



AGENDA

OPEN SESSION

ACTION ITEMS

1. **Approval of the Minutes of September 27, 2023**
Perrin Jones, Chair
2. **Approval of Revised Faculty Salary Ranges**
Becci Menghini, Vice Chancellor for Human Resources & Equal Opportunity and Compliance
 - Eschelman School of Pharmacy
 - UNC School of Nursing

INFORMATION ITEMS

1. **Office of Faculty Governance Update**
Beth Moracco, PhD, Chair of the Faculty
2. **Employee Forum Update**
Katie Musgrove, Chair of the Employee Forum
4. **School of Civic Life and Leadership Update**
J. Christopher Clemens, Executive Vice Chancellor and Provost
Jim White, Craver Family Dean, College of Arts and Sciences

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

UNC-CHAPEL HILL BOARD OF TRUSTEES
UNIVERSITY AFFAIRS COMMITTEE
Open Session Minutes

September 27, 2023

Chair Jones called the meeting to order at 3:31 p.m. in the Chancellor's Ballroom at the Carolina Inn. Assistant Secretary Chris McClure called the roll. The following committee members were present:

Chair Perrin Jones
Vice Chair Jennifer Halsey Evans
Patrick Ballantine
David L. Boliek Jr.
Rob Bryan
Christopher Everett
Vinay Patel
John Preyer
Malcolm K. Turner

OPEN SESSION

Committee Chair Jones provided brief remarks on the University's Admissions Policy relative to the Students for Fair Admissions decision.

The following items were presented to the committee for action.

Approval of July 26, 2023 Minutes

The Committee reviewed and approved the open and closed session minutes of July 26, 2023. Committee Chair Jones noted that without objection the item approved would be added to the Consent Agenda for the Full Board meeting.

Approval of Revised Tenure-Track/Tenure Faculty Salary Ranges - College of Arts & Sciences

Dr. Becci Menghini, Vice Chancellor for Human Resources & Equal Opportunity and Compliance presented revised faculty salary ranges for the College of Arts and Sciences. Questions were entertained.

Trustee Evans moved to approve the new ranges. The motion was duly seconded and carried.

Policy on Non-Salary and Deferred Compensation Update

Vice Chancellor Menghini presented revisions to the Policy on Non-salary and Deferred Compensation for approval.

Trustee Everett moved to approve the policy revisions. The motion was duly seconded and carried.

The following item was presented for information only:

Fall 2023 Registration Update

The Committee heard an update on Fall 2023 Registration from Rachele Feldman, Vice Provost for Enrollment and Kate Henz, Senior Associate Dean and Interim Vice Provost for Business Operations.

**UNC-Chapel Hill Board of Trustees
University Affairs Committee
Minutes – September 27, 2023**

Questions and discussion were entertained.

ADJOURNMENT

There being no further business to come before the committee in open session, Committee Chair Jones called for a motion to adjourn and to forego the Committee's scheduled closed session in lieu of the planned discussion on the closed session agenda for the Full Board meeting on Thursday, September 28, 2023.

Chair Preyer moved to adjourn. The motion was duly seconded and carried.

The meeting adjourned at 3:50 p.m. with no objections.

AGENDA ITEM

Action Item 2

Approval of Revised Faculty Salary Ranges – Eschelman School of Pharmacy

- Situation:** The Committee has for its approval new faculty salary ranges for the Eschelman School of Pharmacy.
- Background:** Section 600.3.4 of the UNC Policy Manual, *Policy on the Delegations of Authority and Granting Management Flexibility in Human Resource Matters*, provides that simultaneous with the president's authorization of an institution's management flexibility plan, the board of trustees of that institution is also delegated the authority to establish faculty salary ranges within different academic disciplines based on relevant market data.
- Assessment:** Recruiting and retaining the most qualified pharmacy faculty continues to be a priority for the number one ranked school of pharmacy in the country. The Eschelman School of Pharmacy seeks to extend its faculty ranges to remain competitive in the market and to ensure the continued success of its training programs. It is recommended that the BOT approve these proposed updated salary ranges for the Eschelman School of Pharmacy.
- Action:** This item requires approval by the Board of Trustees.

School of Pharmacy Updated Faculty Salary Ranges November 2023

What is the Department reference appt?	DO NOT EDIT THIS COLUMN	What is the Department reference point?	DO NOT EDIT THIS COLUMN	What spread would you like? (Not Less than 60%)	DO NOT EDIT THIS COLUMN
Ranks	Minimum	Midpoint	Maximum	Range Spread	Max - Min / Min = Range Spread
Professor	\$ 152,338	\$ 266,591	\$ 380,844	150%	150%
Associate Professor	\$ 106,065	\$ 164,400	\$ 222,735	110%	110%
Assistant Professor	\$ 101,803	\$ 152,705	\$ 203,607	100%	100%
Research Assistant Professor	\$ 77,059	\$ 115,588	\$ 154,117	100%	100%
Instructor (Varying Adjuncts)	\$ 86,473	\$ 121,062	\$ 155,651	80%	80%

The School of Pharmacy used the AACP's 80th percentile as the midpoint target for developing the ranges.

Research Assistant Professors are often entry level faculty and subject to available funding of their sponsoring PI. For that reason, the School of Pharmacy used the AACP's 50th percentile as the midpoint target for developing the range for Research Assistant Professors.

School of Pharmacy Current Faculty Salary Ranges 2019

What is the Department reference appt?	DO NOT EDIT THIS COLUMN	What is the Department reference point?	DO NOT EDIT THIS COLUMN	What spread would you like? (Not Less than 60%)	DO NOT EDIT THIS COLUMN
Ranks	Minimum	Midpoint	Maximum	Range Spread	Max - Min / Min = Range Spread
Professor	\$ 145,714	\$ 255,000	\$ 364,286	150%	150%
Associate Professor	\$ 100,667	\$ 151,000	\$ 201,333	100%	100%
Assistant Professor	\$ 93,571	\$ 131,000	\$ 168,429	80%	80%
Instructor	\$ 100,769	\$ 131,000	\$ 161,231	60%	60%

The School of Pharmacy used the AACP's 80th percentile as the midpoint target for developing the ranges

AGENDA ITEM

Action Item 2

Approval of Revised Faculty Salary Ranges – UNC School of Nursing

- Situation:** The Committee has for its approval new faculty salary ranges for the School of Nursing.
- Background:** Section 600.3.4 of the UNC Policy Manual, *Policy on the Delegations of Authority and Granting Management Flexibility in Human Resource Matters*, provides that simultaneous with the president's authorization of an institution's management flexibility plan, the board of trustees of that institution is also delegated the authority to establish faculty salary ranges within different academic disciplines based on relevant market data.
- Assessment:** Recruiting and retaining the most qualified nursing faculty continues to be a priority for the School of Nursing, particularly as the demand for trained and qualified nurses outpaces supply. The School of Nursing seeks to update its faculty ranges to be competitive in the market and to ensure the ability to staff its training programs with industry leaders and experienced educators. It is recommended that the BOT approve these proposed updated salary ranges for the School of Nursing.
- Action:** This item requires approval by the Board of Trustees.

**School of Nursing
Faculty Salary Ranges
Methodology and Policy**

School of Nursing salary goals are derived from benchmarks with peer schools of nursing. The American Association of Colleges of Nursing (AACN) publishes an annual report on faculty salaries based on a yearly survey of all schools of nursing with baccalaureate and higher degree programs. Faculty salary data are reported for regions of the country and types of institution, and by faculty rank, credentials, and tenure vs. fixed term track status.

Among the AACN categories, we use, when available, data that is segmented for Institutions with an Academic Health Center / Research Intensive University. In these categories, we use the 75th percentile as the benchmark salary for fixed term and tenure track faculty. Benchmark salaries are described by rank, track, and degree status.

Ranges were last updated in May 2022.

Proposed Ranges - 9-month

What is the Department reference appt?	DO NOT EDIT THIS COLUMN	What is the Department reference point?	DO NOT EDIT THIS COLUMN	What spread would you like? (Not Less than 60%)	DO NOT EDIT THIS COLUMN
Ranks	Minimum	Midpoint	Maximum	Range Spread	Max - Min / Min = Range Spread
Professor	\$ 95,377	\$ 166,909	\$ 238,441	150%	150%
Associate Professor	\$ 75,066	\$ 120,105	\$ 165,144	120%	120%
Assistant Professor	\$ 68,441	\$ 97,528	\$ 126,615	85%	85%
Clinical Professor	\$ 85,370	\$ 149,398	\$ 213,426	150%	150%
Clinical Associate Professor	\$ 71,208	\$ 113,933	\$ 156,658	120%	120%
Clinical Assistant Professor	\$ 67,409	\$ 96,058	\$ 124,707	85%	85%
Clinical Instructor	\$ 63,730	\$ 82,849	\$ 101,968	60%	60%

Proposed Ranges - 12-month

What is the Department reference appt?	DO NOT EDIT THIS COLUMN	What is the Department reference point?	DO NOT EDIT THIS COLUMN	What spread would you like? (Not Less than 60%)	DO NOT EDIT THIS COLUMN
Ranks	Minimum	Midpoint	Maximum	Range Spread	Max - Min / Min = Range Spread
Professor	\$ 127,169	\$ 222,545	\$ 317,922	150%	150%
Associate Professor	\$ 100,088	\$ 160,140	\$ 220,193	120%	120%
Assistant Professor	\$ 91,254	\$ 130,037	\$ 168,820	85%	85%
Clinical Professor	\$ 113,827	\$ 199,197	\$ 284,568	150%	150%
Clinical Associate Professor	\$ 94,944	\$ 151,911	\$ 208,877	120%	120%
Clinical Assistant Professor	\$ 89,879	\$ 128,077	\$ 166,276	85%	85%
Clinical Instructor	\$ 84,973	\$ 110,465	\$ 135,957	60%	60%