2017. Six (6) proposals were received. Three (3) firms were interviewed on August 22, 2017. Members of the Board of Trustees did not participate in the interviews. The committee recommended the selection of the three firms in the following priority order:

1. Newcomb & Boyd Atlanta, GA
2. RMF Raleigh, NC
3. McKim & Creed Raleigh, NC

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

(ATTACHMENT I)

Demolition of Homestead Road House

This request is for approval to demolish the fire-damaged house as well as the ancillary structures (barn and shed) located at 2311 Homestead Road in Chapel Hill. The existing residential structure was destroyed by fire on April 19, 2017 and is damaged beyond repair. The 2311 Homestead Road property was originally acquired in 1992 for the purpose of providing additional frontage and access to Carolina North along Homestead Road.

(ATTACHMENT J)

Self-Liquidating Debt Resolution

Brian Smith, Senior Assistant Vice Chancellor and Treasurer recommended for approval the resolution authorizing the issuance of special obligation bonds for self-liquidating projects recently approved by the North Carolina General Assembly.

(ATTACHMENT K)

Trustee Stone brought forth a motion from committee to approve all actions. Trustee Adkins seconded and they all passed.

Trustee Stone continued and shared the items for information only:

- Debt and liquidity presentation given by Brian Smith, Senior Assistant Vice Chancellor and Treasurer
- Internal Audit Report FY16-17 given by Phyllis Petree, Director of Internal Audit (ATTACHMENT L)
- Development report given by David Routh, Vice Chancellor for University Development
- Horace Williams Airport update given by Brad Ives, Associate Vice Chancellor for Campus Enterprises

A full review of the committee meeting are in the committee minutes in the Office of the Assistant Secretary.

REPORT OF THE UNIVERSITY AFFAIRS COMMITTEE

Vice Chair Duckett presented the report from the University Affairs Committee. The following item was presented to the committee for action:

Political Action Petition

A recommendation was made to approve Richard Watkins to run for election to the United States Congress. Board of Governors Policy 300.5.1, entitled "Political Activities of Employees" establishes requirements for University employees who wish to campaign for public office. In general, the policy requires that, before an employee announces his or her candidacy for a public office that is full-time, Board of Trustees' approval is required.

A motion came from committee to approve the recommendation. Trustee Grumbles seconded and it passed.

(ATTACHMENT M)

The following items were presented to the committee for information:

- Provost update given by Bob Blouin, Executive Vice Chancellor and Provost
- Graduate and Profession Student Federation update given by Madelyn Percy, President
- History Task Force update given by Jim Leloudis, Associate Dean for Honors Carolina and Professor of History

A full review of the committee meeting are in the committee minutes in the Office of the Assistant Secretary.

MOTION TO CONVENE IN CLOSED SESSION

On motion of Secretary Keyes, and seconded by Trustee Adkins, 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).

RECONVENE MEETING IN OPEN SESSION

Chair Cochrane made a motion to reconvene the meeting in open session; it was seconded and passed.

OPEN SESSION

REPORT OF THE UNIVERSITY AFFAIRS COMMITTEE

Vice Chair Duckett referred the members to the personnel matters submitted for review. A motion came from committee to approve; it was duly seconded, and it passed. Chair Cochrane stated that the personnel and salary actions voted on in open session had been distributed.

(ATTACHMENT N)

ADJOURNMENT

There being no further business to come before the Board, Chair Cochrane called for a motion to adjourn. The motion was duly seconded and passed. Chair Cochrane adjourned the meeting at 1:24 p.m.

Clayton Somers, Assistant Secretary



CAROL L. FOLT
Chancellor

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MEMORANDUM

TO: Members of the Board of Trustees

FROM: Carol L. Folt

RE: Mail Ballot

DATE: November 1, 2017

You have authorized my office to poll you by mail concerning personnel matters that require attention by the Board.

Based on feedback from General Administration, Vice Chancellor and General Counsel Mark Merritt and Vice Chancellor for Workforce Strategy, Equity, and Engagement Felicia Washington have prepared a revised version of Athletic Director Lawrence "Bubba" Cunningham's contract for your approval. The terms are consistent with what has been discussed with me and the Personnel Committee of the Board of Trustees to address the issues raised by General Administration.

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

Enclosed

cc: Mark Merritt
Felicia Washington
Clayton Somers

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COUNTY OF ORANGE

STATE OF NORTH CAROLINA

EMPLOYMENT AGREEMENT

THIS AGREEMENT is made and entered into effective as of the 1st day of July 2017 by and between The University of North Carolina at Chapel Hill (“University”) and Lawrence “Bubba” Cunningham (“Mr. Cunningham”).

WITNESSETH:

WHEREAS, the University desires to continue the employment of Mr. Cunningham as Director of Athletics and Mr. Cunningham desires to engage in such employment under the terms and conditions set forth below; and

WHEREAS, the parties acknowledge that the primary mission of the University is education, and, accordingly, the primary purpose of all of the University’s legal arrangements, including this Agreement, is the furtherance of the University’s educational mission;

NOW, THEREFORE, in consideration of the premises and the mutual covenants hereinafter set forth, it is agreed as follows:

1. TERM OF EMPLOYMENT

The University agrees to employ Mr. Cunningham and Mr. Cunningham agrees to serve the University for a stated definite term continuing until June 30, 2023, except that Mr. Cunningham at his option shall have the unilateral right to terminate this Agreement at any time upon 120 days prior written notice to the University. Upon termination of this Agreement pursuant to its terms, the rights and obligations of the parties hereunder shall cease, except as expressly provided otherwise in this Agreement or under then effective University policies.

2. DUTIES

Mr. Cunningham shall have such duties, responsibilities, and obligations as are assigned to him by the University’s Chancellor, which duties may include, without limitation, the following:

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- (a) serving as Director of Athletics for the University;
- (b) directing and conducting the University's varsity athletics programs in keeping with the educational purpose of and the traditions, values, integrity, and ethics of the University;
- (c) working with the coaches to ensure that only academically qualified student-athletes are recruited and retained and that such student-athletes are encouraged with respect to their academic progress toward graduation in defined degree programs;
- (d) collaborating with the College of Arts & Sciences and its Academic Support Program to ensure that student-athletes receive encouragement and appropriate assistance with respect to their academic progress toward graduation in defined degree programs;
- (e) conducting himself and the University's Department of Athletics and varsity athletics programs in a manner to promote an atmosphere of compliance with, abiding by, and complying with all current and future "Governing Body Requirements" (as defined herein), and working cooperatively with the University's Department of Athletics Compliance Office, the Faculty Athletics Representative, and the University's administration on compliance matters and NCAA and ACC rules education. For purposes of this Agreement, the term "Governing Body Requirements" shall mean and refer to any and all current and future legislation, rules, regulations, directives, written policies, bylaws and constitutions, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by the NCAA or the ACC or any successor of such association or conference, or by any other athletic conference or governing body hereafter having regulatory power or authority relating to the University's athletics programs, as well as any applicable laws enacted by the State of North Carolina and/or the federal government governing intercollegiate athletics, and all applicable policies of the University of North Carolina and the University of North Carolina at Chapel Hill, including its Department of Athletics. The Athletic Director shall promptly advise the Chancellor and the Vice Chancellor and General Counsel if the Athletic Director has any reason to believe that violations have occurred or will occur and shall cooperate fully in any investigation of possible violations conducted or authorized by the University, the ACC, or the NCAA at any time;
- (f) recommending the hiring and the terms and conditions of employment of all head coaches, with consultation and approval by the Chancellor and the Board of Trustees, as appropriate;
- (g) maintaining responsibility for the supervision and conduct of the head coaches and their athletics program activities. This responsibility shall include, without limitation, providing annual evaluations of such head coaches;

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- (h) maintaining responsibility for hiring and supervising all administrative and other personnel as deemed appropriate for the proper and effective functioning of a major intercollegiate athletic program in the framework of the values and traditions of this institution, consistent with the University's policies and procedures, and with the supervision and approval of the Chancellor and the Board of Trustees, as appropriate;
- (i) maintaining responsibility for the fiscal and budgetary functions associated with the University's varsity athletics programs;
- (j) cultivating and maintaining effective relations with students, faculty, staff, and friends of the University;
- (k) serving as an active member of the Chancellor's Cabinet;
- (l) participating in performance reviews as required by University Policy, the Code of the Board of Governors of The University of North Carolina, and the UNC Policy Manual in a manner consistent with reviews of the University's Vice Chancellors;
- (m) developing senior Department of Athletics personnel to build a strong management team with a view toward long-term management and succession planning; and
- (n) such other reasonable duties as may be assigned by the Chancellor from time to time.

Mr. Cunningham agrees faithfully and diligently to use his best efforts to perform all the duties of his position and to devote such time, attention, and skill to the performance of his duties as necessary to perform his responsibilities. Mr. Cunningham's performance of these responsibilities will be reviewed annually, as required by University policy.

3. ANNUAL COMPENSATION

(a) The annual salary of Mr. Cunningham is Seven Hundred Five Thousand Eight Hundred and Fifty-Three Dollars (\$705,853.00) on the effective date of this Agreement, July 1, 2017, through October 31, 2017. Commencing November 1, 2017, Mr. Cunningham's salary shall be Seven Hundred Forty Thousand Four Hundred and Forty Dollars (\$740,440.00). In general, annual salary is based on a twelve-month period commencing on July 1 and concluding on June 30 of the succeeding year (such period being referred to herein as a "contract year") and shall be pro-rated for any partial contract year. The salary will be reviewed at least annually as of each July 1, but shall not be changed without mutual agreement of the University and Mr. Cunningham.

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(b) As Director of Athletics, Mr. Cunningham will be entitled to receive additional compensation from the University in the form of bonuses for increased responsibilities, as follows:

(i) an amount equal to one-twelfth of the sum of his then-applicable annual salary in any contract year in which the Men's Football team is invited to a bowl game to compensate Mr. Cunningham for the overload duties, work, and responsibilities related to that event. Any amount earned hereunder shall be paid within seventy-five (75) days following the date of the bowl game, but in no event later than March 15.

(ii) an amount equal to one-twelfth of the sum of his then-applicable annual salary in any contract year in which the Men's Basketball team is invited to appear in the NCAA post-season basketball tournament to compensate Mr. Cunningham for the overload duties, work, and responsibilities related to that event. Any amount earned hereunder shall be paid within seventy-five (75) days following the last game played by the team in the NCAA post-season basketball tournament.

(iii) an amount equal to one-twelfth of the sum of his then-applicable annual salary in any contract year in which the Women's Basketball team is invited to appear in the NCAA post-season basketball tournament to compensate Mr. Cunningham for the overload duties, work, and responsibilities related to that event. Any amount earned hereunder shall be paid within seventy-five (75) days following the last game played by the team in the NCAA post-season basketball tournament.

(iv) an amount equal to three-twenty-fourths of the sum of his then-applicable annual salary in any contract year in which the mean (average) of the four year academic progress rates ("APRs") for all the University's varsity sports teams, as reported to the NCAA during such contract year, equals or exceeds Nine Hundred Seventy-five (975). Any amount earned hereunder shall be paid no later than seventy-five (75) days following the submission to the NCAA of the University's annual APR report.

(v) an amount equal to three-twenty-fourths of the sum of his then-applicable annual salary in any contract year in which the mean (average) of the Graduation Success Rate ("GSR") for all the University's varsity sports teams combined, as reported by the NCAA during such contract year, equals or exceeds eighty-two (82) percent. Any amount earned hereunder shall be paid no later than seventy-five (75) days following the submission to the NCAA of the University's annual GSR report.

(vi) further amounts for specific events as described in this subsection. The amounts in this subsection shall be in addition to amounts Mr. Cunningham receives in other subsections within Paragraph 3(b). Any amount earned hereunder shall be paid no later than seventy-five (75) days following the end of the event described.

- a. University's Varsity Football Team: For any given year, Mr. Cunningham will receive a single payment from the categories below.

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These payments are not cumulative but are paid based on the highest level of achievement obtained by the Varsity Football Team.

- i. If the Football team wins the College Football Playoff (“CFP”) National Championship, Mr. Cunningham shall receive one hundred thousand dollars (\$100,000.00).
 - ii. If the Football team plays in the CFP National Championship game, Mr. Cunningham shall receive seventy-five thousand dollars (\$75,000.00).
 - iii. If the Football team plays in the CFP semi-final game, Mr. Cunningham shall receive fifty thousand dollars (\$50,000.00).
 - iv. If the Football team wins the ACC Championship, Mr. Cunningham shall receive fifty thousand dollars (\$50,000.00).
 - v. If the Football team wins the ACC Coastal Division and participates in the conference championship game, Mr. Cunningham shall receive thirty-five thousand dollars (\$35,000.00).

- b. University’s Varsity Men’s Basketball Team: For any given year, Mr. Cunningham will receive a single payment from the categories below. These payments are not cumulative but are paid based on the highest level of achievement obtained by the Varsity Men’s Basketball Team.
 - i. If the Men’s Basketball team wins the NCAA Division I National Championship, Mr. Cunningham shall receive one hundred thousand dollars (\$100,000.00).
 - ii. If the Men’s Basketball team plays in the NCAA Division I Final Four, Mr. Cunningham shall receive seventy-five thousand dollars (\$75,000.00).
 - iii. If the Men’s Basketball team reaches the NCAA Division I Sweet Sixteen, Mr. Cunningham shall receive fifty thousand dollars (\$50,000.00).
 - iv. If the Men’s Basketball team wins outright the ACC Regular Season, Mr. Cunningham shall receive fifty thousand dollars (\$50,000.00).
 - v. If the Men’s Basketball team wins the ACC Tournament, Mr. Cunningham shall receive fifty thousand dollars (\$50,000.00).

- c. University’s Varsity Women’s Basketball Team: For any given year, Mr. Cunningham will receive a single payment from the categories below. These payments are not cumulative but are paid based on the highest level of achievement obtained by the Varsity Women’s Basketball Team.

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- i. If the Women's Basketball team wins the NCAA Division I National Championship, Mr. Cunningham shall receive seventy-five thousand dollars (\$75,000.00).
 - ii. If the Women's Basketball team plays in the NCAA Division I Final Four, Mr. Cunningham shall receive fifty thousand dollars (\$50,000.00).
 - iii. If the Women's Basketball team reaches the NCAA Division I Sweet Sixteen, Mr. Cunningham shall receive thirty-five thousand dollars (\$35,000.00).
 - iv. If the Women's Basketball team wins outright the ACC Regular Season, Mr. Cunningham shall receive thirty-five thousand dollars (\$35,000.00).
 - v. If the Women's Basketball team wins the ACC Tournament, Mr. Cunningham shall receive thirty-five thousand dollars (\$35,000.00).
- d. Other University Varsity Sports: For any given year, Mr. Cunningham will be entitled to a single payment from each of the categories below provided that the level of achievement is obtained.
 - i. If a varsity team or varsity athlete wins either the ACC Regular Season outright or the ACC Tournament, Mr. Cunningham shall receive a one-time annual payment of five thousand dollars (\$5,000.00). For the sake of clarity, if more than one varsity team or athlete wins either the ACC Regular Season outright or the ACC Tournament, Mr. Cunningham's payment under this section is limited to \$5,000.
 - ii. If a varsity team participates in NCAA post-season play, Mr. Cunningham shall receive a one-time annual payment of two thousand five hundred dollars (\$2,500.00), regardless of how many teams participate in NCAA post-season play. For the sake of clarity, if more than one varsity team or athlete participates in NCAA post-season play, Mr. Cunningham's payment under this section is limited to \$2,500.
 - iii. If a varsity team wins a NCAA Championship, Mr. Cunningham shall receive a one-time annual payment of twenty-five thousand dollars (\$25,000.00), regardless of how many teams win a NCAA Championship. For the sake of clarity, if more than one varsity team wins an NCAA championship, Mr. Cunningham's payment under this section is limited to \$25,000.
- e. Director's Cup Standing: For any given year, Mr. Cunningham will receive a single payment from one of the categories below. These payments are not cumulative but are based on the highest level of achievement obtained.

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- i. If the University finishes ranked among the top twenty-five (25) Universities in the Director's Cup, Mr. Cunningham shall receive twenty thousand dollars (\$20,000.00).
- ii. If the University finishes ranked among the top ten (10) Universities in the Director's Cup, Mr. Cunningham shall receive forty thousand dollars (\$40,000.00).

Each of the bonuses described in this Paragraph 3(b) shall be deemed earned by Mr. Cunningham immediately upon the occurrence of the described threshold event. With respect to the above bonus payments, if the University determines that a team would have participated in a bowl game or appeared in an NCAA tournament but for a ban on post-season competition that arose out of conduct that occurred prior to Mr. Cunningham's arrival, the bonus payment shall be deemed earned and shall be payable pursuant to this Paragraph 3. Upon the termination of this Agreement for any reason, the University shall be obligated to pay any bonus earned as of the effective date of termination, but not yet paid.

4. BENEFITS

Mr. Cunningham is classified as an EPA Non Faculty Employee of the University. As an EPA Non Faculty Employee, Mr. Cunningham shall be entitled to receive all employee-related benefits which are normally available to other twelve-month EPA Non Faculty Employees, including the right to accrue annual leave of 24 workdays per year. Mr. Cunningham's employment is subject to the Employment Policies for EPA Non-Faculty Research Staff, Instructional Staff, and Tier II Senior Academic and Administrative Officers of The University of North Carolina at Chapel Hill, as periodically revised, and to the Personnel Policies for Senior Academic and Administrative Officers and related regulations, as adopted by the Board of Governors and as periodically revised (collectively, the "Policies"). A copy of the current Policies is attached hereto and incorporated herein by reference. Mr. Cunningham acknowledges that benefits or classifications provided by University are subject to change from time to time by the North Carolina Legislature, the Board of Governors, or the University.

5. EXPENSES

As Athletic Director, Mr. Cunningham will be entitled to receive an annual expense allowance from the Department of Athletics of \$60,000 per contract year (pro-rated for any partial contract year) to be used for entertainment and other appropriate purposes to advance the University's athletics programs. Advancement of the University's athletics programs is understood to include but not be limited to travel expenses for Mr. Cunningham's spouse for Athletic Department and University purposes. All appropriate State and Federal taxes will be withheld from this allowance. This allowance may be adjusted for inflationary and other reasons during the term of this Agreement, at the sole discretion of the Chancellor. Use of these funds shall always be within NCAA, ACC, and University regulations, but the Director of Athletics will not be required to report specific expenditures to the University. In addition, the University shall make a one-time payment to reimburse the reasonable legal fees incurred by Mr. Cunningham in connection with this Agreement in an amount not to exceed \$20,000 upon presentation of a request for such reimbursement within ninety (90) days of this Agreement.

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6. LONGEVITY INCENTIVE COMPENSATION AWARD

On each of June 30, 2018, June 30, 2019, June 30, 2020, June 30, 2021, June 30, 2022, the University shall award to Mr. Cunningham a longevity incentive compensation award in the amount of \$200,000 if Mr. Cunningham is employed by the University as its Director of Athletics on such June 30. In the event of termination of this Agreement before the applicable June 30 due to Mr. Cunningham's death or disability pursuant to Paragraph 13, or by the University without Cause pursuant to Paragraph 10, then the award shall be prorated based on completed months of service during the contract year. The University intends to make such awards pursuant to a governmental retirement plan qualifying under Section 401(a) and 415(m) of the Internal Revenue Code (the "Supplemental Plan"), subject to the University obtaining necessary approvals to establish such Supplemental Plan. The Supplemental Plan, if adopted, is anticipated to permit distributions at retirement or termination of employment in a lump sum or over a period of up to ten (10) years; for University contributions to be fully vested when made; and to permit monthly, in lieu of annual, University contributions. If the University has not established the Supplemental Plan by June 30, 2018, the incentive award shall be paid as a cash award to Mr. Cunningham each year within thirty (30) days after June 30 and, in case of early death, disability or termination without Cause, be prorated and paid based on completed months of service during a contract year.

7. OUTSIDE COMPENSATION

Subject to compliance with the Policy on External Professional Activities for Pay of The University of North Carolina Board of Governors, NCAA and ACC Regulations, and subject to all other relevant policies applicable to or of the University and laws concerning conflicts of interest, and with the prior approval of the Chancellor as provided in said policies, Mr. Cunningham may earn other revenue while employed by University, but such activities are independent of his University employment, and the University shall have no responsibility for any claims by him or against him arising therefrom. With respect to any such independent activities that are commercial in nature, including, without limitation, activities that promote a private business or service, Mr. Cunningham shall not, without the express written permission of University, make use of the University's name, logos, and symbols.

Mr. Cunningham shall report annually as of July 1 to the Chancellor all athletically related income from sources outside the University. The University shall have reasonable access to all records of Mr. Cunningham to verify this report.

8. UNIVERSITY RECORDS

All materials or articles of information including, without limitation, personnel records, recruiting records, team information, films, statistics, or any other material or data furnished to Mr. Cunningham by University or developed by Mr. Cunningham on behalf of University or at University's direction or for University's use or otherwise in connection with Mr. Cunningham's employment hereunder are and shall remain the sole property of University. If University

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requests the return of such materials at any time during, or at, or after the termination of Mr. Cunningham's employment, Mr. Cunningham shall immediately deliver same to University.

Mr. Cunningham acknowledges that this Agreement is a public record subject to disclosure under North Carolina's Public Records Law.

9. TERMINATION BY UNIVERSITY FOR CAUSE

This Agreement may be terminated by University for Cause at any time upon written notice to Mr. Cunningham. For purposes hereof, "Cause" shall mean the following:

- (a) a material failure to perform any of the duties specified in Paragraph 2 of this Agreement;
- (b) a violation by Mr. Cunningham, or knowing participation by Mr. Cunningham in a violation, or a violation by coaches or employees or student -athletes of which Mr. Cunningham had reason to know, should have known through the exercise of reasonable diligence in the exercise of his duties under this Agreement, or which Mr. Cunningham condoned, of a major ACC or NCAA regulation or bylaw, of a University policy, or any other Governing Body Requirement, as reasonably determined in the sole discretion of the University after its review of the relevant facts and circumstances;
- (c) behavior by Mr. Cunningham that displays a continual or serious disrespect for the integrity and ethics of the University or its varsity athletics programs or which has or is likely to have a material adverse impact on the reputation or good name of the University or its varsity athletics programs, as reasonably determined in the sole discretion of the University after its review of the relevant facts and circumstances;
- (d) misconduct by Mr. Cunningham that would tend to bring disrespect, contempt, or ridicule upon the University, or which brings discredit to the University, or which results in legal liability for the University, or which harms the University's reputation, or which reasonably brings into question the integrity of Mr. Cunningham, or that would render him unfit to serve in the position of Athletic Director;
- (e) prolonged absence from duty without the consent of the Chancellor;
- (f) any other material breach by Mr. Cunningham of the terms of this Agreement;
- (g) conviction of Mr. Cunningham of a felony or a crime that involves dishonesty;
- (h) any of those causes specified in Section VIII of the Employment Policies for EPA Non-Faculty Research Staff, Instructional Staff, and Tier II Senior Academic and Administrative Officers of The University of North Carolina at

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Chapel Hill, as periodically revised, or in Section III.B.4 of the Personnel Policies for Senior Academic and Administrative Officers, as adopted by the Board of Governors, as periodically revised.

In the event of a termination under this Paragraph 9 for “Cause,” University’s sole obligation to Mr. Cunningham shall be payment of his compensation as set forth in Paragraph 3 of this Agreement earned through the date of such termination. The University shall not be liable to Mr. Cunningham for any collateral business opportunities, outside activities, or other non-University matters that may be related to or associated with Mr. Cunningham’s position with the University.

Any process to terminate Mr. Cunningham for Cause shall be conducted in compliance with all relevant University policies.

10. TERMINATION BY UNIVERSITY WITHOUT CAUSE

(a) The University may, in its sole discretion, terminate this Agreement at any time and for any reason other than Cause under Paragraph 9 upon written notice to Mr. Cunningham. In the event of a termination under this Paragraph 10 without Cause, the University’s sole obligation to Mr. Cunningham shall be payment of his compensation as set forth in Paragraph 3 of this Agreement earned through the date of such termination and payment of Severance. Severance shall be equal to the amount of annual salary at the time of termination that would, but for the termination, be paid after the termination date and through June 30, 2023 and shall be paid in equal monthly installments commencing within thirty (30) days following the termination date over the lesser of (i) the number of whole months remaining to June 30, 2023 and (ii) twenty-four (24) months. In consideration of the payment of Severance, Mr. Cunningham expressly agrees to release, waive, and hold harmless the University, its trustees and employees from any or all claims Mr. Cunningham may have arising out of this employment or termination from employment and agrees, if requested by the University, to sign a release provided by the University at such time. The University shall not be liable to Mr. Cunningham for any collateral business opportunities, outside activities, or other non-University matters that may be related to or associated with Mr. Cunningham’s position with the University.

(b) Upon termination pursuant to this Paragraph 10, Mr. Cunningham agrees to mitigate the University’s obligations to pay Severance and to make reasonable and diligent efforts to obtain employment, consulting or other work which is commensurate with his training and experience as a Division 1 Athletic Director, including without limitation as an athletic director, executive or coach for any college or professional sports organization, an executive for any athletics conference, sports marketing organization or similar organization focusing on athletics, and an executive, commentator or other media personality for any national or international media outlet or affiliate (“Comparable Work”). Mr. Cunningham agrees to repay to the University (or permit offset of Severance payments) the gross amount of payments he receives from any such Comparable Work and from any other employment, consulting or other provision of services in any form or manner relating to the period commencing with his termination under this Paragraph 10 and ending on June 30, 2023, up to the amount of Severance. Mr. Cunningham further agrees that the gross amount shall include amounts not received

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currently, including deferred compensation awards, stock, options or other beneficial ownership rights, and he shall not make efforts to delay or structure payments artificially to avoid reduction or repayment of Severance. Mr. Cunningham agrees to certify to the University at least annually through June 30, 2023 as to his compliance with these mitigation obligations.

11. TERMINATION BY DIRECTOR OF ATHLETICS

(a) Mr. Cunningham recognizes that his promise to work for University for the entire term of this Agreement is an essential consideration in University's decision to employ him as Director of Athletics. Mr. Cunningham also recognizes that the University is making a highly valuable investment in his continued employment by entering into this Agreement and its investment would be lost or diminished were he to resign or otherwise terminate his employment as Director of Athletics with University prior to the expiration of this Agreement. That said, Mr. Cunningham may terminate this Agreement for any reason upon 120-days prior written notice to the University.

(b) Mr. Cunningham shall notify the Chancellor prior to engaging in discussions with other institutions through their representatives or agents, including discussions related to offers of administrative opportunities at other educational institutions, and that failure to provide the requisite notice prior to engaging in any such discussions shall constitute a material breach of this Agreement.

12. TERMINATION BY AGREEMENT OF BOTH PARTIES

This Agreement may be terminated at any time upon mutual agreement of the parties. In the event of a termination under this paragraph 12, University's sole obligation to Mr. Cunningham shall be payment of his compensation as set forth in Paragraph 3 of this Agreement earned through the date of such termination. The University shall not be liable to Mr. Cunningham for any collateral business opportunities, outside activities, or other non-University matters that may be related to or associated with Mr. Cunningham's position with the University.

13. AUTOMATIC TERMINATION UPON DEATH OR DISABILITY

(a) This Agreement shall terminate immediately and automatically without notice in the event that Mr. Cunningham dies. This Agreement shall terminate, upon reasonable notice to Mr. Cunningham by University, in the event that Mr. Cunningham becomes and remains unable to perform the essential functions of his employment hereunder for a period of ninety (90) days by reason of medical illness or incapacity. Such determination of Mr. Cunningham's inability to perform his duties shall be made in the sole judgment of the Chancellor; provided, however, that the Chancellor shall, prior to making such judgment, seek the advice and opinion regarding such disability of an impartial physician competent to provide such advice and opinion, as may be mutually agreed upon by Mr. Cunningham or his legal representative(s). If Mr. Cunningham or his legal representative(s), as the case may be, and the Chancellor are unable to agree upon such physician, the selection shall be made by the Dean of the School of Medicine of The University of North Carolina at Chapel Hill.

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(b) If this Agreement is terminated pursuant to subparagraph (a) above because of death, Mr. Cunningham's salary and all other benefits shall terminate as of the end of the calendar month in which death occurs, except that Mr. Cunningham's personal representative(s) or other designated beneficiary shall be paid all such death benefits, if any, as may be contained in any benefit plan now in force or hereafter adopted by the University and due Mr. Cunningham as an EPA Non Faculty Employee under the Policies.

(c) In the event that Mr. Cunningham becomes and remains unable, in the sole judgment of the Chancellor, to perform the essential functions of his employment hereunder for a period of ninety (90) days because of medical illness or incapacity and the University thereupon affords notice of termination under subparagraph (a) above, except for payment of amounts due Mr. Cunningham accrued hereunder prior to the date of termination and payment of any disability benefits to which Mr. Cunningham may be entitled pursuant to any disability program in which Mr. Cunningham is enrolled through University, the University shall have no further liability to Mr. Cunningham pursuant to this Agreement. Specifically and without limitation, at the end of such ninety (90) day period, all salary and other benefits shall terminate, except that Mr. Cunningham shall be entitled to receive any disability benefits to which he is entitled under any disability program in which he is enrolled through the University.

(d) Notwithstanding any other provision herein, this Agreement does not and shall not be construed to afford University the right to take any action that is unlawful under the Americans with Disabilities Act or to constitute in any respect a waiver of rights under such Act.

(e) The termination of this Agreement under subparagraph (a), above, shall not constitute a breach of this Agreement, and, except for the payments required by this Paragraph 13, if any, Mr. Cunningham hereby, to the fullest extent allowable by law, waives and relinquishes all rights to payment of compensation, damages, or other relief on account of such termination.

14. TAXES

Mr. Cunningham acknowledges that, in addition to the salary provided for in this Agreement, certain benefits he receives incident to his employment relationship with University may give rise to taxable income. Mr. Cunningham agrees to be responsible for the payment of any taxes (including federal, state, and local taxes) due on such income. Mr. Cunningham also understands that University will withhold taxes on amounts paid or due to Mr. Cunningham and the value of benefits provided to Mr. Cunningham, to the extent required by applicable law and regulation.

15. SEVERABILITY

The invalidity or unenforceability of any provision hereof shall in no way affect the validity or unenforceability of any other provision hereof.

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16. NOTICES

Any notice required or permitted to be given under this Agreement shall be sufficient if in writing, and if sent by registered or certified mail to his residence in the case of Mr. Cunningham, or to the Chancellor's Office in the case of University.

17. COUNTERPARTS

This Agreement may be executed in separate counterparts, each of which when so executed and delivered shall be an original, but all of which shall constitute one and the same instrument. Delivery of executed counterparts of the Agreement by telecopy or electronic signature shall be effective as an original.

18. BENEFIT

This Agreement, in accordance with its terms and conditions, shall inure to the benefit of and be binding upon University, its successors and assigns, and Mr. Cunningham, his heirs, executors, administrators, and legal representatives.

19. SITUS

This Agreement shall be construed in accordance with and governed by the laws of the State of North Carolina. The exclusive venue in any judicial action or proceeding arising out of or relating to this Agreement shall be the state or federal courts located in State of North Carolina.

20. EQUAL PARTICIPANTS

Each party hereto shall be viewed as an equal participant, and each party agrees that there shall be no presumption against the drafting party.

21. ENTIRE AGREEMENT

Effective upon signature by both parties, this instrument cancels all prior agreements between the parties hereto, including the prior agreement between the parties dated November 14, 2011, and contains the entire agreement of the parties. It may not be changed orally. This Agreement in its entirety and all of its terms and conditions shall be effective only if approved by the Board of Trustees of The University of North Carolina at Chapel Hill. This Agreement can be amended only by an agreement in writing signed by both parties and approved, as required, pursuant to the policies of the Board of Governors of The University of North Carolina. In executing this agreement, Mr. Cunningham acknowledges and agrees that he has not relied upon any representations, promises, or inducements from the University or anyone acting on its behalf except those expressly set forth in this Agreement.

22. WAIVER

Waiver by either party of a breach of any provision of this Agreement shall not operate as or be construed to be a waiver of any subsequent breach hereof.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first above written.

FOR AND ON BEHALF OF
THE UNIVERSITY OF NORTH
CAROLINA AT CHAPEL HILL

Matthew M. Fajack
Vice Chancellor for Finance
and Administration

Date

Carol Folt
Chancellor

Date

Approved by the Board of Trustees:

Assistant Secretary

Date

MR. CUNNINGHAM

Lawrence (Bubba) Cunningham

Date



CAROL L. FOLT
Chancellor

103 SOUTH BUILDING
CAMPUS BOX 9100
CHAPEL HILL, NC 27599

T 919.962.1365
F 919.962.1647
carol.folt@unc.edu

Mail Ballot

Board of Trustees

November 1, 2017

Chancellor Carol Folt submits for your review and approval the contract for Athletic Director Lawrence Cunningham. This mail ballot will be approved as part of the consent agenda at the Full Board meeting on Thursday, November 16, 2017.

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

Approve Disapprove

Employment agreement for Lawrence
Cunningham

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 a majority vote on November 1, 2017 by the following: Haywood Cochrane, Chuck Duckett, Jeff Brown, Lowry Caudill, Julia Grumbles, Kelly Hopkins, Allie Ray McCullen, Ed McMahan, Hari Nath, Richard Stevens, Dwight Stone, and Elizabeth Adkins



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

CAROL L. FOLT
Chancellor

103 SOUTH BUILDING
CAMPUS BOX 9100
CHAPEL HILL, NC 27599

T 919.962.1365
F 919.962.1647
carol.folt@unc.edu

MEMORANDUM

TO: Members of the Board of Trustees

FROM: Carol L. Folt

RE: Mail Ballot

DATE: November 9, 2017

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

EHRA Faculty Compensation & Tenure Actions

Attachment A

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

EXECUTIVE SUMMARY

Board of Trustees

October 2017

No.	College/Division	Name	Dept./School	Current Rank	New Rank	Tenure Request Reason	Effective Date	Salary
Personnel Actions								
New Appointments without Tenure								
1	Health Affairs	Kavita Ongechi	Maternal & Child Health	Research Associate Professor	Associate Professor		11/1/2017	\$116,849.00
2	Health Affairs	Seth Berkowitz	Medicine	N/A	Assistant Professor		11/1/2017	\$170,000.00
3	Health Affairs	Stephanie Martin	Nutrition	N/A	Assistant Professor		11/1/2017	\$113,300.00
4	Health Affairs	Daniel Schrider	Genetics	N/A	Assistant Professor		3/1/2018	\$115,000.00
Addition of Joint Appointment without Tenure								
0								
Promotion to Full Professor								
1	Health Affairs	Vivian Go	Health Behavior	Associate Professor	Professor		11/1/2017	\$142,250.00
Reappointments to the same Rank								
0								
Designation/Reappointments to Departmental Chair								
1	Health Affairs	Ching-Chang Ko	Orthodontics	Hale Distinguished Professor	Chair		9/1/2017	\$251,500.00
Designation/Reappointments to Distinguished Professorship								
1	Health Affairs	Sharon Campbell	Biochemistry & Biophysics	Professor	Gary F Liebscher Distinguished Professorship		11/1/2017	\$174,842.00
2	Health Affairs	Rebeca Fry	Environmental Sciences & Engineering	Professor	Carol Remmer Angle Endowed Professorship		11/1/2017	\$135,538.00
3	Health Affairs	Melina Kibbe	Surgery	Professor/Chair	Colin G Thomas Distinguished Professorship		12/1/2017	\$523,800.00
Actions Conferring Tenure								
Promotion Conferring Tenure								
1	Health Affairs	Christy Avery	Epidemiology	Assistant Professor	Associate Professor	Promotion based on excellence in research	11/1/2017	\$115,539.00
2	Health Affairs	Gang Fang	Pharmaceutical Outcomes & Policy	Assistant Professor	Associate Professor	Promotion based on excellence in research	11/18/2018	\$119,905.00
3	Health Affairs	Yen-Yu Shih	Neurology	Assistant Professor	Associate Professor	Promotion based on excellence in research	11/1/2017	\$140,711.00
New Appointments Conferring Tenure								
1	Health Affairs	Cristen Page	Family Medicine	William B. Aycock Clinical Professor	William B Aycock Professor	Appointment based on excellence in educational scholarship	10/27/2017	\$226,880.00
Addition of Joint Appointment Conferring Tenure								
0								
Corrections								
1	Academic Affairs	Elizabeth Olson	Geography	Associate Professor	Professor		*1/1/2018	

EXECUTIVE SUMMARY

Board of Trustees

July 14, 2014

No.	College/Division	Name	School	Department	Rank	Reason	Requested Amount of Increase **	Percent of Increase **	June 30 Salary	Current Salary	New Salary *	Effective Date
<p>Compensation Actions</p> <p>*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.</p> <p>** Based on cumulative increase(s) to 6/30 salary</p>												
1	Health Affairs	Sun-Yung Bak	Dentistry	Prosthodontics	Clinical Assistant Professor	Increase due to new secondary administrative appointment as Director of the Graduate Prosthodontic Maxillofacial Clinic	\$8,076	7.22%	\$111,818	\$114,894	\$119,894	10/1/2017
2	Health Affairs	Mara Buchbinder	Medicine	Social Medicine	Associate Professor	Increase based on retention as Dr Buchbinder is being actively recruited by Columbia University	\$24,200	23.18%	\$104,405	\$108,605	\$128,605	11/1/2017
3	Health Affairs	Nicholas Brown	Medicine	Pharmacology	Adjunct Assistant Professor	Increase due to new faculty appointment as Assistant Professor via external competitive event	\$15,750	15.00%	\$105,000	\$105,000	\$120,750	9/1/2017
4	Academic Affairs	Jaye Cable	Vice Chancellor for Research	Institute for the Environment	Professor/Chair	Increase due to new secondary administrative appointment as	\$20,812	15.56%	\$133,788	\$139,600	\$154,600	10/1/2017
5	Health Affairs	Christopher Caulfield	Medicine	Medicine	Assistant Professor	Increase due to new secondary administrative appointment as Medical Director for the UNC Hospitals Observation Unit	\$25,000	12.56%	\$198,990	\$198,990	\$223,990	10/1/2017
6	Health Affairs	David Gerber	Medicine	Surgery	Professor/Chief/Vice Chair	This is a correction to the supplement that was approved last month. It was mistakenly requested as a \$30k supplement and should have been requested as a \$35k supplement	\$85,106	20.22%	\$420,894	\$501,000	\$506,000	10/1/2017
7	Academic Affairs	Jill Hamm	Education		Professor	Increase based on internal equity	\$23,567	17.93%	\$131,433	\$136,743	\$155,000	11/1/2017
8	Health Affairs	Feng-Chang Lin	Public Health	Biostatistics	Research Assistant Professor	Increase based on in-rank promotion to Research Associate Professor	\$17,542	15.49%	\$113,254	\$118,906	\$130,796	11/1/2017
9	Health Affairs	Leonard Lobo	Medicine	Medicine	Clinical Assistant Professor	Increase due to new secondary administrative appointment as Director of Transplant Pulmonology	\$15,000	7.78%	\$192,715	\$192,715	\$207,715	8/1/2017
10	Health Affairs	Kristin Reiter	Public Health	Health Policy & Management	Professor	Increase due to promotion to Professor	\$10,000	6.48%	\$154,405	\$162,109	\$164,405	12/1/2017
11	Academic Affairs	Michael Reiter	Arts and Sciences	Computer Science	Distinguished Professor	Increase due to a new secondary administrative appointment as Associate Chair for Diversity	\$24,018	11.43%	\$210,185	\$231,203	\$234,203	7/1/2017
12	Health Affairs	Denise Rhoney-Metzger	Pharmacy	PACE	Professor	Increase due to new secondary administrative appointment as Associate Dean for Curricular Innovation	\$13,532	6.90%	\$195,974	\$204,506	\$209,506	9/1/2017
13	Health Affairs	Andre Ritter	Dentistry	Operative Dentistry	Professor/Chair	Increase due to new secondary administrative appointment as Executive Dean	\$52,002	24.94%	\$208,549	\$225,263	\$260,551	1/1/2018
14	Health Affairs	Christopher Shea	Public Health	Health Policy & Management	Assistant Professor	Increase due to internal equity	\$13,748	11.83%	\$116,252	\$122,053	\$130,000	12/1/2017
15	Health Affairs	Joyce Tan	Medicine	Genetics	Research Assistant Professor/Special Assistant to the Chancellor	Increase due to new secondary administrative appointment as Chief Research Strategist	\$10,215	8.55%	\$119,517	\$124,732	\$129,732	10/1/2017
16	Health Affairs	Melissa Troester	Public Health	Epidemiology	Professor/Program Co-Leader	Increase due to new secondary administrative appointment as Director of the UNC Center for Environmental Health and Susceptibility	\$22,500	12.34%	\$182,330	\$184,830	\$204,830	9/1/2017
17												
18												
19												
20												
21												
22												
23												
24												
25												

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

EXECUTIVE SUMMARY

Board of Trustees

October 2017

No. First Name

Rank

Description

For Information - Leave of Absence - 7/1/16-7/1/17

No.	First Name	Rank	Description
1	ALAMO, JUAN MANUEL	Assistant Professor	Faculty Research/StdY Assgnmnt
2	BALLARD-ROSA, CAMERON	Assistant Professor	Faculty Ext Competitive Leave
3	BARDAWIL, FADI A	Assistant Professor	Faculty Ext Competitive Leave
4	BARDAWIL, FADI A	Assistant Professor	Faculty Ext Competitive Leave
5	BOHLMAN, ANDREA FLORENCE	Assistant Professor	Faculty Professional Leave
6	BOHLMAN, ANDREA FLORENCE	Assistant Professor	Faculty Ext Competitive Leave
7	CASTILLO, KARL DAVID	Assistant Professor	Faculty Research/StdY Assgnmnt
8	CHEN, MENGJIE	Assistant Professor	Faculty Professional Leave
9	COOPER, ANDREA	Assistant Professor	Faculty Research/StdY Assgnmnt
10	COWDERY, TAYLOR HEYWOOD	Assistant Professor	Faculty Ext Competitive Leave
11	DUNCAN, ALEXANDER COLIN	Assistant Professor	Faculty Research/StdY Assgnmnt
12	EKSTRAND, VICTORIA SMITH	Assistant Professor	Faculty Research/StdY Assgnmnt
13	ESCOLAR, MARISA ABBY	Assistant Professor	Faculty Int Competitive Leave
14	FIGUEROA, MICHAEL	Assistant Professor	Faculty Research/StdY Assgnmnt
15	FLAHERTY, MARY GRACE	Assistant Professor	Faculty Research/StdY Assgnmnt
16	FLAHERTY, MARY GRACE	Assistant Professor	Faculty Research/StdY Assgnmnt
17	FREY, BENJAMIN ELLIOTT	Assistant Professor	Faculty Research/StdY Assgnmnt
18	FRUEHWIRTH, JANE COOLEY	Assistant Professor	Faculty Research/StdY Assgnmnt
19	GATES-FOSTER, JENNIFER ERIN	Assistant Professor	Faculty Int Competitive Leave
20	GATES-FOSTER, JENNIFER ERIN	Assistant Professor	Faculty Int Competitive Leave
21	GATES, KATHLEEN MARIE	Assistant Professor	Faculty Research/StdY Assgnmnt
22	GRIEST, STEPHANIE ANN	Assistant Professor	Faculty Research/StdY Assgnmnt
23	GRIFFITH, BOYCE EUGENE	Assistant Professor	Faculty Research/StdY Assgnmnt
24	JARRAHI, MOHAMMAD HOSEIN	Assistant Professor	Faculty Research/StdY Assgnmnt
25	JARVIS, LAUREN VIRGINIA	Assistant Professor	Faculty Research/StdY Assgnmnt
26	KOTCH, SETH M.	Assistant Professor	Faculty Research/StdY Assgnmnt
27	KUCERA, KRISTEN L.	Assistant Professor	Faculty Research/StdY Assgnmnt
28	LENTZ, CHRISTIAN	Assistant Professor	Faculty Int Competitive Leave

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29	LOPEZ-SANDERS, LAURA	Assistant Professor	Faculty Ext Competitive Leave
30	LOPEZ-SANDERS, LAURA	Assistant Professor	Faculty Ext Competitive Leave
31	MARTIN, LUCY ELIZABETH SEMPLE	Assistant Professor	Faculty Ext Competitive Leave
32	MCKAY, DANIEL JAMES	Assistant Professor	Faculty Research/StdY Assgnmnt
33	MERINO-RAJME, CARLA	Assistant Professor	Faculty Research/StdY Assgnmnt
34	MIDDLETON, CHRISTOPHER TOWNSEND	Assistant Professor	Faculty Research/StdY Assgnmnt
35	MORRISON, MOSI ADESINA	Assistant Professor	Faculty Research/StdY Assgnmnt
36	NEWHALL, KATHERINE ALTA	Assistant Professor	Faculty Research/StdY Assgnmnt
37	PHAN, TOAN VU	Assistant Professor	Faculty Professional Leave
38	PIETROSIMONE, BRIAN G	Assistant Professor	Faculty Research/StdY Assgnmnt
39	POPP, NELS	Assistant Professor	Faculty Research/StdY Assgnmnt
40	PORTER, DONALD ELLIOTT	Assistant Professor	Faculty Research/StdY Assgnmnt
41	REISSNER, KATHRYN J.	Assistant Professor	Faculty Research/StdY Assgnmnt
42	RODRIGUEZ, NANCY	Assistant Professor	Faculty Research/StdY Assgnmnt
43	RYAN, TIMOTHY J.	Assistant Professor	Faculty Research/StdY Assgnmnt
44	RYOO, KIHYUN	Assistant Professor	Faculty Research/StdY Assgnmnt
45	SA CARVALHO PEREIRA, CAROLINA	Assistant Professor	Faculty Research/StdY Assgnmnt
46	SMITH, CANDIS WATTS	Assistant Professor	Faculty Research/StdY Assgnmnt
47	STUESSE, ANGELA CHRISTINE	Assistant Professor	Faculty Research/StdY Assgnmnt
48	STURKEY, WILLIAM MYCHAEL	Assistant Professor	Faculty Research/StdY Assgnmnt
49	TANNER, JESSICA LEIGH	Assistant Professor	Faculty Research/StdY Assgnmnt
50	THOMAS, KATHLEEN	Assistant Professor	Faculty Research/StdY Assgnmnt
51	THORNTON, BRENDAN JAMAL	Assistant Professor	Faculty Research/StdY Assgnmnt
52	TRUONG, LIEN	Assistant Professor	Faculty Int Competitive Leave
53	TRUONG, LIEN	Assistant Professor	Faculty Research/StdY Assgnmnt
54	VALENTINE, JINA	Assistant Professor	Faculty Int Competitive Leave
55	VALENTINE, JINA	Assistant Professor	Faculty Int Competitive Leave
56	VALLADARES, HERICA N.	Assistant Professor	Faculty Research/StdY Assgnmnt
57	VERDIER, VALENTIN	Assistant Professor	Faculty Research/StdY Assgnmnt
58	WILLIAMS II, RONALD	Assistant Professor	Faculty Research/StdY Assgnmnt
59	WILLIAMS, JONATHAN WALLACE	Assistant Professor	Faculty Research/StdY Assgnmnt
60	WORTHEN, MOLLY	Assistant Professor	Faculty Research/StdY Assgnmnt

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61	WORTHEN,MOLLY	Assistant Professor	Faculty Int Competitive Leave
62	ZHANG,KAI	Assistant Professor	Faculty Research/StdY Assgnmnt
63	ALEXANDER CRAFT,RENEE J	Associate Professor	Faculty Research/StdY Assgnmnt
64	ALEXANDER CRAFT,RENEE J	Associate Professor	Faculty Ext Competitive Leave
65	ANDERSON,GLAIRE D	Associate Professor	Faculty Int Competitive Leave
66	ANDERSON,GLAIRE D	Associate Professor	Faculty Research/StdY Assgnmnt
67	ARGON,SUKRIYE N	Associate Professor	Faculty Research/StdY Assgnmnt
68	BAPAT,NAVIN A	Associate Professor	Faculty Research/StdY Assgnmnt
69	BENDOR,TODD K	Associate Professor	Faculty Research/StdY Assgnmnt
70	BROWN,WILLIAM ARTHUR	Associate Professor	Faculty Research/StdY Assgnmnt
71	BURRILL,EMILY SUSAN	Associate Professor	Faculty Research/StdY Assgnmnt
72	CAREN,NEAL P	Associate Professor	Faculty Research/StdY Assgnmnt
73	CHAMBERS,JANET ANNE	Associate Professor	Faculty Research/StdY Assgnmnt
74	COBB,DANIEL M	Associate Professor	Faculty Ext Competitive Leave
75	CRAVEY,ALTHA J	Associate Professor	Faculty Research/StdY Assgnmnt
76	CURTAIN,FORREST T	Associate Professor	Faculty Research/StdY Assgnmnt
77	DANIELEWICZ,JANE M	Associate Professor	Faculty Research/StdY Assgnmnt
78	DAUGHTERS,STACEY BROOKE	Associate Professor	Faculty Research/StdY Assgnmnt
79	DEL VALLE ESCALANTE,EMILIO	Associate Professor	Faculty Int Competitive Leave
80	DEL VALLE ESCALANTE,EMILIO	Associate Professor	Faculty Research/StdY Assgnmnt
81	DORE,FLORENCE WEILER	Associate Professor	Faculty Ext Competitive Leave
82	FLABBI,LUCA	Associate Professor	Faculty Research/StdY Assgnmnt
83	GARCIA,DAVID F	Associate Professor	Faculty Research/StdY Assgnmnt
84	GARCIA,DIEGO	Associate Professor	Faculty Professional Leave
85	GHOSH,PIKA	Associate Professor	Faculty Professional Leave
86	GIBSON,JACQUELINE M	Associate Professor	Faculty Ext Competitive Leave
87	GIOVANELLO,KELLY S	Associate Professor	Faculty Research/StdY Assgnmnt
88	GLAZIER,JOCELYN A	Associate Professor	Faculty Research/StdY Assgnmnt
89	GOKARIKSEL,PERVIN B	Associate Professor	Faculty Int Competitive Leave
90	HEDRICK,TYSON L	Associate Professor	Faculty Research/StdY Assgnmnt
91	HEITSCH,FABIAN	Associate Professor	Faculty Research/StdY Assgnmnt
92	HEMMINGER,BRADLEY MARK	Associate Professor	Faculty Research/StdY Assgnmnt

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93	HENNING,REYCO	Associate Professor	Faculty Int Competitive Leave
94	JACKSON,JERMA A	Associate Professor	Faculty Ext Competitive Leave
95	KAUR,JASLEEN -	Associate Professor	Faculty Research/Stdy Assgnmnt
96	KENDALL,RITCHIE D	Associate Professor	Faculty Off Campus Assignment
97	KING,MICHELLE T	Associate Professor	Faculty Int Competitive Leave
98	KING,MICHELLE T	Associate Professor	Faculty Ext Competitive Leave
99	LA SERNA,MIGUEL ABRAM	Associate Professor	Faculty Ext Competitive Leave
100	LA SERNA,MIGUEL ABRAM	Associate Professor	Faculty Ext Competitive Leave
101	LA SERNA,MIGUEL ABRAM	Associate Professor	Faculty Ext Competitive Leave
102	LEE,MARGARET CAROL	Associate Professor	Faculty Professional Leave
103	LEINBAUGH,THEODORE H	Associate Professor	Faculty Research/Stdy Assgnmnt
104	LEONARD,STEPHEN T	Associate Professor	Faculty Int Competitive Leave
105	LEONARD,STEPHEN T	Associate Professor	Faculty Research/Stdy Assgnmnt
106	LEVINE,CARY S	Associate Professor	Faculty Research/Stdy Assgnmnt
107	LI,WENDAN	Associate Professor	Faculty Research/Stdy Assgnmnt
108	LOTHSPEICH,PAMELA JO	Associate Professor	Faculty Ext Competitive Leave
109	LUNDBERG,CHRISTIAN O	Associate Professor	Faculty Research/Stdy Assgnmnt
110	LUNDBERG,CHRISTIAN O	Associate Professor	Faculty Research/Stdy Assgnmnt
111	MACNEIL,ANNE E	Associate Professor	Faculty Ext Competitive Leave
112	MARTIN,NINA UM	Associate Professor	Faculty Research/Stdy Assgnmnt
113	MARTINEZ-GALLARDO,CECILIA	Associate Professor	Faculty Research/Stdy Assgnmnt
114	MARZAN,MARIO M	Associate Professor	Faculty Research/Stdy Assgnmnt
115	MAYNOR-LOWERY,MALINDA	Associate Professor	Faculty Research/Stdy Assgnmnt
116	MCINTOSH,TERENCE V	Associate Professor	Faculty Research/Stdy Assgnmnt
117	MOORE,LAURA J	Associate Professor	Faculty Int Competitive Leave
118	MORAN,ANDREW M	Associate Professor	Faculty Research/Stdy Assgnmnt
119	NEBLETT,ENRIQUE W	Associate Professor	Faculty Research/Stdy Assgnmnt
120	NELSON,CHRISTOPHER T	Associate Professor	Faculty Research/Stdy Assgnmnt
121	OCHOA,TODD RAMON	Associate Professor	Faculty Ext Competitive Leave
122	OLDENBURG,AMY LYNN	Associate Professor	Faculty Research/Stdy Assgnmnt
123	OLSON,ELIZABETH ANN	Associate Professor	Faculty Int Competitive Leave
124	PEARCE,LISA D	Associate Professor	Faculty Research/Stdy Assgnmnt

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125	PEREZ-MENDEZ,ROXANA JOSEFINA	Associate Professor	Faculty Research/Stdy Assgnmnt
126	PERUCCI,ANTHONY T	Associate Professor	Faculty Research/Stdy Assgnmnt
127	PIER,DAVID	Associate Professor	Faculty Int Competitive Leave
128	PRICE,CHARLES R	Associate Professor	Faculty Int Competitive Leave
129	RANKUS,EDWARD V	Associate Professor	Faculty Research/Stdy Assgnmnt
130	REED,JASON W	Associate Professor	Faculty Research/Stdy Assgnmnt
131	REGISTER,CHARLENE B.	Associate Professor	Faculty Research/Stdy Assgnmnt
132	RIVERO,ALICIA	Associate Professor	Faculty Research/Stdy Assgnmnt
133	SABBETH,KATHRYN A	Associate Professor	Faculty Professional Leave
134	SABBETH,KATHRYN A	Associate Professor	Faculty Research/Stdy Assgnmnt
135	SHIELDS,TANYA L	Associate Professor	Faculty Research/Stdy Assgnmnt
136	SHIELDS,TANYA L	Associate Professor	Faculty Int Competitive Leave
137	SLEP,KEVIN C	Associate Professor	Faculty Research/Stdy Assgnmnt
138	SMITH,JENNIFER L	Associate Professor	Faculty Research/Stdy Assgnmnt
139	TAJ,AFROZ N	Associate Professor	Faculty Research/Stdy Assgnmnt
140	TATE,GEOFFREY A	Associate Professor	Faculty Professional Leave
141	TAYLOR,MATTHEW A	Associate Professor	Faculty Int Competitive Leave
142	TEWARI,MEENU	Associate Professor	Faculty Int Competitive Leave
143	TRIER,JAMES D	Associate Professor	Faculty Research/Stdy Assgnmnt
144	TROP,GABRIEL STEPHEN	Associate Professor	Faculty Int Competitive Leave
145	VIGIL,ARIANA ELIZABETH	Associate Professor	Faculty Ext Competitive Leave
146	VISSER,ROBIN L	Associate Professor	Faculty Ext Competitive Leave
147	VISSER,ROBIN L	Associate Professor	Faculty Int Competitive Leave
148	VON BERNUTH,RUTH	Associate Professor	Faculty Research/Stdy Assgnmnt
149	WATERHOUSE,BENJAMIN C	Associate Professor	Faculty Research/Stdy Assgnmnt
150	WATTS,ERIC KING	Associate Professor	Faculty Research/Stdy Assgnmnt
151	WHITE,BRIAN L	Associate Professor	Faculty Ext Competitive Leave
152	WILLIAMS,LYNEISE E	Associate Professor	Faculty Ext Competitive Leave
153	WILLIAMS,LYNEISE E	Associate Professor	Faculty Ext Competitive Leave
154	ALLEN,ROBERT C	Distinguished Professor	Faculty Int Competitive Leave
155	BABB,FLORENCE	Distinguished Professor	Faculty Research/Stdy Assgnmnt
156	BAKER,DAVID JOHN	Distinguished Professor	Faculty Int Competitive Leave

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157	BAUMGARTNER,FRANK R.	Distinguished Professor	Faculty Research/StdY Assgnmnt
158	BETTIS,RICHARD A	Distinguished Professor	Faculty Professional Leave
159	BETTIS,RICHARD A	Distinguished Professor	Faculty Professional Leave
160	BOLLEN,KENNETH A	Distinguished Professor	Faculty Research/StdY Assgnmnt
161	BONDS,MARK E	Distinguished Professor	Faculty Ext Competitive Leave
162	BONDS,MARK E	Distinguished Professor	Faculty Ext Competitive Leave
163	CAMASSA,ROBERTO A	Distinguished Professor	Faculty Research/StdY Assgnmnt
164	CARSEY,THOMAS MICHAEL	Distinguished Professor	Faculty Research/StdY Assgnmnt
165	CLEGG,CLAUDE ANDREW	Distinguished Professor	Faculty Int Competitive Leave
166	DESIMONE,JOSEPH M	Distinguished Professor	Faculty Professional Leave
167	DESIMONE,JOSEPH M	Distinguished Professor	Faculty Professional Leave
168	EICHNER,MAXINE N.	Distinguished Professor	Faculty Research/StdY Assgnmnt
169	EICHNER,MAXINE N.	Distinguished Professor	Faculty Research/StdY Assgnmnt
170	ENGELHARDT,ELIZABETH SANDERS DELWICHE	Distinguished Professor	Faculty Int Competitive Leave
171	ENGELHARDT,ELIZABETH SANDERS DELWICHE	Distinguished Professor	Faculty Research/StdY Assgnmnt
172	ENTWISLE,BARBARA	Distinguished Professor	Faculty Research/StdY Assgnmnt
173	ENTWISLE,BARBARA	Distinguished Professor	Faculty Int Competitive Leave
174	ERNST,CARL W	Distinguished Professor	Faculty Research/StdY Assgnmnt
175	FAUSER,ANNEGRET	Distinguished Professor	Faculty Research/StdY Assgnmnt
176	FAUSER,ANNEGRET	Distinguished Professor	Faculty Research/StdY Assgnmnt
177	FAUSER,ANNEGRET	Distinguished Professor	Faculty Int Competitive Leave
178	FELDMAN,MARYANN	Distinguished Professor	Faculty Ext Competitive Leave
179	FREDRICKSON,BARBARA L	Distinguished Professor	Faculty Ext Competitive Leave
180	FREDRICKSON,BARBARA L	Distinguished Professor	Faculty Research/StdY Assgnmnt
181	FUCHS,HENRY	Distinguished Professor	Faculty Int Competitive Leave
182	GIL,KAREN M	Distinguished Professor	Faculty Professional Leave
183	GURA,PHILIP F	Distinguished Professor	Faculty Research/StdY Assgnmnt
184	GURA,PHILIP F	Distinguished Professor	Faculty Research/StdY Assgnmnt
185	HARRIS,KATHLEEN M	Distinguished Professor	Faculty Int Competitive Leave
186	HARTLYN,JONATHAN	Distinguished Professor	Faculty Research/StdY Assgnmnt
187	HERMAN,BERNARD L	Distinguished Professor	Faculty Research/StdY Assgnmnt
188	JARAUSCH,KONRAD H	Distinguished Professor	Faculty Int Competitive Leave

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189	JARAUSCH,KONRAD H	Distinguished Professor	Faculty Int Competitive Leave
190	KALLEBERG,ARNE L	Distinguished Professor	Faculty Ext Competitive Leave
191	KOELB,CLAYTON T	Distinguished Professor	Faculty Research/StdY Assgnmnt
192	LARRES,KLAUS	Distinguished Professor	Faculty Ext Competitive Leave
193	LARRES,KLAUS	Distinguished Professor	Faculty Ext Competitive Leave
194	MAGNESS,JODI	Distinguished Professor	Faculty Int Competitive Leave
195	MAGNESS,JODI	Distinguished Professor	Faculty Professional Leave
196	MAGNESS,JODI	Distinguished Professor	Faculty Ext Competitive Leave
197	MCGOWAN,JOHN P	Distinguished Professor	Faculty Ext Competitive Leave
198	MCKEE,BRENT A	Distinguished Professor	Faculty Research/StdY Assgnmnt
199	MCNEIL,LAURIE E	Distinguished Professor	Faculty Int Competitive Leave
200	MCREYNOLDS,LINDA LOUISE	Distinguished Professor	Faculty Int Competitive Leave
201	MUMBY,DENNIS K	Distinguished Professor	Faculty Research/StdY Assgnmnt
202	NICHOL JR,GENE R	Distinguished Professor	Faculty Research/StdY Assgnmnt
203	ORTH,JOHN V	Distinguished Professor	Faculty Research/StdY Assgnmnt
204	PAUL,LAURIE ANN	Distinguished Professor	Faculty Professional Leave
205	PENN,DAVID L	Distinguished Professor	Faculty Research/StdY Assgnmnt
206	PENNYBACKER,SUSAN DABNEY	Distinguished Professor	Faculty Off Campus Assignment
207	PEREZ,LOUIS A	Distinguished Professor	Faculty Research/StdY Assgnmnt
208	POSTEMA,GERALD J	Distinguished Professor	Faculty Professional Leave
209	POSTEMA,GERALD J	Distinguished Professor	Faculty Professional Leave
210	RADDING,CYNTHIA	Distinguished Professor	Faculty Ext Competitive Leave
211	SEARING,DONALD D	Distinguished Professor	Faculty Professional Leave
212	SHERMAN,DANIEL JAMES	Distinguished Professor	Faculty Int Competitive Leave
213	SHERMAN,DANIEL JAMES	Distinguished Professor	Faculty Ext Competitive Leave
214	TALBERT,RICHARD J	Distinguished Professor	Faculty Research/StdY Assgnmnt
215	WEISSMAN,DEBORAH M	Distinguished Professor	Faculty Research/StdY Assgnmnt
216	WILKERSON,JOHN FRANKLIN	Distinguished Professor	Faculty Research/StdY Assgnmnt
217	WOLF,SUSAN R	Distinguished Professor	Faculty Professional Leave
218	WU,YUE	Distinguished Professor	Faculty Research/StdY Assgnmnt
219	KOTZEN,MATTHEW L	Distinguished Term Assoc Prof	Faculty Research/StdY Assgnmnt
220	MEIER,BENJAMIN MASON	Distinguished Term Assoc Prof	Faculty Research/StdY Assgnmnt

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221	AMAGO,SAMUEL	Distinguished Term Professor	Faculty Int Competitive Leave
222	DUVAL,KATHLEEN A	Distinguished Term Professor	Faculty Research/Stdy Assgnmnt
223	FLOYD-WILSON,MARY L.	Distinguished Term Professor	Faculty Ext Competitive Leave
224	GRABOWSKI,STELLA E	Distinguished Term Professor	Faculty Research/Stdy Assgnmnt
225	GRABOWSKI,STELLA E	Distinguished Term Professor	Faculty Research/Stdy Assgnmnt
226	GRABOWSKI,STELLA E	Distinguished Term Professor	Faculty Research/Stdy Assgnmnt
227	KATZ,MARK	Distinguished Term Professor	Faculty Int Competitive Leave
228	KATZ,MARK	Distinguished Term Professor	Faculty Research/Stdy Assgnmnt
229	LINDSAY,LISA A	Distinguished Term Professor	Faculty Off Campus Assignment
230	MUCHA,PETER J	Distinguished Term Professor	Faculty Int Competitive Leave
231	MUCHA,PETER J	Distinguished Term Professor	Faculty Int Competitive Leave
232	ABRAMOWITZ,JONATHAN STUART	Professor	Faculty Research/Stdy Assgnmnt
233	AITKEN,MICHAEL D	Professor	Faculty Int Competitive Leave
234	AMBROS,BARBARA R	Professor	Faculty Int Competitive Leave
235	ANDERSON,ALLEN L	Professor	Faculty Research/Stdy Assgnmnt
236	ARMITAGE,CHRISTOPHER	Professor	Faculty Research/Stdy Assgnmnt
237	BIGLAISER,GARY A	Professor	Faculty Research/Stdy Assgnmnt
238	BIRCKHEAD,TAMAR R	Professor	Faculty Professional Leave
239	BIRCKHEAD,TAMAR R	Professor	Faculty Professional Leave
240	BURCH,CHRISTINA L	Professor	Faculty Research/Stdy Assgnmnt
241	BURNS,KATHRYN J	Professor	Faculty Research/Stdy Assgnmnt
242	CHARI,ANUSHA	Professor	Faculty Research/Stdy Assgnmnt
243	COLEMAN,DREW S	Professor	Faculty Research/Stdy Assgnmnt
244	CURRAN,PATRICK J	Professor	Faculty Research/Stdy Assgnmnt
245	DORE,FLORENCE WEILER	Professor	Faculty Research/Stdy Assgnmnt
246	DOWNING,ERIC S	Professor	Faculty Research/Stdy Assgnmnt
247	GILLESKIE,DONNA B	Professor	Faculty Research/Stdy Assgnmnt
248	GINGHER,MARIANNE B	Professor	Faculty Research/Stdy Assgnmnt
249	HACKNEY,ANTHONY CARL	Professor	Faculty Int Competitive Leave
250	HOFWEBER,THOMAS	Professor	Faculty Research/Stdy Assgnmnt
251	HUANG,JINGFANG	Professor	Faculty Int Competitive Leave
252	HUSSONG,ANDREA M	Professor	Faculty Int Competitive Leave

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253	JAMES, SHARON L	Professor	Faculty Int Competitive Leave
254	KENAN, RANDALL G.	Professor	Faculty Professional Leave
255	KENNEDY, JOSEPH E	Professor	Faculty Research/Stdy Assgnmnt
256	LEE, CHRISTOPHER A	Professor	Faculty Research/Stdy Assgnmnt
257	LU, JIANPING	Professor	Faculty Research/Stdy Assgnmnt
258	MACLEAN, DOUGLAS E	Professor	Faculty Research/Stdy Assgnmnt
259	MCGOWAN, JOHN P	Professor	Faculty Research/Stdy Assgnmnt
260	MITRAN, SORIN	Professor	Faculty Research/Stdy Assgnmnt
261	MOSKAL, JEANNE	Professor	Faculty Research/Stdy Assgnmnt
262	MOSLEY, MARIA E	Professor	Faculty Int Competitive Leave
263	MOSLEY, MARIA E	Professor	Faculty Research/Stdy Assgnmnt
264	NETA, RAM	Professor	Faculty Research/Stdy Assgnmnt
265	NIELSEN, FRANCOIS D	Professor	Faculty Research/Stdy Assgnmnt
266	OEHLER, DONALD L.	Professor	Faculty Off Campus Assignment
267	OTTEN, THOMAS J	Professor	Faculty Professional Leave
268	PAPANIKOLAS, JOHN M	Professor	Faculty Professional Leave
269	PERKINS, KATHY ANNE	Professor	Faculty Research/Stdy Assgnmnt
270	PFENNIG, DAVID W	Professor	Faculty Int Competitive Leave
271	PIPIRAS, VLADAS	Professor	Faculty Int Competitive Leave
272	PITELKA, MORGAN J	Professor	Faculty Research/Stdy Assgnmnt
273	PITELKA, MORGAN J	Professor	Faculty Research/Stdy Assgnmnt
274	PROCTOR, ROBERT A	Professor	Faculty Research/Stdy Assgnmnt
275	PROCTOR, ROBERT A	Professor	Faculty Professional Leave
276	REDFIELD, PETER W	Professor	Faculty Ext Competitive Leave
277	REDFIELD, PETER W	Professor	Faculty Ext Competitive Leave
278	RIVENBARK, WILLIAM C	Professor	Faculty Research/Stdy Assgnmnt
279	ROBERTS, JOHN T	Professor	Faculty Int Competitive Leave
280	ROBERTSON, GRAEME B	Professor	Faculty Research/Stdy Assgnmnt
281	ROBERTSON, GRAEME B	Professor	Faculty Research/Stdy Assgnmnt
282	ROVINE, VICTORIA L.	Professor	Faculty Ext Competitive Leave
283	SHIELDS, SARAH D	Professor	Faculty Off Campus Assignment
284	STEPONAITIS, VINCAS P	Professor	Faculty Int Competitive Leave

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285	STEPONAITIS,VINCAS P	Professor	Faculty Research/Stdy Assgnmnt
286	SURGE,DONNA M	Professor	Faculty Research/Stdy Assgnmnt
287	TAYLOR,BEVERLY W	Professor	Faculty Research/Stdy Assgnmnt
288	TAYLOR,BEVERLY W	Professor	Faculty Research/Stdy Assgnmnt
289	TAYLOR,BEVERLY W	Professor	Faculty Int Competitive Leave
290	WILLIAMS,MARK	Professor	Faculty Research/Stdy Assgnmnt
291	WOLFE,JESSICA L	Professor	Faculty Ext Competitive Leave
292	YANG,YANG CLAIRE	Professor	Faculty Int Competitive Leave

No.	First Name	Rank	Description
For Information - End of Employment - 7/1/16-7/1/17			
1	AHUJA,NEEL KUMAR	Associate Professor	Resignation
2	AMMONS,DAVID N	Distinguished Professor	Retirement
3	BAKER,CLAIRE ELIZABETH	Assistant Professor	Resignation
4	BAND,LAWRENCE E	Distinguished Professor	Resignation
5	BARANEK,GRACE T	Professor	Resignation
6	BARUAH,SANJOY K	Professor	Resignation
7	BATALLER,RAMON	Associate Professor	Resignation
8	BATALLER,RAMON	Associate Professor	Resignation
9	BENCHARIT,SOMPOP	Assistant Professor	Term Appt Non Renewal EPA
10	BENNETT,BRIAN	Assistant Professor	Resignation
11	BERNARD,STEPHEN A	Professor	Retirement
12	BIRCKHEAD,TAMAR R	Professor	Resignation
13	BIRDSALL,STEPHEN S	Professor	Retirement
14	BOGER,JOHN C.	Distinguished Professor	Retirement
15	BOSE,CARL L	Professor	Retirement
16	BROPHY,ALFRED L	Distinguished Professor	Resignation
17	BROWN,CAROLINE N	Professor	Retirement
18	CARNEY,TIMOTHY J	Assistant Professor	Resignation

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19	CARSON,JOHNNY L	Professor	Retirement
20	CASTRO-SCHILO,LAURA	Assistant Professor	Resignation
21	CHEN,MENGJIE	Assistant Professor	Resignation
22	CHEN,XI	Assistant Professor	Term Appt Non Renewal EPA
23	CLEGG,THOMAS B	Professor	Retirement
24	COLLINS,EDWARD J	Associate Professor	Resignation
25	COOPER,COYTE GENE	Assistant Professor	Term Appt Non Renewal EPA
26	DAMON,JAMES N	Professor	Retirement
27	DANIELS,ROBERT E	Associate Professor	Retirement
28	DICKS,DAVID L	Assistant Professor	Resignation
29	DOMINGUEZ,MICHAEL	Assistant Professor	Resignation
30	DUDLEY,ANDREW C.	Assistant Professor	Resignation
31	DYKSTRA HYLANDER,LINDA A	Professor	Retirement
32	FERGUSON,PAUL H	Professor	Retirement
33	FERRELL,JOSEPH S	Professor	Retirement
34	FISHER,DOMINIQUE D	Professor	Retirement
35	FLATT,VICTOR B	Distinguished Professor	Resignation
36	FLETCHER,W M	Professor	Retirement
37	GHOSH,PIKA	Associate Professor	Resignation
38	GIBSON,SARAH E.	Distinguished Professor	Retirement
39	GROFF,DIANE G	Associate Professor	Retirement
40	GRUMET,MADELEINE R	Professor	Retirement
41	GWIN,MINROSE C	Distinguished Professor	Retirement
42	HALABI,ZEINA G	Assistant Professor	Resignation
43	HALL,LEIGH A	Associate Professor	Resignation
44	HAMMETT-STABLER,CATHERINE A	Professor	Retirement
45	HAWKINS,JANE M	Professor	Retirement
46	HECKMAN,JONATHAN	Assistant Professor	Resignation
47	HENDRICK,RANDALL J	Professor	Retirement
48	HERRING,AMY H	Distinguished Professor	Resignation
49	HERSHEY JR,H G	Professor	Retirement
50	HILDEBRAND,REGINALD F	Associate Professor	Retirement

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51	HILL JR, THOMAS E	Distinguished Professor	Retirement
52	HILLIS, KENNETH J	Professor	Retirement
53	HUMPHRY, RUTH A	Professor	Retirement
54	JOJIC, VLADIMIR	Assistant Professor	Resignation
55	KAUFMANN, WILLIAM KARL	Professor	Retirement
56	KAWULA, THOMAS H	Professor	Converted Termination
57	KELLY, JOYCE D	Professor	Resignation
58	KING, LARRY D	Professor	Retirement
59	KOTCH, JONATHAN B	Professor	Retirement
60	LANGE, ETHAN M	Professor	Resignation
61	LASTRA, ANSELMO A	Professor	Retirement
62	LEADBETTER, MALCOLM R.	Professor	Retirement
63	LEE, JOSEPH K	Professor	Retirement
64	LEE, MICHAEL YOUNG	Distinguished Professor	Retirement
65	LEONARD, RALPH HOWARD	Distinguished Term Professor	Retirement
66	LOPEZ-SANDERS, LAURA	Assistant Professor	Resignation
67	LYCAN, WILLIAM G	Distinguished Professor	Retirement
68	MANNING, JAMES ELBERT	Professor	Retirement
69	MARUCHECK, ANN E	Professor	Retirement
70	MASON, LINDA HOLLY	Professor	Resignation
71	MAZEPA, MARSHALL A	Assistant Professor	Resignation
72	MCCARTHY, KENNY D	Professor	Retirement
73	MENDEZ, MICHELLE A.	Assistant Professor	Resignation
74	MICHALAK, SARAH C	Professor	Resignation
75	MOESER, JAMES C	Professor	Retirement
76	MOJICA, GEMMA FOUST	Assistant Professor	Resignation
77	MOORE, REAGAN W	Professor	Retirement
78	MORAN, BARBARA B	Distinguished Professor	Retirement
79	MOULDER, JANELLE KATIE	Assistant Professor	Resignation
80	MURRAY, ROYCE W	Professor	Retirement
81	NADAS, JOHN L	Distinguished Professor	Retirement
82	NELSON, JENNIFER ELIZABETH SOLMS	Assistant Professor	Resignation

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83	OATLEY, THOMAS H	Professor	Resignation
84	O'BRIEN, KAREN M	Assistant Professor	Resignation
85	ORAMASIONWU, CHRISTINE UZONNA	Assistant Professor	Resignation
86	PARROTT, MATTHEW C	Assistant Professor	Resignation
87	PERRIN, ELIANA M	Professor	Resignation
88	PERSHA, LAUREN M	Assistant Professor	Resignation
89	POLSKY, GREGG DOUGLAS	Distinguished Professor	Resignation
90	PRESTON, RYAN CONREE	Assistant Professor	Resignation
91	RACE, WILLIAM H	Distinguished Professor	Retirement
92	RECTOR, MONICA P	Professor	Retirement
93	REMUS, DANA	Professor	Resignation
94	REYES, ALVARO ANDRES	Assistant Professor	Resignation
95	RICH, PRESTON BERKELEY	Professor	Resignation
96	RODRIGUEZ, DANIEL A	Distinguished Professor	Resignation
97	ROSENFELD, LAWRENCE B	Professor	Retirement
98	ROSS, THOMAS WARREN	Professor	Retirement
99	ROWSEY, PAMELA J	Associate Professor	Resignation
100	SAMS, G K	Professor	Resignation
101	SCHOULTZ, LARS G.	Distinguished Professor	Retirement
102	SELASSIE, BEREKET H	Distinguished Professor	Retirement
103	SETHUPATHY, PRAVEEN	Assistant Professor	Resignation
104	SHAFFER-LANDAU, RUSSELL SCOTT	Professor	Resignation
105	SHANAHAN, LILLY	Assistant Professor	Resignation
106	SHANAHAN, MICHAEL J	Professor	Resignation
107	SMALL, LATOYA ADEYIANKA	Assistant Professor	Resignation
108	SMITH, BROOKS	Distinguished Professor	Retirement
109	SOPER, STEVE ALLAN	Professor	Resignation
110	SPREMULLI, LINDA L	Professor	Retirement
111	STAMM, JOHN W	Professor	Retirement
112	STINCHCOMBE, THOMAS E	Associate Professor	Resignation
113	SULIK, KATHLEEN K	Professor	Retirement
114	SULLIVAN, TERRY O	Associate Professor	Resignation

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115	SUN,WEI	Associate Professor	Resignation
116	SUN,WEI	Associate Professor	Resignation
117	TARRANT,TERESA K	Associate Professor	Resignation
118	THOMPSON DORSEY,DANA N	Assistant Professor	Resignation
119	TIDWELL,RICHARD R	Distinguished Professor	Retirement
120	TOPPIN,ANTOINETTE LOUISE	Distinguished Professor	Resignation
121	TRETTIEN,WHITNEY	Assistant Professor	Resignation
122	TURNER,CRAIG W	Professor	Retirement
123	URBAN,THOMAS JACOB	Assistant Professor	Discharge/Misconduct
124	VALLABHANENI,RAGHUVEER	Assistant Professor	Resignation
125	VALLEY,ROBERT D	Professor	Retirement
126	VARIA,MAHESH A	Professor	Retirement
127	VOORHEES,PETER M	Associate Professor	Resignation
128	WAHL,JONATHAN M	Professor	Retirement
129	WANG,SHUMIN	Assistant Professor	Resignation
130	WANG,SOL SEAN	Assistant Professor	Term Appt Non Renewal EPA
131	WANG,ZEFENG	Associate Professor	Resignation
132	WARSHAUER,DAVID M	Professor	Resignation
133	WEGNER,JUDITH W	Distinguished Professor	Retirement
134	WEINER,BRYAN J	Professor	Resignation
135	WIGHTMAN,R. MARK	Professor	Retirement
136	WILDEMUTH,BARBARA M	Professor	Retirement
137	WILDER JR,ALDRIDGE D	Professor	Retirement
138	WILSON,ELIZABETH M	Professor	Retirement
139	WILSON,FRANK C	Distinguished Professor	Retirement
140	XIA,YIN	Assistant Professor	Resignation
141	ZAGAR,TIMOTHY MICHAEL	Assistant Professor	Resignation
142	ZEVALLOS,JOSE PEDRO	Associate Professor	Resignation
143	ZHUANG,JIAYUN	Assistant Professor	Resignation
144	ZOLNOUN,DENNIZ A	Associate Professor	Resignation

No.	College/Division	Name	Department/School	Rank	Reason	Requested Increase Amount	Percent of Increase	Current Salary	New Salary	Effective Date
Compensation Actions						* Available funding for each action has been confirmed by the appropriate Department and School/Division management officials to support the proposed salary increase. Upon implementation, specific funding sources are reviewed and approved at the Department level, as well as by the applicable University Central financial offices, including the University Budget Office and the Office of Sponsored Research for grant-funded salaries.				

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									
1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A



CAROL L. FOLT
Chancellor

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Mail Ballot

Board of Trustees

November 9, 2017

Chancellor Carol Folt submits for your review and approval the EHRA Faculty compensation and tenure actions as recommended for October 2017. This mail ballot will be approved as part of the consent agenda at the Full Board meeting on Thursday, November 16, 2017.

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

Approve Disapprove

EHRA Faculty Compensation and Tenure
Actions (Attachment A)

Signature_____

Printed Name_____

Date_____

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

This mail ballot was approved by majority vote on November 12, 2017 by the following: Haywood Cochrane, Chuck Duckett, Jeff Brown, Lowry Caudill, Julia Grumbles, Allie Ray McCullen, Ed McMahan, Hari Nath, Richard Stevens, and Elizabeth Adkins.