



March 23, 2022, 1:00 pm  
Chancellor's Ballroom, Carolina Inn

**OPEN SESSION**

**FOR ACTION**

1. Amendments to the UNC-Chapel Hill Board of Trustees Bylaws  
*Rob Bryan, Committee Chair*
2. Resolution Regarding In-State Tuition for Athletic Scholarship Recipients  
*Rob Bryan, Committee Chair*
3. Request for Extension of the Extension for COVID Tenure Clock Relief  
*Rob Bryan, Committee Chair*

**FOR INFORMATION ONLY** (No formal action is requested at this time)

1. Revisions to Department of Dramatic Art's Policies on Faculty Personnel Actions  
*Rob Bryan, Committee Chair*
2. Faculty Update  
*Mimi Chapman, Chair*
3. Presentation on Student Body Government  
*Lamar Richards, Student Body President and ex-officio member of the UNC Board of Trustees*
4. Report on Resignations/Retirements  
*Becci Menghini, Vice Chancellor, Human Resources & Equal Opportunity and Compliance*

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

**COMMITTEE MEMBERS**

**Rob Bryan, Chair**  
**Teresa Artis Neal, Vice Chair**  
**Dave Boliek, ex-officio**

<b>Gene Davis</b>	<b>John Preyer</b>
<b>Perrin Jones</b>	<b>Lamar Richards</b>
<b>Allie Ray McCullen</b>	<b>Malcolm Turner</b>

CLOSED SESSION MOTION  
FOR UNIVERSITY AFFAIRS COMMITTEE MEETING  
WEDNESDAY - 03/23/2022

Mr. Chairman, I move that the University Affairs Committee go into 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 also pursuant to Section 143-318.11 (a) (6).

## Amendment of Bylaws

### **RECOMMENDED ACTION**

Approval of the following motion:

“WHEREAS, Section 402 B of the Code of the University of North Carolina permits the Board of Trustees to delegate such of its powers as it deems appropriate to such committees as the Board of Trustees may create;

WHEREAS, the Board of Trustees desires to amend its bylaws to address the creation of delegated committees to which it may delegate certain of its powers as it deems appropriate;

WHEREAS, Section 5.01 of the bylaws of the Board of Trustees provides that the bylaws may be amended by an affirmative vote of a majority of the trustees then in office;

WHEREAS, the substance of the amendment attached hereto as Exhibit A was provided electronically to each member of the Board at least seven days prior to this meeting pursuant to Section 5.01;

NOW, THEREFORE, BE IT RESOLVED, that the amended and restated bylaws attached hereto as Exhibit A are hereby adopted effective immediately.”

## Creation of Personnel Committee and Delegation

### **RECOMMENDED ACTION**

Approval of the following motion:

“WHEREAS, Section III.A.1 of the Policy 300.1.1 of the University of North Carolina provides that the authority to make appointments of Tier II Senior Academic and Administrative Officers (“Tier II SAAOs”) is delegated by the Board of Governors to the chancellors and the respective boards of trustees of the constituent institutions;

WHEREAS, Section II.A.1 of Policy 600.3.4 of the University of North Carolina delegates to the Board of Trustees of each constituent institution the authority to appoint EHRA non-faculty instructional, research, and public service (IRPS) employees, now titled EHRA non-faculty Instructional, Research and Information Technology (IRIT) employees;

WHEREAS, pursuant to Section I(A)(1) of Appendix 1 of the Code of the University of North Carolina and The University of North Carolina at Chapel Hill Institutional Plan Management Flexibility to Appoint and Fix Compensation, first approved November 2002, the Chancellor has the authority to appoint EHRA non-faculty employees, including EHRA non-faculty IRIT employees and Tier II SAAOs;

WHEREAS, athletics assistant coaches are EHRA IRIT employees;

WHEREAS, the Board of Trustees resolved on November 4, 2021 that the appointment of Tier II SAAOs and athletics assistant coaches shall be made by the Board of Trustees;

WHEREAS, the Board of Trustees desires to delegate to the Chancellor the authority to appoint certain athletics assistant coaches;

WHEREAS, the Board of Trustees desires to create a delegated committee of the Board of Trustees to facilitate the expedient appointment of Tier II SAAOs and athletics assistant coaches; and

WHEREAS, Section 1.03b of the bylaws of the Board of Trustees provides that the Board of Trustees may, by resolution adopted by a majority of the trustees then in office, create and appoint members to a delegated committee comprised of two or more trustees and delegate to such committee such authority of the Board as is specified in the adopting resolution;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees hereby delegates to the Chancellor the authority to appoint athletics assistant coaches with starting salaries not to exceed \$250,000, permits the Chancellor to delegate this authority as he or she deems appropriate, and ratifies any action taken by the Chancellor or his delegates consistent with this resolution prior to this date and subsequent to the November 4, 2021 resolution;

FURTHER RESOLVED, that the Board of Trustees hereby creates the Personnel Committee as a delegated committee pursuant to section 1.03b of the bylaws of the Board of Trustees, with such initial members and purpose as is specified in the charter attached hereto as Exhibit B, with delegation of authority to act on behalf of the Board of Trustees to make appointments of athletics assistant coaches with starting salaries exceeding \$250,000 and Tier II SAAOs, and without authority to delegate further; and

FURTHER RESOLVED, that the Board of Trustees hereby delegates to the Chancellor the authority to make appointments of athletics assistant coaches with starting salaries exceeding \$250,000 and Tier II SAAOs, in consultation with the Chair or, in the absence of a Chair, the Vice Chair, and with such authority effective only during such times as the Personnel Committee may cease to exist or cease to have the minimum number of members required by the bylaws of the Board of Trustees to accomplish its purpose.”

**BYLAWS OF THE BOARD OF TRUSTEES  
OF  
THE UNIVERSITY OF NORTH CAROLINA  
AT CHAPEL HILL**

Adopted July 21, 1972  
[Amended October 25, 1991]  
[Amended November 21, 1997]  
[Amended March 23, 2000]  
[Amended September 26, 2002]  
[Amended August 1, 2019]  
[Amended \_\_\_\_\_]

**ARTICLE I – ORGANIZATION**

Section 1.01 - Membership

a. The University of North Carolina at Chapel Hill shall have a Board of Trustees composed of thirteen persons chosen as follows:

- i. Eight elected by the Board of Governors of The University of North Carolina;
- ii. Four appointed by the General Assembly, two of whom shall be appointed upon the recommendation of the President Pro Tempore of the Senate, and two of who shall be appointed upon the recommendation of the Speaker of the House of Representatives;  
and
- iii. The President of the Student Government ex officio.

In every odd-numbered year, the Board of Governors shall elect four persons to the Board of Trustees and the General Assembly shall appoint two persons to the Board of Trustees; and the term of office of all such elected or appointed trustees (excluding the ex officio trustee) shall be four years, commencing on July 1 of such odd-numbered year.

b. Whenever any vacancy shall occur in the membership of the Board of Trustees among those appointed by the General Assembly, it shall be the duty of the Secretary or Assistant Secretary of the Board of Trustees to inform the General Assembly of the existence of such vacancy, and the vacancy shall be filled as provided in N.C.G.S. 120-122, and whenever any vacancy shall occur among those elected by the Board of Governors, it shall be the duty of the Secretary or Assistant Secretary of the Board of Trustees to inform the Board of Governors of the existence of the vacancy, and the Board of Governors shall elect a person to fill the unexpired term. Whenever a member shall fail, for any reason other than ill health or service in the interest of the State or nation, to be present for three successive regular meetings of the Board of Trustees, that person's place as a member shall be deemed vacant.

c. Any person who has served two full four-year terms in succession as a member of the Board of Trustees shall, for a period of one year, be ineligible for election or appointment to the Board but may be elected or appointed to the board of another institution.

d. No member of the General Assembly or officer or employee of the State or any constituent

institution of The University of North Carolina or spouse of any such member, officer or employee shall be eligible for election or appointment as a member of the Board of Trustees. Any trustee who is elected or appointed to the General Assembly or who becomes an officer or employee of the State or of any constituent institution of The University of North Carolina or whose spouse is elected or appointed to the General Assembly or becomes such officer or employee shall be deemed thereupon to have resigned as a member of the Board of Trustees.

e. No person may serve simultaneously as a member of the Board of Trustees and as a member of the Board of Governors. Any trustee who is elected or appointed to the Board of Governors shall be deemed to have resigned as a trustee effective as of the date that his or her term commences as a member of the Board of Governors.

#### Section 1.02 - Officers of the Board of Trustees

a. At the first regular meeting after June 30 of each year, the Board of Trustees shall elect from its membership a Chair, a Vice Chair, and a Secretary, each of whom shall serve for a term of one year and until his or her successor is elected. In no event shall officer elections take place before July 1, or before the swearing in of new Board members whose terms commence on July 1. Any member of the Board of Trustees who is or who shall be duly appointed and sworn in at the time of the election shall be eligible to serve as an officer, regardless of length of service on the Board. Elections shall be conducted such that each member of the Board of Trustees, including newly appointed members, can fully participate in the nomination, consideration, and election of officers. A nominating committee convening prior to July 1 to determine a slate of officer candidates may include members who have been appointed but have not yet been sworn in, but may not include current members whose terms end June 30 and who have not been reappointed. Each elected officer shall serve until his or her successor is elected. If the term of the Chair expires before his or her successor as Chair is elected, then the Vice Chair shall become the interim Chair until the Chair's successor is elected. In the event that any officer of the Board of Trustees is unable or unwilling to serve for any period of time, the Board of Trustees may elect from its membership an interim officer for such position. If a permanent vacancy occurs in any of these offices, the Board of Trustees shall elect a person to serve for the remainder of the unexpired term.

b. The Board of Trustees may also elect an Assistant Secretary, from among the members of the Chancellor's staff. Copies of all minutes, papers and documents of the Board of Trustees may be certified by its Assistant Secretary with the same force and effect as though such certification were made by the Secretary of the Board.

#### Section 1.03 - Committees

a. Advisory Committees. The Chair may create any number of advisory committees, each consisting of two or more trustees, to make recommendations to the Board. The Chair shall appoint and remove the members of advisory committees. Whenever any vacancy shall occur in the membership of an advisory committee, the Chair may appoint a member to fill the vacancy. Advisory committees may not exercise the authority of the Board.

b. Delegated Committees. The Board of Trustees may, by resolution adopted by a majority of the trustees then in office, create, appoint members to, and remove members from, any number of delegated committees, each consisting of two or more trustees and each of which shall be

delegated, and may exercise, such authority of the Board as is specified in the adopting resolution, except the authority to:

- i. Elect officers of the Board;
- ii. Set the dates of regular meetings of the Board;
- iii. Create, appoint members to, or remove members from, committees of the Board; or
- iv. Amend or repeal these bylaws or adopt new bylaws.

c. Committee Officers. The Chair shall name a Committee Chair and a Committee Vice Chair from among the members of each committee. For avoidance of doubt, the terms “Chair” and “Vice Chair” in these bylaws shall refer to the Chair and Vice Chair, respectively, of the Board of Trustees, not of its committees.

d. No limitation. The fact that a committee has not considered, advised upon, or acted on a matter committed to it shall not limit the Board’s ability to consider and act on such matter by vote of a majority of the members present at a meeting of the Board at which a quorum is present.

## **ARTICLE II – MEETINGS**

### **Section 2.01 - Regular Meetings**

a. There shall be six regular meetings of the Board of Trustees each year. These meetings shall be held on the fourth Thursday and the preceding Wednesday in the months of January, March, May, July, September, and November, unless otherwise determined by the Board. Regular meetings of committees of the Board may be called by the Chair and held within one day of regular meetings of the Board, but are not required.

b. A notice specifying the time and place of each regular meeting shall be provided electronically by the Secretary or Assistant Secretary to each member of the Board at least ten days in advance of the meeting date. Under appropriate circumstances, the Chair, in his or her sole discretion, may authorize one or more members of the Board or committee to attend a regular meeting by telephone, video conference or other electronic means so long as (i) all members of the Board or committee attending the meeting can communicate simultaneously with one another, including the member or members not physically present, and (ii) the arrangements for such a meeting comply with the applicable State laws concerning the conduct of electronic meetings of public bodies. Any matter of business may be considered at a regular meeting.

### **Section 2.02 - Special and Emergency Meetings**

A special meeting of the Board of Trustees or of any of its committees may be called by the Chair, and shall be called by the Secretary or Assistant Secretary upon the written request of not fewer than six members of the Board. A special meeting called by the Secretary or Assistant Secretary shall be held within ten days of receipt by the Secretary or Assistant Secretary of the sixth written request for such special meeting. A notice specifying the time and place of a special meeting shall be provided electronically by the Secretary or Assistant Secretary to each member of the Board at least forty-eight hours in advance of the meeting date, but less than forty-eight hours’ notice may be given by telephone when, in the opinion of the Chair, an emergency exists. One or more members of the Board or committee may attend any special or emergency meeting by telephone, video conference or other electronic means so long as (i) all



members of the Board or committee attending the meeting can communicate simultaneously with one another, including the member or members not physically present, and (ii) the arrangements for such a meeting comply with the applicable State laws concerning the conduct of electronic meetings of public bodies. Any matter of business may be considered at a special meeting, but only business connected with the emergency may be considered at an emergency meeting.

#### Section 2.03 - Agenda

a. At least seven days prior to each regular meeting, a copy of the agenda, including (insofar as is practicable) copies of all reports and other written materials to be presented to the meeting, shall be provided electronically to each member by the Secretary or Assistant Secretary. Insofar as is practicable, a copy of the agenda of each special meeting shall be provided electronically to each member at least four days in advance of the special meeting; however, if such advance distribution is not practicable, the agenda for a special meeting may be presented to the members as the first order of business at the meeting.

b. The agenda for every meeting shall be prepared by the Chancellor or the Chancellor's staff in consultation with the Chair of the Board of Trustees and with Committee Chairs as appropriate. Every request for inclusion of an item on the agenda of a meeting shall be put in writing and filed, together with any supporting documents, with the Chancellor sufficiently far in advance of the meeting to permit a determination to be made by the Chancellor with respect to the propriety and practicability of including that item on the agenda for the meeting.

c. Any member may present to any regular or special meeting any item whether or not the same is on the agenda of the meeting.

#### Section 2.04 - Conduct of Business

a. A quorum of the Board of Trustees shall consist of a majority of the trustees then in office. A quorum of any committee of the Board of Trustees shall consist of a majority of the members of the committee.

b. Except as otherwise provided by law or in these bylaws, an act of the majority of the members present at a meeting at which a quorum is present shall be the act of the Board or committee.

c. The Chair shall preside over all meetings of the Board of Trustees. In the absence of the Chair, the Vice-Chair shall preside. In the absence of both the Chair and the Vice-Chair, a presiding officer shall be elected by and from the membership of the Board of Trustees.

d. All members of the Board of Trustees may vote on all matters coming before the Board for consideration. Any member who attends by telephone, video conference, or other electronic means that allows for two-way voice interaction may cast his/her vote by that electronic means. No member may vote by proxy.

e. Except as otherwise provided in these bylaws or by specific rules and regulations enacted by the Board of Trustees, *Robert's Rules of Order Newly Revised* (latest edition) shall constitute the rules of the parliamentary procedure applicable to all meetings of the Board of Trustees and its several committees.

f. Between regular meetings of the Board of Trustees, routine matters of business within the authority of the Board may be dealt with by written ballot and without a meeting if such is deemed appropriate by the Chair. Any action taken by this method must be ratified by the Board at its next regular meeting and recorded in the minutes of such regular Board meeting.

#### Section 2.05 - Minutes

a. The Secretary or Assistant Secretary shall keep minutes of all meetings; shall file, index, and preserve all minutes, papers, and documents pertaining to the business and proceedings of the Board; shall be custodian of all records of the Board; and, when required, shall attest the execution of all legal documents and instruments of The University of North Carolina at Chapel Hill.

b. The Secretary or Assistant Secretary shall transcribe the minutes of all meetings of the Board and its delegated committees and provide them electronically to each member of the Board prior to the next regular meeting of the Board.

#### Section 2.06 - Executive Session

By vote of a majority of the members present at any meeting of the Board of Trustees or any of its committees, as applicable, the meeting may be closed to the public, subject to the requirements of State law concerning access to such meetings.

#### Section 2.07 - Keeping Board of Governors Informed

The Secretary of the Board of Trustees, or the Assistant Secretary of the Board of Trustees on the Secretary's behalf, shall keep the Board of Governors, through the Secretary of The University of North Carolina, fully and promptly informed concerning activities of the Board of Trustees and its committees, including notice of any changes in the membership of the Board or in its committee structure or bylaws, and notices of meetings.

### **ARTICLE III – POWERS AND DUTIES**

#### Section 3.01 - General Powers and Duties

The Board of Trustees shall promote the sound development of The University of North Carolina at Chapel Hill within the functions prescribed for it, helping it to serve the people of the State in a way that will complement the activities of the other institutions and aiding it to perform at a high level of excellence in every area of endeavor. The Board of Trustees shall serve as advisor to the Board of Governors on matters pertaining to The University of North Carolina at Chapel Hill and shall also serve as advisor to the Chancellor concerning the management and development of the institution.

#### Section 3.02 - Other Powers and Duties

The Board of Trustees shall have such other powers and duties, not inconsistent with provisions of *The Code of The University of North Carolina* or with applicable provisions of State law, as are specified in said *Code* or as shall be defined and delegated by the Board of Governors.

The Board of Governors' Delegations of Duty and Authority to Boards of Trustees, as amended, are attached hereto as Appendix 1 and are hereby incorporated by reference.

## **ARTICLE IV – UNIVERSITY OFFICERS**

### **Section 4.01 - Designation of University Officers**

The officers of The University of North Carolina at Chapel Hill shall be the Chancellor and each Vice Chancellor. The University of North Carolina at Chapel Hill may also have such other officers as may be appointed by the Chancellor or the Vice Chancellor for Finance and Operations pursuant to Section 4.02 of this Article.

### **Section 4.02 – Appointment of Additional Officers**

The Chancellor and the Vice Chancellor for Finance and Operations is each authorized to appoint additional officers of The University of North Carolina at Chapel Hill for the purpose of executing documents that require the signature of an officer of the University. Such appointments may be made only of University employees holding the title of Associate Vice Chancellor or Assistant Vice Chancellor, and shall terminate upon the individual's resignation or removal from such position. The Vice Chancellor for Finance and Operations may appoint officers only from among the members of his or her staff. The Chancellor or the Vice Chancellor for Finance and Operations shall promptly inform the Board of Trustees of any appointment made pursuant to this Section.

## **ARTICLE V – AMENDMENT OF BYLAWS**

### **Section 5.01 - Amendment of Bylaws**

These bylaws may be amended at any regular or special meeting of the Board of Trustees by an affirmative vote of a majority of the trustees then in office if the substance of the amendment has been filed in writing with the Secretary or the Assistant Secretary and a copy has been provided electronically to each member of the Board at least seven days prior to the meeting at which the amendment is to be voted upon.

## **ARTICLE VI – SUBORDINATION TO UNIVERSITY CODE**

### **Section 6.01 - Subordination to University Code**

To the extent that any of these bylaws may be inconsistent with *The Code of The University of North Carolina*, as the same may be amended from time to time, said *Code* shall control.

**Appendix 1**

**Delegations of Duty and Authority to Boards of Trustees, as amended**

Link: <http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=4210&added=1>

EXHIBIT B

Charter of the Personnel Committee of the  
Board of Trustees of The University of North Carolina at Chapel Hill

**Committee**

**Type:** Delegated Committee

**Created:** March 24, 2022

**Initial**

**Members:** [ ], [ ], and [ ]

**Purpose:** To consider proposals from the Chancellor and his or her staff to make appointments of athletics assistant coaches with starting salaries exceeding \$250,000 and Tier II Senior Academic and Administrative Officers (“Tier II SAAOs”), and to approve such appointments as it deems appropriate in an expeditious manner.

**Delegations of Authority to Act on Behalf of the Board of Trustees:**

- This committee is authorized to make appointments of athletics assistant coaches with starting salaries exceeding \$250,000.

*Source of Authority:* Resolution of the Board of Trustees adopted March 24, 2022, pursuant to Section II.A.1 of Policy 600.3.4 of the University of North Carolina and Section 402 B of the Code of the University of North Carolina

- This committee is authorized to make appointments of Tier II SAAOs.

*Source of Authority:* Resolution of the Board of Trustees adopted March 24, 2022, pursuant to Section III.A.1 of the Policy 300.1.1 of the University of North Carolina and Section 402 B of the Code of the University of North Carolina.

**Initial Administrative Liaison:**

Becci Menghini, Vice Chancellor for Human Resources and Equal Opportunity and Compliance

**BYLAWS OF THE BOARD OF TRUSTEES  
OF  
THE UNIVERSITY OF NORTH CAROLINA  
AT CHAPEL HILL**

Adopted July 21, 1972  
[Amended October 25, 1991]  
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**ARTICLE I – ORGANIZATION**

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a. The University of North Carolina at Chapel Hill shall have a Board of Trustees composed of thirteen persons chosen as follows:

- i. Eight elected by the Board of Governors of The University of North Carolina;
- ii. Four appointed by the General Assembly, two of whom shall be appointed upon the recommendation of the President Pro Tempore of the Senate, and two of who shall be appointed upon the recommendation of the Speaker of the House of Representatives; and
- iii. The President of the Student Government ex officio.

In every odd-numbered year, the Board of Governors shall elect four persons to the Board of Trustees and the General Assembly shall appoint two persons to the Board of Trustees; and the term of office of all such elected or appointed trustees (excluding the ex officio trustee) shall be four years, commencing on July 1 of such odd-numbered year.

b. Whenever any vacancy shall occur in the membership of the Board of Trustees among those appointed by the General Assembly, it shall be the duty of the Secretary or Assistant Secretary of the Board of Trustees to inform the General Assembly of the existence of such vacancy, and the vacancy shall be filled as provided in N.C.G.S. 120-122, and whenever any vacancy shall occur among those elected by the Board of Governors, it shall be the duty of the Secretary or Assistant Secretary of the Board of Trustees to inform the Board of Governors of the existence of the vacancy, and the Board of Governors shall elect a person to fill the unexpired term. Whenever a member shall fail, for any reason other than ill health or service in the interest of the State or nation, to be present for three successive regular meetings of the Board of Trustees, that person's place as a member shall be deemed vacant.

c. Any person who has served two full four-year terms in succession as a member of the Board of Trustees shall, for a period of one year, be ineligible for election or appointment to the Board but may be elected or appointed to the board of another institution.

d. No member of the General Assembly or officer or employee of the State or any constituent

institution of The University of North Carolina or spouse of any such member, officer or employee shall be eligible for election or appointment as a member of the Board of Trustees. Any trustee who is elected or appointed to the General Assembly or who becomes an officer or employee of the State or of any constituent institution of The University of North Carolina or whose spouse is elected or appointed to the General Assembly or becomes such officer or employee shall be deemed thereupon to have resigned as a member of the Board of Trustees.

e. No person may serve simultaneously as a member of the Board of Trustees and as a member of the Board of Governors. Any trustee who is elected or appointed to the Board of Governors shall be deemed to have resigned as a trustee effective as of the date that his or her term commences as a member of the Board of Governors.

#### Section 1.02 - Officers of the Board of Trustees

a. At the first regular meeting after June 30 of each year, the Board of Trustees shall elect from its membership a Chair, a Vice Chair, and a Secretary, each of whom shall serve for a term of one year and until his or her successor is elected. In no event shall officer elections take place before July 1, or before the swearing in of new Board members whose terms commence on July 1. Any member of the Board of Trustees who is or who shall be duly appointed and sworn in at the time of the election shall be eligible to serve as an officer, regardless of length of service on the Board. Elections shall be conducted such that each member of the Board of Trustees, including newly appointed members, can fully participate in the nomination, consideration, and election of officers. A nominating committee convening prior to July 1 to determine a slate of officer candidates may include members who have been appointed but have not yet been sworn in, but may not include current members whose terms end June 30 and who have not been reappointed. Each elected officer shall serve until his or her successor is elected. If the term of the Chair expires before his or her successor as Chair is elected, then the Vice Chair shall become the interim Chair until the Chair's successor is elected. In the event that any officer of the Board of Trustees is unable or unwilling to serve for any period of time, the Board of Trustees may elect from its membership an interim officer for such position. If a permanent vacancy occurs in any of these offices, the Board of Trustees shall elect a person to serve for the remainder of the unexpired term.

b. The Board of Trustees may also elect an Assistant Secretary, from among the members of the Chancellor's staff. Copies of all minutes, papers and documents of the Board of Trustees may be certified by its Assistant Secretary with the same force and effect as though such certification were made by the Secretary of the Board.

#### Section 1.03 - Committees

~~The Board of Trustees may~~ a. Advisory Committees. The Chair may create any number of advisory committees, each consisting of two or more trustees, to make recommendations to the Board. The Chair shall appoint and remove the members of ~~such~~ advisory committees. Whenever any vacancy shall occur in the membership of ~~a~~ an advisory committee, the Chair may appoint a member to fill the vacancy. Advisory committees may not exercise the authority of the Board.

b. Delegated Committees. The Board of Trustees may, by resolution adopted by a majority of the trustees then in office, create, appoint members to, and remove members from, any number of delegated committees, each consisting of two or more trustees and each of which shall be

delegated, and may exercise, such authority of the Board as is specified in the adopting resolution, except the authority to:

- i. Elect officers of the Board;
- ii. Set the dates of regular meetings of the Board;
- iii. Create, appoint members to, or remove members from, committees of the Board; or
- iv. Amend or repeal these bylaws or adopt new bylaws.

c. Committee Officers. The Chair shall name a Committee Chair and a Committee Vice Chair from among the members of each committee. For avoidance of doubt, the terms "Chair" and "Vice Chair" in these bylaws shall refer to the Chair and Vice Chair, respectively, of the Board of Trustees, not of its committees.

d. No limitation. The fact that a committee has not considered, advised upon, or acted on a matter committed to it shall not limit the Board's ability to consider and act on such matter by vote of a majority of the members present at a meeting of the Board at which a quorum is present.

## **ARTICLE II – MEETINGS**

### Section 2.01 - Regular Meetings

a. There shall be six regular meetings of the Board of Trustees each year. These meetings shall be held on the fourth Thursday and the preceding Wednesday in the months of January, March, May, July, September, and November, unless otherwise determined by the Board. Regular meetings of committees of the Board may be called by the Chair and held within one day of regular meetings of the Board, but are not required.

b. A notice specifying the time and place of each regular meeting ~~of the Board~~ shall be provided electronically by the Secretary or Assistant Secretary to each member of the Board at least ten days in advance of the meeting date. Under appropriate circumstances, the Chair, in his or her sole discretion, may authorize one or more members of the Board ~~of Trustees~~ or committee to attend a regular meeting ~~of the Board~~ by telephone, video conference or other electronic means so long as (i) all members of the Board or committee attending the meeting can communicate simultaneously with one another, including the member or members not physically present, and (ii) the arrangements for such a meeting comply with the applicable State laws concerning the conduct of electronic meetings of public bodies. Any matter of business may be considered at a regular meeting ~~of the Board~~.

### Section 2.02 - Special and Emergency Meetings

A special meeting of the Board of Trustees or of any of its committees may be called by the Chair, and shall be called by the Secretary or Assistant Secretary upon the written request of not fewer than six members of the Board. A special meeting called by the Secretary or Assistant Secretary shall be held within ten days of receipt by the Secretary or Assistant Secretary of the sixth written request for such special meeting. A notice specifying the time and place of a special meeting ~~of the Board~~ shall be provided electronically by the Secretary or Assistant Secretary to each member of the Board at least forty-eight hours in advance of the meeting date, but less than forty-eight hours' notice may be given by telephone when, in the opinion of the Chair, an emergency exists. One or more members of the Board ~~of Trustees~~ or committee may attend any special or emergency meeting ~~of the Board~~ by telephone, video conference or



other electronic means so long as (i) all members of the Board or committee attending the meeting can communicate simultaneously with one another, including the member or members not physically present, and (ii) the arrangements for such a meeting comply with the applicable State laws concerning the conduct of electronic meetings of public bodies. Any matter of business may be considered at a special meeting ~~of the Board~~, but only business connected with the emergency may be considered at an emergency meeting.

#### Section 2.03 - Agenda

a. At least seven days prior to each regular meeting ~~of the Board of Trustees~~, a copy of the agenda, including (insofar as is practicable) copies of all reports and other written materials to be presented to the meeting, shall be provided electronically to each member ~~of the Board~~ by the Secretary or Assistant Secretary. Insofar as is practicable, a copy of the agenda of each special meeting ~~of the Board~~ shall be provided electronically to each member ~~of the Board~~ at least four days in advance of the special meeting; however, if such advance distribution is not practicable, the agenda for a special meeting may be presented to the members ~~of the Board~~ as the first order of business at the meeting.

b. The agenda for every meeting ~~of the Board~~ shall be prepared by the Chancellor or the Chancellor's staff in consultation with the Chair of the Board of Trustees and with Committee Chairs as appropriate. Every request for inclusion of an item on the agenda of a meeting shall be put in writing and filed, together with any supporting documents, with the Chancellor sufficiently far in advance of the meeting to permit a determination to be made by the Chancellor with respect to the propriety and practicability of including that item on the agenda for the meeting.

c. Any member ~~of the Board of Trustees~~ may present to any regular or special meeting ~~of the Board~~ any item whether or not the same is on the agenda of the meeting.

#### Section 2.04 - Conduct of Business

a. A quorum of the Board of Trustees shall consist of a majority of the trustees then in office. A quorum of any committee of the Board of Trustees shall consist of a majority of the members of the committee.

b. Except as otherwise provided by law or in these bylaws, an act of the majority of the members present at a meeting at which a quorum is present shall be the act of the Board or committee.

~~bc.~~ The Chair shall preside over all meetings of the Board of Trustees. In the absence of the Chair, the Vice-Chair shall preside. In the absence of both the Chair and the Vice-Chair, a presiding officer shall be elected by and from the membership of the Board of Trustees.

~~ed.~~ All members of the Board of Trustees may vote on all matters coming before the Board for consideration. Any ~~voting~~ member who attends by telephone, video conference, or other electronic means that allows for two-way voice interaction may cast his/her vote by that electronic means. No member may vote by proxy.

~~de.~~ Except as ~~modified~~ otherwise provided in these bylaws or by specific rules and regulations enacted by the Board of Trustees, *Robert's Rules of Order Newly Revised* (latest edition) shall

constitute the rules of the parliamentary procedure applicable to all meetings of the Board of Trustees and its several committees.

~~ef.~~ Between regular meetings of the Board of Trustees, routine matters of business within the authority of the Board may be dealt with by written ballot and without a meeting if such is deemed appropriate by the Chair. Any action taken by this method must be ratified by the Board at its next regular meeting and recorded in the minutes of such regular Board meeting.

#### Section 2.05 - Minutes

a. The Secretary or Assistant Secretary shall keep minutes of all meetings ~~of the Board of Trustees~~; shall file, index, and preserve all minutes, papers, and documents pertaining to the business and proceedings of the Board; shall be custodian of all records of the Board; and, when required, shall attest the execution of all legal documents and instruments of The University of North Carolina at Chapel Hill.

b. The Secretary or Assistant Secretary shall transcribe the minutes of ~~the meeting~~all meetings of the Board and its delegated committees and provide them electronically to each member of the Board prior to the next regular meeting of the Board.

#### Section 2.06 - Executive Session

By vote of a majority of the members present at any meeting of the Board of Trustees or ~~at any meeting of a committee of the Board of Trustees~~of its committees, as applicable, the meeting may be closed to the public, subject to the requirements of State law concerning access to such meetings.

#### Section 2.07 - Keeping Board of Governors Informed

The Secretary of the Board of Trustees, or the Assistant Secretary of the Board of Trustees on the Secretary's behalf, shall keep the Board of Governors, through the Secretary of The University of North Carolina, fully and promptly informed concerning activities of the Board of Trustees and its committees, including notice of any changes in the membership of the Board or in its committee structure or bylaws, and notices of meetings.

### **ARTICLE III – POWERS AND DUTIES**

#### Section 3.01 - General Powers and Duties

The Board of Trustees shall promote the sound development of The University of North Carolina at Chapel Hill within the functions prescribed for it, helping it to serve the people of the State in a way that will complement the activities of the other institutions and aiding it to perform at a high level of excellence in every area of endeavor. The Board of Trustees shall serve as advisor to the Board of Governors on matters pertaining to The University of North Carolina at Chapel Hill and shall also serve as advisor to the Chancellor concerning the management and development of the institution.

#### Section 3.02 - Other Powers and Duties

The Board of Trustees shall have such other powers and duties, not inconsistent with provisions of *The Code of The University of North Carolina* or with applicable provisions of State law, as are specified in said *Code* or as shall be defined and delegated by the Board of Governors.

The Board of Governors' Delegations of Duty and Authority to Boards of Trustees, as amended, are attached hereto as Appendix 1 and are hereby incorporated by reference.

## **ARTICLE IV – UNIVERSITY OFFICERS**

### Section 4.01 - Designation of University Officers

The officers of The University of North Carolina at Chapel Hill shall be the Chancellor and each Vice Chancellor. The University of North Carolina at Chapel Hill may also have such other officers as may be appointed by the Chancellor or the Vice Chancellor for Finance and Operations pursuant to Section 4.02 of this Article.

### Section 4.02 – Appointment of Additional Officers

The Chancellor and the Vice Chancellor for Finance and Operations is each authorized to appoint additional officers of The University of North Carolina at Chapel Hill for the purpose of executing documents that require the signature of an officer of the University. Such appointments may be made only of University employees holding the title of Associate Vice Chancellor or Assistant Vice Chancellor, and shall terminate upon the individual's resignation or removal from such position. The Vice Chancellor for Finance and Operations may appoint officers only from among the members of his or her staff. The Chancellor or the Vice Chancellor for Finance and Operations shall promptly inform the Board of Trustees of any appointment made pursuant to this Section.

## **ARTICLE V – AMENDMENT OF BYLAWS**

### Section 5.01 - Amendment of Bylaws

These bylaws may be amended at any regular or special meeting of the Board of Trustees by an affirmative vote of a majority of the trustees then in office if the substance of the amendment has been filed in writing with the Secretary or the Assistant Secretary and a copy has been provided electronically to each member of the Board at least seven days prior to the meeting at which the amendment is to be voted upon.

## **ARTICLE VI – SUBORDINATION TO UNIVERSITY CODE**

### Section 6.01 - Subordination to University Code

To the extent that any of these bylaws may be inconsistent with *The Code of The University of North Carolina*, as the same may be amended from time to time, said *Code* shall control.

**Appendix 1**

**Delegations of Duty and Authority to Boards of Trustees, as amended**

*Link:* <http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=4210&added=1>

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Embedded Excel	0
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March 23, 2022, 1:00 pm  
Chancellor's Ballroom, Carolina Inn

- Situation:** The Committee has for its consideration a proposed resolution stating that the Board of Trustees will consider as residents of North Carolina all persons who receive full athletic scholarships to UNC-Chapel Hill from entities recognized by UNC-Chapel Hill and attend the institution as undergraduate students.
- Background:** G.S. 116-143.6 allows boards of trustees of UNC System institutions to consider as residents of North Carolina undergraduate students who receive scholarships to the institution from entities recognized by the institution. Students who receive athletic scholarships were previously excluded from this provision. During the 2021 Session, however, the North Carolina General Assembly amended this provision to include those students who receive full athletic scholarships. The provision permits this designation retroactively to Fall 2021.
- Assessment:** Designating out-of-state student athletes as residents would reduce the tuition amount needed per athletic scholarship and therefore positively impact the potential reach and scope of athletics scholarship funding. Accordingly, it is recommended that the Committee and Board of Trustees adopt a resolution to consider undergraduate full athletic scholarship recipients as North Carolina residents pursuant to G.S. 116-143.6.
- Action:** This item requires a vote by the Committee and a vote by the full Board of Trustees.



March 23, 2022, 1:00 pm  
Chancellor's Ballroom, Carolina Inn

**In-State Tuition for Athletic Scholarships**

During the 2021 Session, the NC General Assembly passed a provision that will permit UNC constituent institutions, upon resolution by their board of trustees, to consider students who receive full athletic scholarships as residents of North Carolina.

This change reverses a 2010 amendment to state law that excluded non-resident athletic full scholarship recipients from consideration as in-state students. The provision permits this designation retroactively to Fall 2021.

**Motion:**

The Committee on University Affairs recommends that the Board of Trustees of the University of North Carolina at Chapel Hill resolve to consider as residents of North Carolina all persons who receive full athletic scholarships to UNC-Chapel Hill from entities recognized by UNC-Chapel Hill and attend the institution as undergraduate students.



March 23, 2022, 1:00 pm  
Chancellor's Ballroom, Carolina Inn

- Situation:** The Committee has for its consideration a proposed revision to the Department of Dramatic Art's *Policies on Faculty Personnel Actions*.
- Background:** The Department of Dramatic Arts requires its faculty members to participate in the activities of PlayMakers Repertory Company and/or the Kenan Theatre Company (KTC) in the areas of their expertise; however, its policy currently only contains reference to PlayMakers. This change updates the policy to reflect the current requirement that faculty members may participate in either PlayMakers or KTC.
- Assessment:** This revision conforms the policy to current practice and has been approved by the APT and the Provost. It is recommended that the Committee and Board vote to approve this revision.
- Action:** This item requires a vote by the Committee and a vote by the full Board of Trustees.



March 10, 2022

TO: The University of North Carolina at Chapel Hill Board of Trustees

FROM: J. Christopher Clemens, Provost

RE: Request for extension of the extension for COVID tenure clock relief

On May 21, 2021, the Board of Trustees approved a temporary amendment allowing additional tenure clock relief for COVID-19 related disruptions to faculty duties. The temporary amendment is set to expire on May 22, 2022. This memo requests the Board approve a one-year extension of the extension of the amendment (until May 21, 2023). This extension would allow faculty members to apply for a single COVID-related tenure clock extension between May 22, 2022 and May 23, 2023, if they have not already received a prior COVID related tenure clock extension. The reasoning for the request is the same as before, i.e., the pandemic continues to affect many aspects of faculty members' ability to carry out research and scholarship activities.

The Trustee Policies and Regulations Governing Academic Tenure at the University of North Carolina at Chapel Hill currently limit tenure track faculty members to 24 months' total extension of the tenure clock. Some tenure track faculty members may have or soon will reach this limit but still need additional time on the tenure clock because of the unexpected and unprecedented changes to their work due to the pandemic.

I am requesting that you approve a temporary amendment to the temporary amendment suspending the 24 month limit on total extensions for cases where the faculty member requests and extension for reasons related to the pandemic. The Provost office would review these requests under the existing university process for tenure clock extensions. Faculty members are permitted only a single extension for COVID-related reasons; however, they may still be granted extensions for other reasons (e.g., medical, birth of a child, etc).

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

Temporary Policy Amendment Memorandum

Date:

This memorandum sets forth a temporary amendment to the Trustee Policies and Regulations Governing Academic Tenure in the University of North Carolina at Chapel Hill. The temporary policy amendment described below is effective for a period of one (1) year beginning May 22, 2022 and ending May 23, 2023 unless further extended or otherwise altered by the Board.

Section 2.c.6.ii. of the Trustee Policies and Regulations Governing Academic Tenure in the University of North Carolina at Chapel Hill is hereby temporarily amended as follows:

(iii) Special provisions for extending the maximum probationary period

For reasons of health, requirements of childbirth or child care, or similar compelling circumstances, a faculty member holding a probationary term of appointment at the rank of assistant professor or associate professor may request a written memorandum of amendment extending the term of the current appointment and thereby the maximum probationary period with no resulting change in normal employment obligations, in order to provide the faculty member additional time to demonstrate fully his or her professional qualifications for reappointment or permanent tenure. Extensions under this subsection (iii) may be granted in increments not to exceed 12 months, up to a maximum of 24 months (including any extensions that may have been granted under subsection (ii), above), except that a single extension beyond a maximum of 24 months may be approved by the Office of the Executive Vice Chancellor and Provost for reasons related to the COVID-19 pandemic.

<https://engagementweek.unc.edu>

<https://global.unc.edu/news-story/carolina-asia-center-facilitates-training-for-the-97th-civil-affairs-battalion-from-fort-bragg/>

<https://exhibits.lib.unc.edu/exhibits/show/covidcollecting/intro>





Undergraduate  
Student  
Government

# Student Governance at UNC

Presented by  
**USG Executive Branch**

March 23, 2022

# Presentation Outline



<b>PART 1</b>	<b>02</b>
<hr/>	
The Executive Function of Student Governance	
<b>PART 2</b>	<b>16</b>
<hr/>	
Transition	
<b>PART 3</b>	<b>17</b>
<hr/>	
Honor System	
<b>PART 4</b>	<b>18</b>
<hr/>	
Honor System Structure	
<b>PART 5</b>	<b>20</b>
<hr/>	
Board of Elections	



# The Executive Function of Student Governance

Presented by

**Kartik Tyagi**

Undergraduate Vice President

Incoming President, Rising Senior Class of 2023

# The Richards Administration

UNC's 100th Student Body President in Lamar G. Richards



## **Student-Centered. Student-Focused. Student-Driven.**

The Richards Administration is committed to ensuring effective governance that is student-centered, student-focused, and student-driven.



We understand the critical importance of accountability and stewardship, be it for our very own student leaders, our administration, or our external stakeholders.



We are also dedicated to expanding resources and basic needs for all of our students, especially those of marginalized communities in our wider Carolina fabric.



It is in centering on these efforts that we are able to ensure institutional advancement, in hopes of moving towards a more perfect Carolina – for all Carolina students.



# Executive Board



**Lamar Richards**  
Student Body  
President



**Kartik Tyagi**  
Vice President



**Keisha Solanki**  
Chief of Staff



**Erin Schlachter**  
Secretary



**Aashna Shukla**  
Treasurer





# Executive Board



**Nina Dakoriya**  
Director of State &  
External Affairs



**Chaz Crosby**  
Senior Advisor



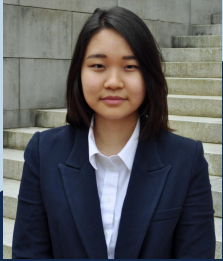
**Isha Padhye**  
Senior Advisor



**Ananya  
Tadikonda**  
Senior Advisor



# Cabinet Directors



**Phoebe Pak**  
Director of Academic  
Affairs & Professional  
Development



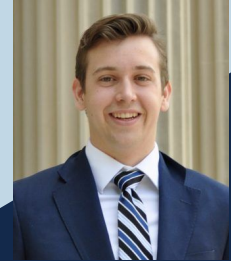
**Hunter Vaughan**  
Director of Campus  
Life & Student  
Experiences



**Claire Hutto**  
Director of Civic  
Engagement &  
Outreach Services



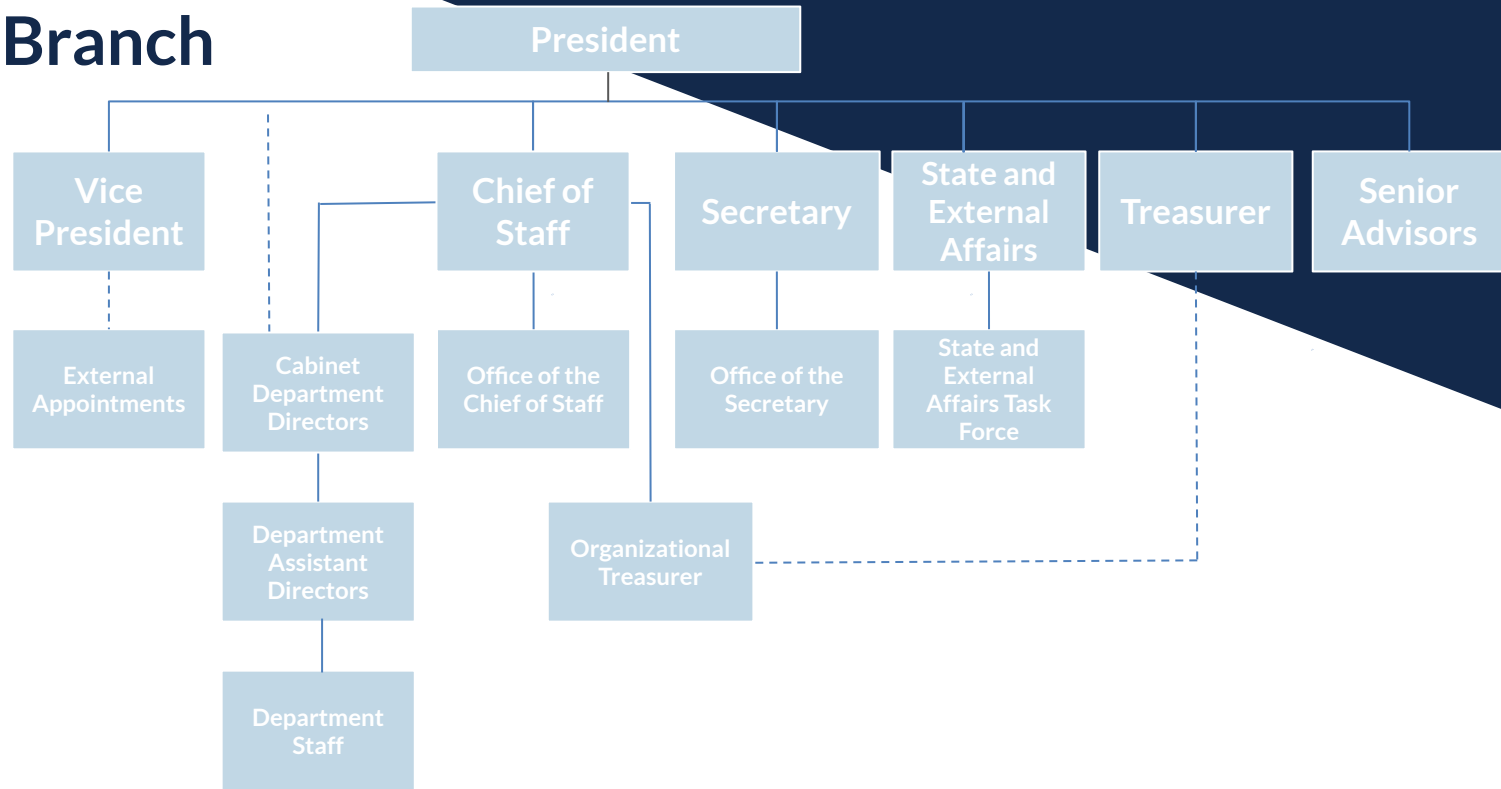
**Anu Joy**  
Director of Diversity,  
Equity, and Inclusion



**Ethan Phillips**  
Director of Student  
Wellness & Safety



# Executive Branch Structure



# Administration Priorities

- 1 Diversity, Equity, and Inclusion
- 2 Emotional Wellness, Mental Health, and Wellbeing
- 3 Basic Needs and Financial Support
- 4 Student Safety, Sexual Assault Prevention, and Anti-Racism
- 5 Academic Affairs and Professional Development
- 6 Civic Engagement, Service, and Democracy
- 7 Student Governance Reform and Student Affairs
- 8 Graduate and Professional Student Support
- 9 Environmental Affairs and Policy



# Executive Initiatives



## REEL Program

An emerging leaders, cohort-style program preparing incoming first-year and transfer students to develop key leadership skills that will serve them on UNC's campus, throughout North Carolina, and nationally.



## Campus President's Council

The Campus Presidents' Council meetings have been pivotal as it relates to the value of cross-campus collaboration and partnership for student leadership across campus.



## Distinguished Lectureship

Open to the entire student body, faculty, and staff, the inaugural lecture served as a way to both ensure that Carolina is rigorously pursuing equity and inclusion, but is also committed to educating the Carolina community and confronting its past regarding racial equity and inclusion. Delivered March 21, 2022 by Dean Erika H. James.



# Executive Initiatives



## Mask Distribution

Undergraduate and Graduate Student Government received mask allocations and were able to distribute to the entirety of the student body by request. N95 masks and KN95 masks were distributed to those that requested them.



## Intersectionality Conference

Organized by the Department of Student Wellness and Safety, the Intersectionality in Mental Health Conference aimed to discuss mental health issues and how they are intersectional with characteristics such as race, ethnicity, gender, and background.



## Commitment to Carolina

Celebrates the 100-year legacy of the Executive function of student self-governance — while envisioning the next 100 years with bold, student-centered, student-focused, and student-driven reform and programs. Launched with support of Governor, Chancellor, President Hans, Alumni, Student Government Leaders.



# Growing and Expanding Press and Media Presence, Streamlining Branch Outreach Processes

1

## **Enhanced Branch Messaging**

Since April 2021, Undergraduate Student Government Communications has supported the drafting, development, and dissemination of over 40 Executive Statements, Memorandums, Remarks, Talking Points, and Orders. The team is pivotal in ensuring Branch messaging is effective and received by external stakeholders.

2

## **Revolutionizing Branch Public Relations & Press/Media Strategy**

Communications has charted a new course for press release and PR strategy for the Executive Branch. To date, this work has resulted in over 180+ press mentions and publications covering the work of the Richards Administration via local, regional, statewide, and national networks. Communications has coordinated and initiated dozens of press interviews and requests for comment.

3

## **Future Facing Press Relations Strategy**

Through recent onboarding of Press Relations personnel, Communications is in process of developing press relations guidelines, press conference logistics, and is continuing to develop public relations capacities for the Branch.



# Academic Affairs Policy Priorities

All students at Carolina deserve equal and equitable opportunities to maximize their full academic, professional, and personal potential.



**Grade Forgiveness and Course Repeat Policy Proposal**



**IDEAs in Action Curriculum Implementation**



**Lecture Capture Initiative**





# Campus Life Policy Priorities

Enhancing and improving student life at UNC-Chapel Hill by actively finding ways to connect students after a couple years unlike any other.



**Accessibility Resources**



**“Surviving” Carolina: How-To**



**Leveraging Core Peer Networks:  
Carolina Connections**



# Civic Engagement Policy Priorities

Providing more direct opportunities for students to engage in civil discourse, activism, and community service during their time at Carolina.



**Campus Mask Recycling Programs**



**Carolina Day of Service**



**Voter Registration Initiatives**



# Diversity, Equity, and Inclusion Policy Priorities

Working towards making Carolina a more inclusive and representative environment for students of minority groups on campus and promoting equitable representation and policies within student-facing services.



**Development of Accessibility Resources Hub**



**Carolina Immersion Fund**



**Identity-Based Roundtables**



# Student Wellness and Safety Policy Priorities

Aim to unapologetically and unceasingly advocate for student health, wellness, and safety in every conversation and at every table.



**Mental Health Coalition Rebuild**



**Sexual Assault and Gender-Based  
Bias Prevention**



**Walk a Mile**





# The Honor System



The Honor System's mission is to facilitate every student's commitment to "academic honesty, personal integrity, and responsible citizenship".



The UNC-Chapel Hill Honor System is a unique self-governing body led and administered by students, in consultation with faculty and staff across campus, which aims to hold our peers to a high standard of conduct, honor, and integrity. The Honor System has both an educational and an administrative responsibility to foster honor and integrity while administering the Honor Code by addressing alleged violations.



Honor System Outreach is charged with the tremendous job of educating students, faculty, staff, and the entire Carolina community on what it means to be a Tar Heel and to lead with integrity.



# Honor System Structure

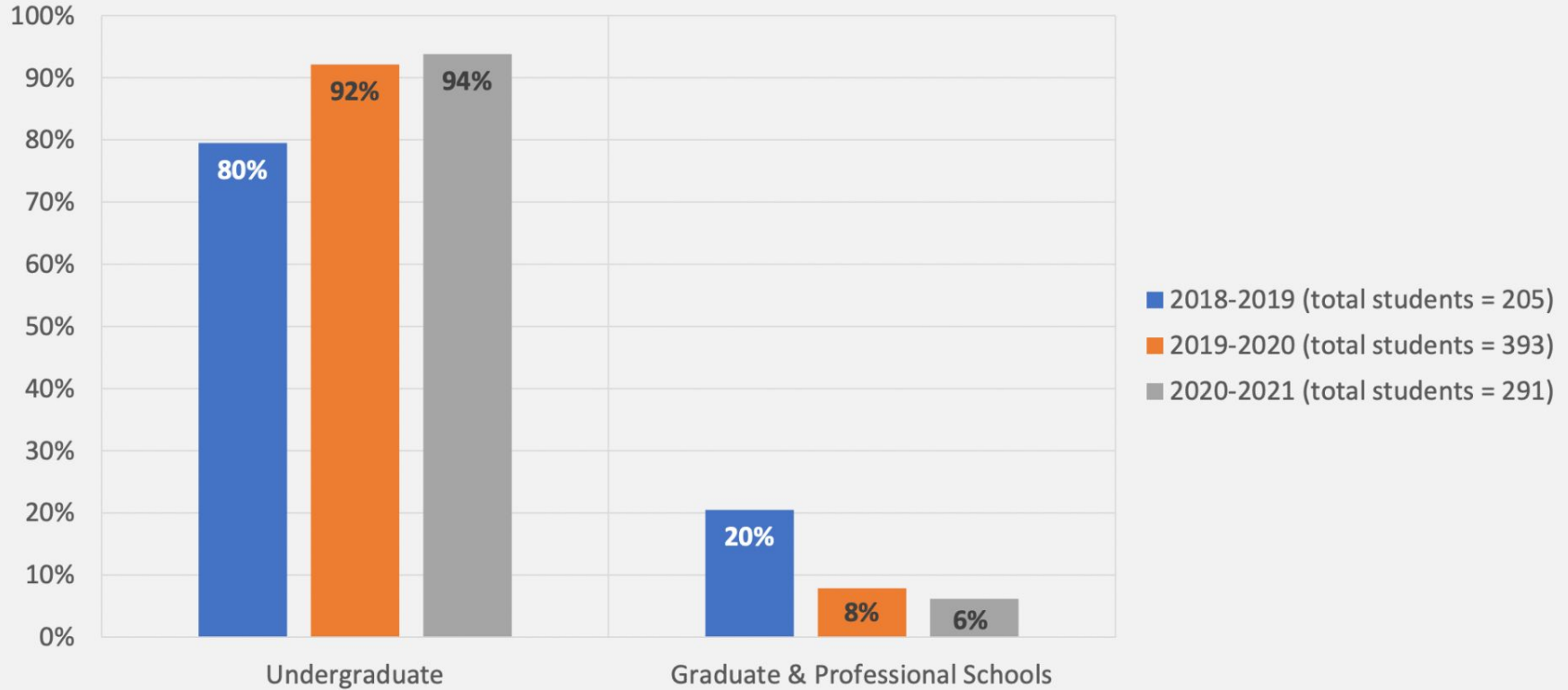
## GRADUATE AND PROFESSIONAL

## UNDERGRADUATE

- Both the Undergraduate Honor Court and the Graduate and Professional Honor Courts are supported by their respective Attorney General and their staff.
- In either branch, the Attorney General Staff is comprised of the Attorney General, the Attorney General's Cabinet, Managing Associates, and Counsels.
- The Undergraduate Honor Court and the Graduate and Professional Honor Court are comprised of students from all backgrounds and majors or graduate and professional programs, respectively.
- The two Courts are charged with reviewing allegations of student academic and non-academic misconduct to determine if the Honor Code was violated. If the respective Court determines a violation occurred, it imposes disciplinary sanctions consistent with community values and University guidelines.

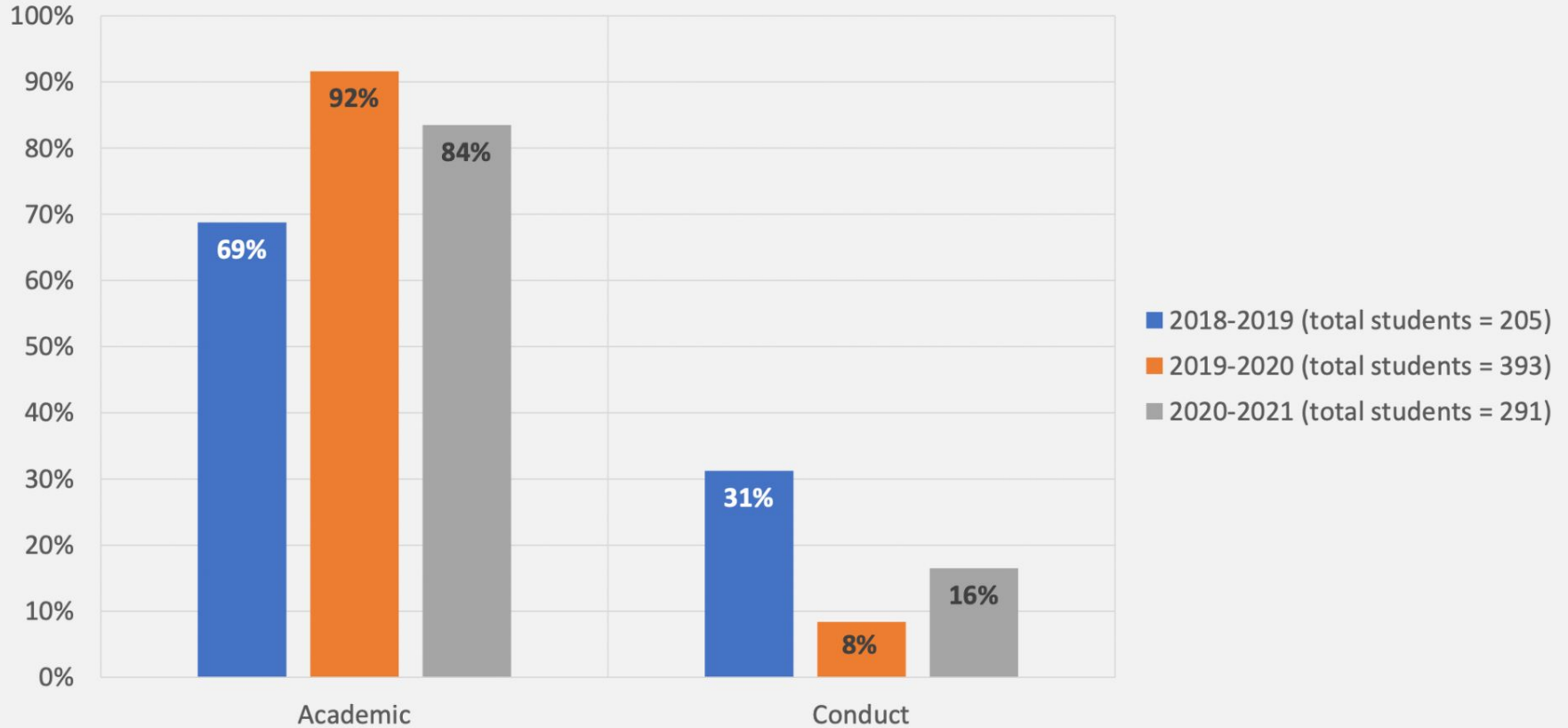


## Percentages of Undergraduate & Graduate/Professional Schools Cases per Academic Year



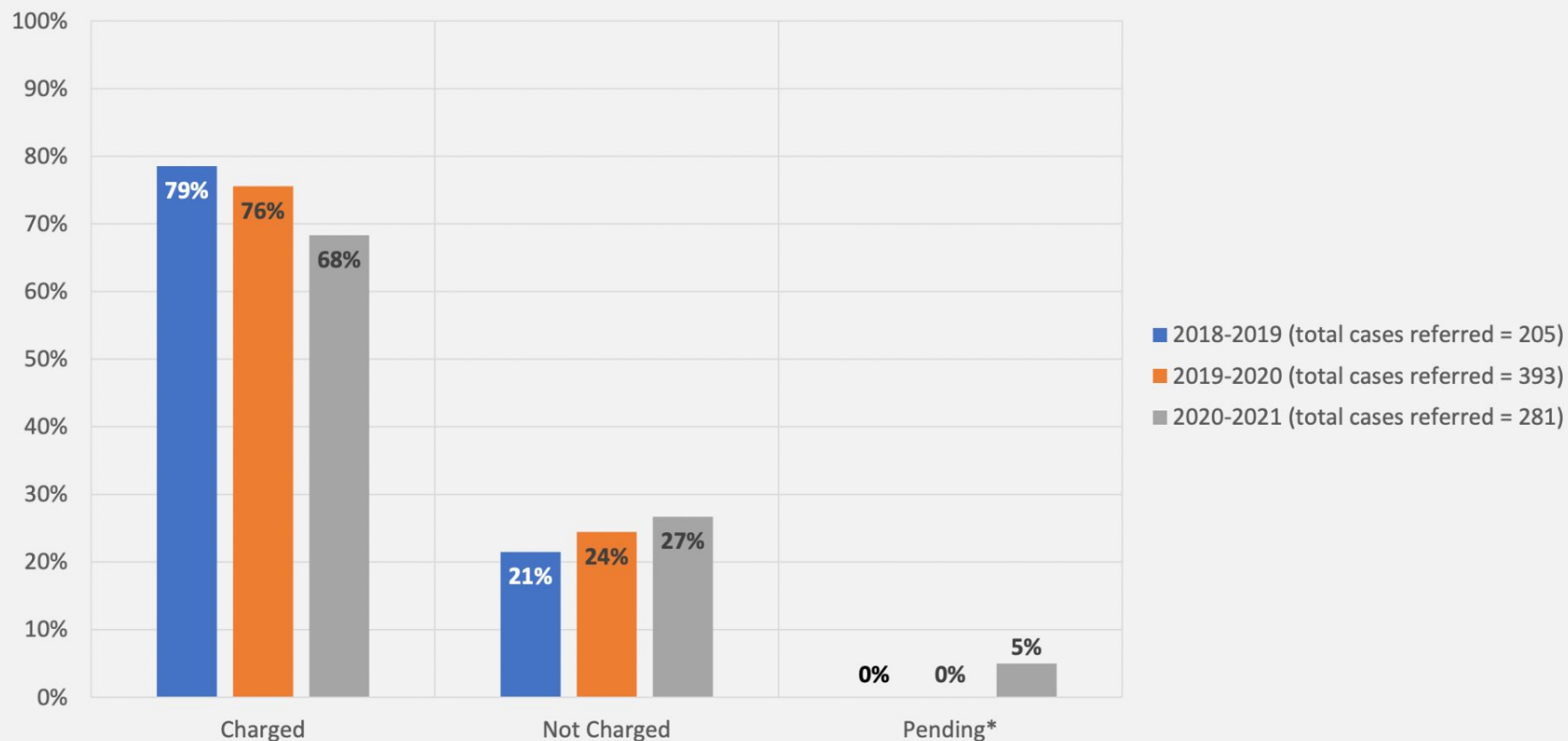


Percentages of Case Type Per Academic Year



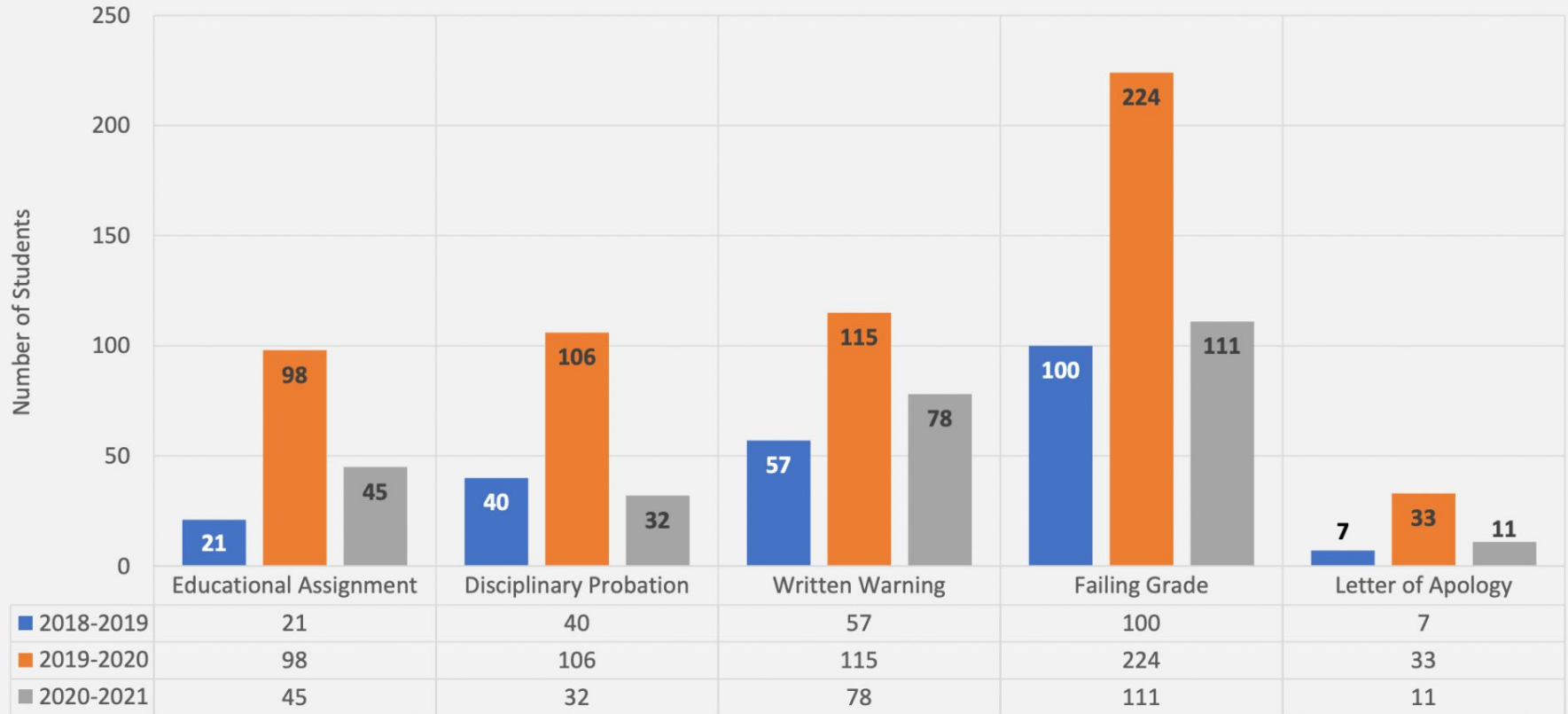
Academic and conduct violations are separate violations in the *Instrument*

Percentages of Charged, Not Charged, and Pending Charges Cases Per Academic Year



\* Pending means the student has been referred to the Honor System, but the Student Attorney General has not made a charge decision regarding the case yet.

## Most Common Academic Sanctions \*



\*Students can have more than one of the sanctions represented on the graphs above (i.e. a student can receive both an educational assignment and written warning)

A sanction of a failing grade on a component or aspect of a course, the course, or an assignment is a requirement of all academic violations. This sanction is recommended by the instructor of the course in question and is binding and cannot be changed by the Court or Student Conduct.

### Referring Party Category Percentages Per Academic Year

	External Agency *	Faculty	UNC Police	Staff	Student	Other	Total #
<b>2018-2019</b>	7%	67%	8%	13%	1%	3%	205
<b>2019-2020</b>	4%	92%	2%	2%	1%	0%	393
<b>2020-2021</b>	7%	81%	6%	4%	1%	1%	291

\* External agency refers to non-UNC law enforcement or government agencies (ex: Chapel Hill Police Department, Carrboro Police Department, etc).

# Board of Elections



## Who makes up the BOE?

- 6 members (3 undergraduate and 3 graduate students)
- Led by the Chair and Vice Chair (elected from the 6 members)
- Members are nominated by their respective Student Body Presidents and confirmed by their respective Senates and the Joint Governance Council



## What does the BOE do?

- Run and manage all student government elections
- Coordinate elections with SG officials
- Advertise and promote elections
- Educate and train candidates
- Interpret and apply the Election Codes (Undergraduate, Graduate, and Joint)



# Board of Elections

1

## Student Body Presidential Turnout

2018 – 15%

2019 – 11%

2020 – 14%

2021 – 10%

2022 – 14%

2

## SBP Candidate Numbers

2021 – 2 Certified Candidates

2022 – 4 Certified Candidates

3

## UG Senate Candidate Numbers

2021 – 26 Certified Candidates

2022 – 53 Certified Candidates

UNC Student Participation



# The Great Resignation

And What It Means at UNC-Chapel Hill



HUMAN RESOURCES AND  
EQUAL OPPORTUNITY AND COMPLIANCE

# Q: Is it happening here?

A: Yes



HUMAN RESOURCES AND  
EQUAL OPPORTUNITY AND COMPLIANCE



## **VOLUNTARY TURNOVER RATES**

**Between 2017 and 2020, voluntary turnover rates at UNC-Chapel Hill averaged about 7% across all employee types, with the actual numbers landing within .5% of that figure**

**In 2021, the voluntary turnover rate, across all employee types, was 10.29%**



# The impact showed in two ways

- First, the total employee headcount in 2021 was already down because of budget adjustments and the temporary suspension put in place by the UNC System. Total staffing numbers were already down 160 people over the previous year
- Then, there were 1,341 voluntary employee departures in 2021 (from an overall employee base of 13,031), up a full 480 over the previous year (861 voluntary separations)
- Importantly, SHRA employees made up the majority of these numbers in both areas of impact

## Voluntary Turnover Rates: Breakdown by Employee Type

### TURNOVER RATES (AND NUMBERS) OVER TIME

Category	2021 Percentage	2021 Real Number	Previous 4 years (2017-2020) Percentage
Overall—All Employees	10.29%	1,341	7.12%
EHRA Non-Faculty	11.76%	318	8.52%
SHRA	13.24%	817	8.61%
Faculty	4.96%	206	3.97%

- These numbers are based on a 2021 total permanent employee count of 13,031
- Employees of all types left at higher rates than usual in 2021, but SHRA employees left in the highest numbers, then EHRA Non-Faculty employees, and then Faculty

## Voluntary Turnover Rates: Breakdown by Gender

### 2021 TURNOVER RATES (AND NUMBERS) BY GENDER

Category	Women Percentage	Women Real Number	Men Percentage	Men Real Number
Overall—All Employees (10.29%)	12.12%	916	7.76%	425
EHRA Non-Faculty	13.06%	215	9.73%	103
SHRA	15.24%	574	10.10%	243
Faculty	5.92%	127	3.92%	79

These numbers are based on a 2021 total permanent employee count of 13,031

## THE GENDER DIVIDE

# The Impact of Voluntary Turnover

- Women of all employee types left the University in greater numbers than men in 2021. While that has always been the case to some extent with voluntary turnover, the divide between the turnover rates of women and men grew wider across all employee types in 2021
- In particular, the overall and EHRA Non-Faculty turnover rates between women and men differed by fewer than 2 percentage points between 2017-2020. Among SHRA employees, the rates differed by fewer than 3.5 percentage points between 2017-2020, and among faculty, the rates differed by fewer than half a percent during those same years



## 2021 TURNOVER RATES AND NUMBERS BY RACE AND ETHNICITY

Category	Turnover Rate	Real Number	Population Size (n)
Overall—All Employees	10.29%	1341	13,031
American Indian or Alaska Native	5.66%	3	53
Asian	10.49%	136	1,297
Black or African American	15.61%	255	1,633
Caucasian or White	8.65%	778	8,990
Hispanic or Latino	14.70%	101	687
Native Hawaiian or Other Pacific Islander	0%	0	8
Two or More	15.88%	44	277
Unknown	27.91%	24	86

**Voluntary  
Turnover Rates:  
Breakdown by  
Race and  
Ethnicity**

# The Impact of Voluntary Turnover

If we look more closely at the categories of employees who left at higher rates than the overall University turnover rates, we see:

Black or African American EHRA-NF members left the University in numbers more than two times the previous average of this group.

- 64 (22.22%) Black or African American EHRA-NF left the University in 2021, compared to 27 (9.57%) in 2020 and 34 (12.88%) in 2019
- 22 (8.66%) Black faculty left the University in 2021, which is the same number as left in 2017 but up from 4 (1.71%) in 2020 and 11 (5.05%) the year prior
- In 2021, 169 (15.49%) Black or African American SHRA employees left the University, up from 113 (9.81%) in 2020 and 117 (9.78%) in 2019



## RACE AND ETHNICITY

### The Impact of Voluntary Turnover (Continued)

Among Hispanics or Latinos, numbers were also up across all employee types in 2021.

Hispanic or Latino EHRA NF members left the University in numbers more than two times the previous average of this group.

- 21 (16.93%) Hispanic or Latino EHRA-NF left the University in 2021, compared to 7 (5.89%) in 2020 and 12 (10.74%) in 2019
- 14 (6.42%) Hispanic or Latino Faculty left the University in 2021, up from 9 (4.23%) in 2020 and 6 (2.94%) the year prior
- In 2021, 66 (19.13%) Hispanic or Latino SHRA employees left the University, up from 41 (11.88%) in 2020 and 37 (11.18%) in 2019





## RACE AND ETHNICITY

### “Two or More” and “Unknown”

- The race and ethnicity data is categorized using the nomenclature and codes we are obligated to use for federal reporting purposes
- All data is self-reported: “Two or more” is used when the employee selects two or more race/ethnicity categories in the self-selection tool. “Unknown” is used when an employee has not made a race/ethnicity selection in the tool
- 44 (15.88%) employees who identify as having two or more races left the University in 2021, up from 24 (9.30%) in 2020 and 25 (10.16%) in 2019
- 24 (27.91%) employees for whom there is no known race or ethnicity data left the University in 2021, up from 9 (12.50%) in 2020 and 5 (8.19%) in 2019



## 2021 TURNOVER RATES AND NUMBERS BY RACE/ETHNICITY AND GENDER

Category	Women Percentages	Women Real #	Women n	Men Percentages	Men Real #	Men n
Overall—All Employees	12.12%	916	7,556	7.76%	425	5,475
American Indian or Alaska Native	8.0%	2	25	3.57%	1	28
Asian	11.57%	80	691	9.24%	56	606
Black or African American	17.66%	196	1,110	11.28%	59	523
Caucasian or White	10.36%	523	5,049	6.47%	255	3,941
Hispanic or Latino	16.93%	74	437	10.80%	27	250
Native Hawaiian or Other Pacific Islander	0%	0	5	0%	0	3
Two or More	14.27%	27	189	19.32%	17	88
Unknown	28.00%	14	50	27.78%	10	36

**Voluntary  
Turnover Rates:  
Breakdown by  
Race/Ethnicity  
and Gender**

# The Impact of Voluntary Turnover

- 196 (17.66%) Black or African American women left the University in 2021, which is almost twice the number who left in 2020 (101, 8.98%). 114 (10.11%) Black women left the University in 2019
- 80 (11.57%) Asian women left the University in 2021, up from 56 (8.22%) in 2020 and 52 (7.84%) in 2019
- 74 (16.93%) Hispanic or Latino women left the University in 2021, two times the number who left in 2020 (37, 8.49%). 41(9.95%) Hispanic or Latino women left the University in 2019
- 186 more white women left the University in 2021 (523, 10.35%) than in 2020 (337, 6.62%)
- 59 (11.28%) Black or African American men left the University in 2021, up from 43 (7.94%) in 2020 and 48 (8.68%) in 2019
- 56 (9.24%) Asian men left the University in 2021, up from 38 (6.33%) in 2020 and 41 (6.89%) in 2019



# Retirements

- Retirements are not generally considered voluntary separations, but they do have an impact on the workforce numbers, and their impact has exacerbated our workforce challenges
- There were 337 retirements across all employee types in 2021, up from 272 in 2020 and 276 in 2019
- Notably, retirements have gone up most significantly among Faculty (97 in 2021, 85 in 2020 and 80 in 2019) and SHRA employees (197 in 2021, 150 in 2020 and 151 in 2019)
- Interestingly, 190 of the 337 new retirees in 2021 are women

# Areas of Specific Concern

- Divisions or Units
  - Gillings School of Global Public Health
  - School of Medicine
  - School of Dentistry
  - Eshelman School of Pharmacy
  - Student Affairs
  - Kenan-Flagler Business School
  - Provost UBC
- Job categories or types
  - Clinical research positions
  - Student support roles
  - Housekeepers and facilities services personnel



## EXIT SURVEY DATA

### Reasons for Leaving

- Limited opportunity for professional growth
- Taking a job with better career potential
- Taking a higher-level job somewhere else
- Taking a job that is a better match for my skills and interests
- Taking a similar-level job, but with better pay and benefits
- Poor relationship with boss or colleagues

### Factors Impacting Departure

- Volume of work
- Insufficient compensation / No prospect of salary improvements / Having to depend on political process for salary adjustments
- Feeling undervalued
- Rising cost of benefits
- Limited opportunities for remote/flexible work
- Concerns about unit or campus-wide leadership
- University's failure to meaningfully address its past and support BIPOC students, staff and faculty



## WHAT'S NEXT

# Future of Work

- Pilot Program (10% of the workforce impacted)
- Operational Excellence Design Team
- Two goals:
  - Ensure world-class on campus experience for our students
  - Ensure exceptional employee experience to recruit and retain top talent
- Provides for a more equitable decision-making process while addressing business needs, employee interests and institutional goals
- Framework allows for assessment by job category, role-based factors and resources to arrive at work schedule options
- Plans are being submitted now; will be reviewed and approved centrally, and implemented no later than June 30, 2022



## WHAT'S NEXT

# Changes to Personnel Rules

The Board of Governors is considering changes to two policies related to delegated authority of HR actions associated with compensation. These policy changes are intended to achieve the following:

- Significantly expand delegated authority to constituent institutions via Boards of Trustees (BOTs) for most types of permanent and temporary salary adjustments, substantially reducing the need to seek System Office or Board of Governor's approval for these actions. BOTs would have the flexibility to delegate authority to the chancellor or the chancellor's designees
- Shift away from utilizing an employee's current salary as a factor in salary decision making for all internal promotional actions where an employee is assuming an entirely new position. This is intended to promote improved equal opportunity and to treat internal and external candidates more equivalently with respect to salary administration procedures
- Centralize the development of all EHRA Non-Faculty salary ranges with the System Office. Campuses will retain the ability to set faculty salary ranges with System Office review and approval

These policy changes were introduced at the February meeting and will be voted on in April. Additional guidance will be provided after that meeting



# Specific Interventions

- Efforts to address compression in housekeeping and facilities
- Limited use of temporary to permanent hire waiver in severely impacted areas
- COVID bonus provisions in clinical research
- Advocacy for new EHRA titles for finance and research positions
- Tiger teams of HR staff deployed to assist units with impacted areas or job categories
  - UNC Police
  - Lineberger Comprehensive Cancer Center
  - Student Affairs



**HUMAN RESOURCES AND  
EQUAL OPPORTUNITY AND COMPLIANCE**