



AGENDA

OPEN SESSION

ACTION ITEMS

1. **Approval of the Minutes of March 27, 2024**
Perrin Jones, Committee Chair

2. **Approval of Revised Faculty Salary Ranges**
Becci Menghini, Vice Chancellor for Human Resources & Equal Opportunity Compliance
 - School of Information and Library Science

INFORMATION ITEMS

3. **Student Career and Life Skills Working Group Update**
Mindy Storrie, Associate Provost for Student Leadership and Executive Director of the Eddie C. Smith Jr. Leadership Initiative
James Barricelli, Assistant Vice Chancellor of Career Development

*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

March 27, 2024

Committee Chair Perrin Jones called the meeting to order at 1:19 p.m. in the Chancellor's Ballroom at the Carolina Inn.

Assistant Secretary Chris McClure called the roll. The following committee members were present in person or via videoconference: Patrick Ballantine, Dave Boliek, Rob Bryan, Jennifer Halsey Evans, Christopher Everett, Perrin Jones, Vimal Kolappa, Vinay Patel, John Preyer, and Malcolm Turner.

Assistant Secretary McClure indicated that there was a quorum.

OPEN SESSION

After brief introductory remarks by Chair Jones, the following items were presented to the committee for action.

Approval of the Minutes of January 17 and March 1, 2024

The committee reviewed and approved the open session minutes of January 17, 2024, and March 1, 2024.

Revisions to BOT Bylaws

Trustee Preyer presented to the committee a proposed technical correction to the UNC Board of Trustees Bylaws to align them with the state law passed in 2023 increasing the size of the Board from 13 to 15 members.

After the presentation, Trustee Preyer moved to approve the revisions. The motion was duly seconded and carried.

Approval of Revised Faculty Salary Ranges (School of Law, School of Data Science and Society, Hussman School of Journalism and Media)

Dr. Menghini presented revised faculty ranges for the School of Law, School of Data Science and Society, and the Hussman School of Journalism. Questions and comments were entertained.

Trustee Evans moved to approve the revised ranges. Trustee Boliek opposed. The motion was duly seconded and carried.

Committee Chair Jones noted that without objection the approved action items would be added to the Consent Agenda for the Full Board meeting.

The following items were presented for information only:

Office of Faculty Governance Update

Dr. Moracco provided an update to the committee on the Office of Faculty Governance. Questions were entertained.

Employee Forum Update

Katie Musgrove provided the committee with an overview of the Employee Forum and their recent accomplishments.

UNC Heterodox Academy Presentation

The committee heard an informational presentation on the Heterodox Academy Campus Community at UNC – Heterodox Heels from Mark McNeilly, Professor of the Practice Marketing and Organizational Behavior, and Emily Putnam-Hornstein, John A. Tate Distinguished Professor, School of Social Work and Faculty Co-Director of the Children's Data Network. Question and comments were entertained from the committee.

Copies of these presentations are located in the Office of the Assistant Secretary and at bot.unc.edu.

MOTION TO CONVENE IN CLOSED SESSION

On motion of Trustee Evans and seconded by Trustee Turner, the committee voted to convene in closed session pursuant to North Carolina General Statutes Sections 143-318.11(a)(1), (a)(3), (a)(5), and (6).

CLOSED SESSION

The committee convened in closed session. Please see closed session minutes.

The committee returned to open session, without objection.

OPEN SESSION

The committee reconvened in open session.

ADJOURNMENT

There being no further business to come before the committee in open session and without objection, Committee Chair Jones adjourned the meeting at 3:35 p.m.

AGENDA ITEM

Action Item 2

Approval of Revised Faculty Salary Ranges for the UNC School of Information and Library Science

Situation:

The Committee has for its review updates to the salary ranges for faculty in the UNC School of Information and Library Science.

Background:

As a Special Responsibility Constituent Institution, UNC-Chapel Hill may, with the approval of the Board of Trustees, establish salary ranges for faculty, using established market data and standard methodology.

Assessment:

In accordance with the management flexibility provided to UNC-Chapel Hill and the authority delegated to the Board of Trustees, the University presents updates to the UNC School of Library Sciences faculty salary ranges. In particular, the school seeks to remain competitive by moving to benchmark midpoints in range construction.

Action:

These items require approval by the Board of Trustees.

School of Information and Library Science (SILS) Faculty Salary Ranges 2024

Due to the interdisciplinary nature of both Information and library science, our goal is to have salary ranges derived from in-state and national market data sets within both the Information Science and Library Science disciplines. Data sets used to derive these faculty ranges are from Computing Research Association (CRA) using the 2022 Taulbee Survey at the 75th percentile (exception is the Professor rank which is derived at the 50th percentile).

| 9-month faculty | | Chosen Midpoint | | Chosen Range Spread (Not < 60%) | System Office Range Spread Max - Min / Min = Range Spread |
|------------------------------|------------|-----------------|------------|------------------------------------|--|
| Ranks | Minimum | Midpoint | Maximum | Range Spread | |
| Professor | \$ 102,112 | \$ 178,696 | \$ 255,280 | 150% | 150% |
| Associate Professor | \$ 92,569 | \$ 147,185 | \$ 201,801 | 118% | 118% |
| Assistant Professor | \$ 87,767 | \$ 126,385 | \$ 165,003 | 88% | 88% |
| Professor of Practice | \$ 63,726 | \$ 111,521 | \$ 159,316 | 150% | 150% |
| Teaching Professor | \$ 60,856 | \$ 106,498 | \$ 152,139 | 150% | 150% |
| Teaching Associate Professor | \$ 58,600 | \$ 93,174 | \$ 127,748 | 118% | 118% |
| Teaching Assistant Professor | \$ 58,662 | \$ 84,473 | \$ 110,284 | 88% | 88% |
| Instructor/Lecturer | \$ 43,077 | \$ 56,000 | \$ 68,923 | 60% | 60% |

| 12-month faculty | | Chosen Midpoint | | Chosen Range Spread (Not < 60%) | System Office Range Spread Max - Min / Min = Range Spread |
|------------------------------|------------|-----------------|------------|------------------------------------|--|
| Ranks | Minimum | Midpoint | Maximum | Range Spread | |
| Professor | \$ 136,149 | \$ 238,261 | \$ 340,373 | 150% | 150% |
| Associate Professor | \$ 123,426 | \$ 196,247 | \$ 269,068 | 118% | 118% |
| Assistant Professor | \$ 117,023 | \$ 168,513 | \$ 220,004 | 88% | 88% |
| Professor of the Practice | \$ 84,968 | \$ 148,695 | \$ 212,421 | 150% | 150% |
| Teaching Professor | \$ 88,748 | \$ 141,997 | \$ 195,246 | 120% | 120% |
| Teaching Associate Professor | \$ 85,677 | \$ 124,232 | \$ 162,786 | 90% | 90% |
| Teaching Assistant Professor | \$ 78,216 | \$ 112,631 | \$ 147,046 | 88% | 88% |
| Instructor/Lecturer | \$ 57,436 | \$ 74,667 | \$ 91,897 | 60% | 60% |

SILS CURRENT RANGES

| | | 9-Month | | | | Range Spread Max |
|-------------------------------------|------------|------------|------------|------------|------|------------------|
| | | 12-Month | | | | |
| Ranks | Minimum | 50% | 75% | Maximum | | |
| Professor | \$ 100,000 | \$ 175,000 | \$ 212,500 | \$ 250,000 | 150% | |
| <i>12-Month Professor</i> | \$ 133,333 | \$ 233,333 | \$ 283,333 | \$ 333,333 | | |
| Associate Professor | \$ 87,500 | \$ 140,000 | \$ 166,250 | \$ 192,500 | 120% | |
| <i>12-Month Associate Professor</i> | \$ 116,667 | \$ 186,667 | \$ 221,667 | \$ 256,667 | | |
| Assistant Professor | \$ 79,310 | \$ 115,000 | \$ 132,845 | \$ 150,690 | 90% | |
| <i>12-Month Assistant Professor</i> | \$ 105,747 | \$ 153,333 | \$ 177,126 | \$ 200,920 | | |
| | | | | | | |
| | Minimum | 50% | 75% | Maximum | | |
| <i>Teaching Professor</i> | \$ 63,036 | \$ 100,858 | \$ 119,769 | \$ 138,680 | 120% | |
| <i>Teaching Associate Professor</i> | \$ 55,150 | \$ 79,968 | \$ 92,376 | \$ 104,785 | 90% | |
| Teaching Assistant Professor | \$ 50,000 | \$ 65,000 | \$ 72,500 | \$ 80,000 | 60% | |

Research Faculty

| Ranks | Minimum | 50% | 75% | Maximum | Range Spread Max |
|--|--------------|---------------|---------------|---------------|------------------|
| 9-Month Research Professor | \$ 75,000.00 | \$ 131,250.00 | \$ 159,375.00 | \$ 187,500.00 | |
| <i>12-Month Research Professor</i> | \$ 100,000 | \$ 175,000 | \$ 212,500 | \$ 250,000 | 150% |
| 9-Month Research Associate Professor | \$ 65,625.00 | \$ 105,000.00 | \$ 124,687.50 | \$ 144,375.00 | |
| <i>12-Month Research Associate Professor</i> | \$ 87,500 | \$ 140,000 | \$ 166,250 | \$ 192,500 | 120% |
| 9-Month Research Assistant Professor | \$ 59,482.76 | \$ 86,250.00 | \$ 99,633.62 | \$ 113,017.24 | |
| <i>12-Month Research Assistant Professor</i> | \$ 79,310 | \$ 115,000 | \$ 132,845 | \$ 150,690 | 90% |

Center for Info Impact Faculty

| Ranks | Minimum | 50% | 75% | Maximum | Range Spread Max |
|---------------------------------------|--------------|---------------|---------------|---------------|------------------|
| 9-Month Professor of Practice | \$ 93,750.00 | \$ 164,062.50 | \$ 199,218.75 | \$ 234,375.00 | |
| <i>12-Month Professor of Practice</i> | \$ 125,000 | \$ 218,750 | \$ 265,625 | \$ 312,500 | 150% |



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

Chancellor's Student Career & Life Skills Working Group

Summary report to Board of Trustees: Mindy Storrie & James Barricelli

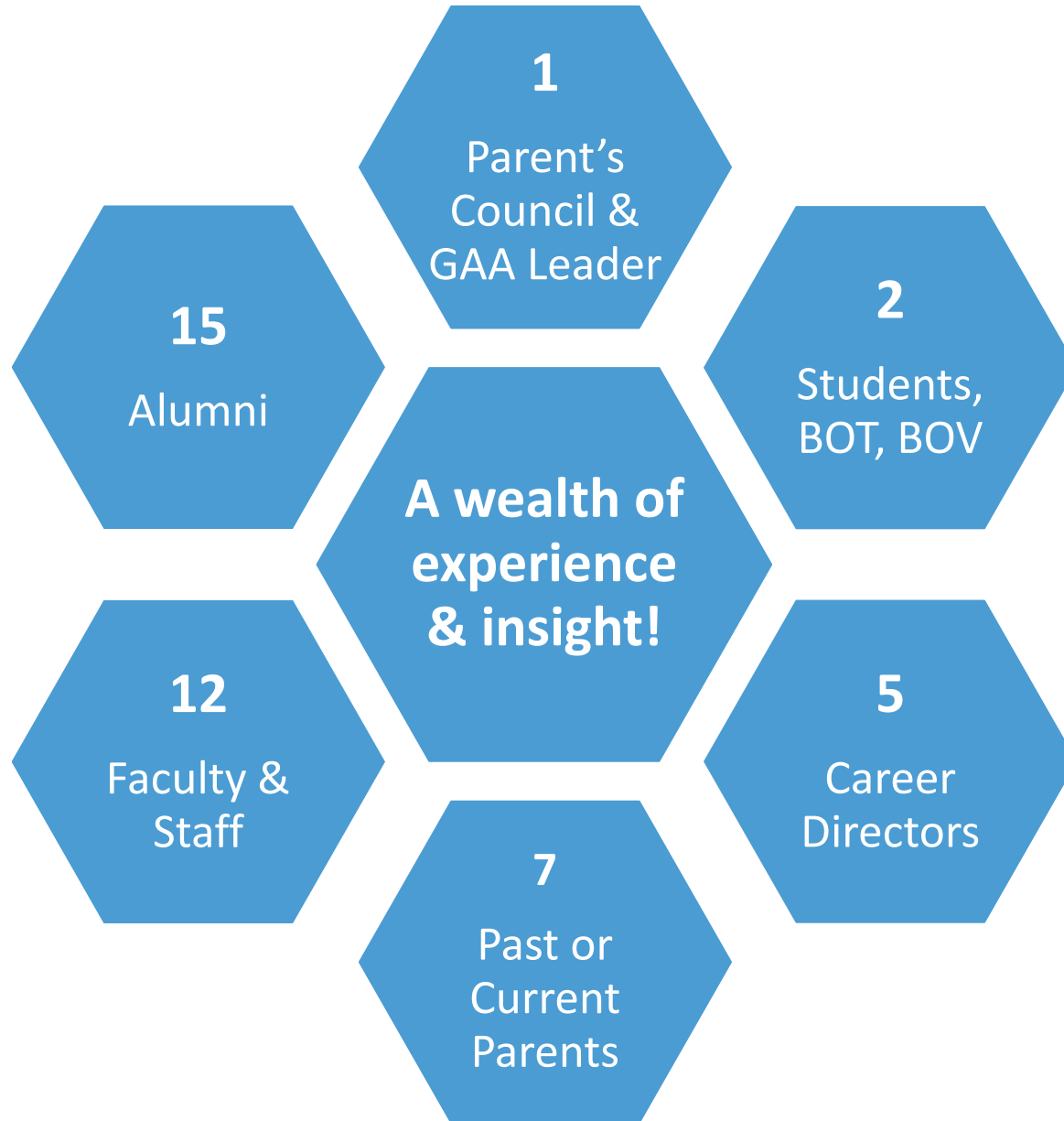
May 15, 2024

The Resolution and Our Charge:

September 29, 2022: “The Board of Trustees of the University of North Carolina at Chapel Hill hereby directs the Chancellor, in consultation with the Board Chair and Chair of the Strategic Initiatives Committee (Trustee Jones), to establish a workgroup comprised of a broad spectrum of the Carolina community, including at least two current trustees, to seek input and present recommendations to assist in the design and expansion of student career services and life skills programs, while leveraging current programs on campus.”

On January 20th, the Chancellor charged the Working Group with the following direction:

“This new institutional body is charged with advising me and other members of our administration regarding the career and personal development experiences important for our Carolina students to be well-prepared for life beyond UNC, whether through employment, a global service role, graduate study, or another path. It is expected that the group will analyze these areas and will identify strengths and opportunities to leverage existing career and life skill programs and activities, as well as identify where enhancements can increase the value of the Carolina student experience. This is a timely endeavor given the recent launch of our new Ideas in Action Curriculum, which focuses on many of these issues. The Working Group will provide quarterly updates to me and a final report with recommendations no later than February 1, 2024.”



Our Team

- **Todd Ballenger**
- **James Barricelli** (10/9/23)
- **Allison Binkley**
- **Dean Blackburn**
- **Lynn Blanchard**
- **Amy Bugno**
- **Juan Castro**
- **Jane Ellison**

- **Martin Godwin**
- **Lori Haight**
- **Lauren Hawkinson**
- **Amy Johnson**
- **Perrin Jones**
- **Kevin Marinelli**
- **Elizabeth Rieker**
- **Chloe Russell**

- **Brian Rybarczyk**
- **Pat Sheehan**
- **Dana Simpson**
- **Mindy Storrie, Chair**
- **Jim White**
- **Ramsey White**
- **Meg Zomorodi**

Career

34 Sources of Career Education for Carolina Students

17 Academic Units

Biomedical Engineering
Department of Computer Science
Department of Communication
Department of English and Comp Lit
Department of Physics and Astronomy
Department of Psych and Neuroscience
Doctor of Dental Surgery Program
Environment, Ecology & Energy
Eshelman School of Pharmacy
Gillings School of Global Public Health
Graduate School
Hussman School of Journalism & Media
Kenan-Flagler (BSBA, MBA, MAC)
School of Government (MPA)
School of Information & Library Science
School of Law
School of Social Work

10 Non-Academic Units

Carolina Covenant Scholarship
Carolina Leadership Academy
Chancellors Science Scholars
Honors Carolina
Interprofessional Education and Practice
Morehead-Cain Foundation
Office of Global Affairs
Office of Undergrad Research
Shuford Program for Entrepreneurship
University Career Services

7 Centers and Institutes

American Indian Center
Asian American Center
Carolina Center for Public Service
(APPLES, MacDonald Fellowship,
Bryan Fellowship, and SECU Public
Fellows)
Center for the Business of Health
Kenan-Flagler Business School
Communication Center
Luther Hodges Scholars
Wood Center for Real Estate
Studies

CURRENT STATE: CAREER UNIT SURVEY RESULTS

Opportunities Offered by Units

- 68%** Alumni and/or Employer Panels
- 61%** Skill-building Workshops
- 52%** Mentor Programs with Alumni/Employers
- 47%** For-credit Courses
- 42%** Career Fairs

Most units have some activities open to all students



Most units offer 1:1 coaching to “their” students



16/34 units offer for-credit career related courses

NATIONAL ASSOCIATION OF COLLEGES & EMPLOYERS (NACE) JOB OUTLOOK

Influence of Attributes When Choosing Between Equally Qualified Candidates*

| Attribute | 2023 | 2022 | 2021 | 2020 | 2019 | 2018 |
|---|------|------|------|------|------|------|
| Has completed an internship with your organization | 4.5 | 4.4 | 4.5 | 4.6 | 4.6 | 4.6 |
| Has Internship experience in your industry | 4.3 | 4.3 | 4.3 | 4.4 | 4.5 | 4.4 |
| Major | 3.7 | 3.8 | 3.8 | 3.9 | 4.0 | 3.8 |
| Has general work experience | 3.7 | 3.7 | 3.6 | 3.6 | 3.7 | 3.7 |
| Has held leadership position | 3.5 | 3.6 | 3.6 | 3.9 | 3.8 | 3.7 |
| Has been involved in extracurricular activities (clubs, sports, student government, etc.) | 3.3 | 3.5 | 3.4 | 3.6 | 3.5 | 3.3 |
| Has no work experience | 3.2 | 3.3 | 3.2 | 3.4 | 3.4 | 3.4 |
| High GPA (3.0 +) | 2.9 | 3.1 | 3.2 | 3.5 | 3.3 | 3.4 |
| Has done volunteer work | 2.7 | 2.7 | 2.8 | 2.7 | 2.7 | 2.6 |
| School attended | 2.3 | 2.6 | 2.5 | 2.7 | 2.8 | 2.9 |
| Is fluent in a foreign language | 2.1 | 2.1 | 2.1 | 2.2 | 2.2 | 2.1 |
| Has studied abroad | 1.8 | 2.0 | 1.8 | 2.0 | 2.2 | 2.0 |
| Other | 3.8 | 3.0 | 3.9 | 2.1 | 2.2 | N/A |

*5-point scale: 1=no influence, 5 =extreme influence

The vision: Initiate a Culture of Career **EDUCATION** for All UNC Students

- Career education at UNC is viewed as a priority for all students.
- We adopt ideas that build on our hybrid career structure.
- Students are encouraged to explore career options and are shown intentional connections between study and career.
- Pathways for career education are comprehensive and flexible to fit student needs.
- Faculty & staff provide support from a common understanding of career education and a shared language.
- We leverage new and existing technology that is student-focused, user-friendly, efficient and cost effective.
- The value of internship-like experiences is highlighted.
- Parents, alumni, employers and friends are engaged as partners.
- Scalability and access are considered priorities (32,000+ students).
- We are innovative and not limited by the current resources.





Implement Carolina Career Hub

Project Initiated (Nov-Dec: Complete)

- Assembled & charged committee
- Designed Career Hub main page
- Determined sitemap/key navigation

Project Development (Spring 2024: Complete)

- Hosted stakeholder focus groups
- Incorporated feedback & finalized Career Hub main page
- Streamlined content & resources

Project Evaluation (Summer 2024)

- Stress test site
- Marketing plan & soft launch

Project Launch (Aug 2024)

- Formal launch

Create Career Champions Network

Project Initiated (Spring 2024: Complete)

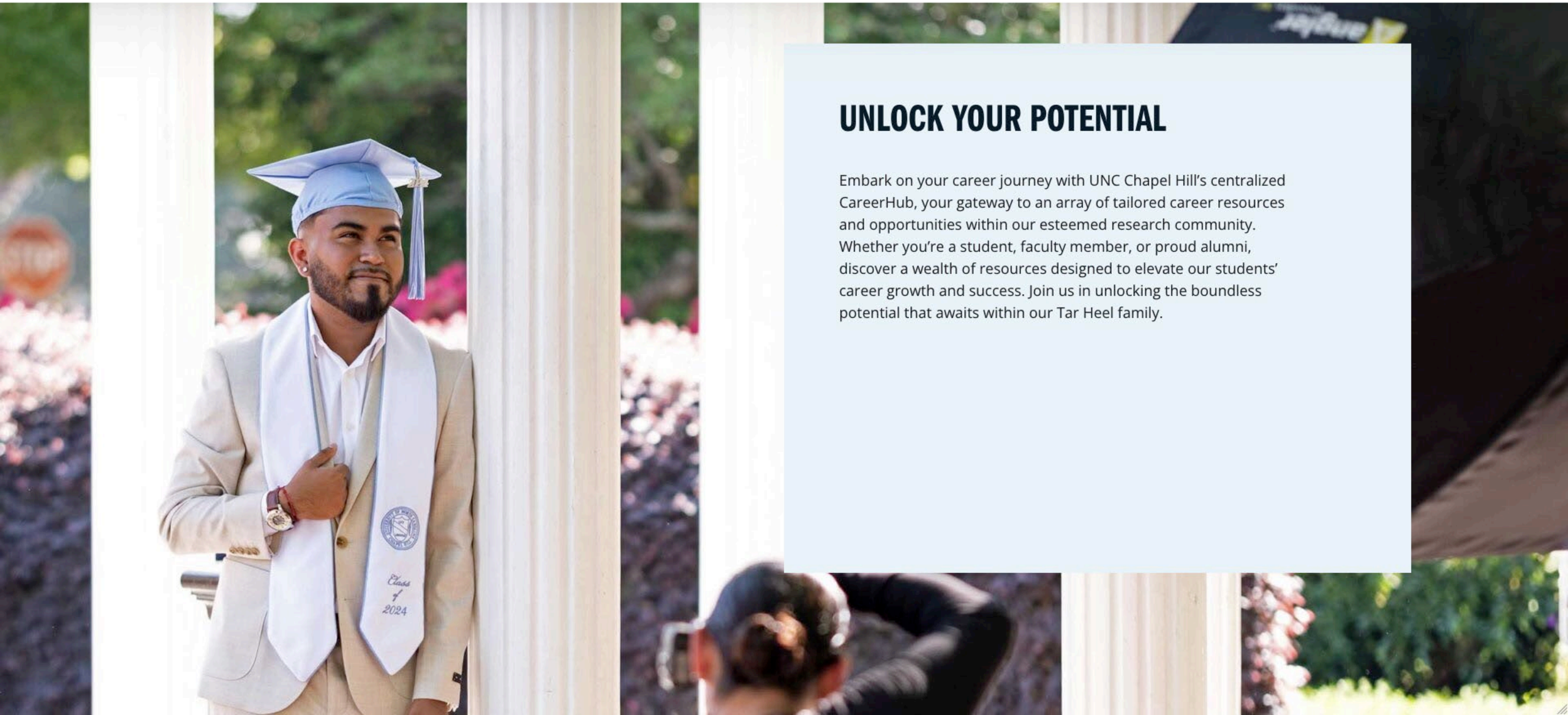
- Two pilots launched - Undergraduate Business Program & Academic Support Program for Student Athletes

Project Evaluation & Development (Summer 2024)

- Identify best practices from pilots
- Establish campus-wide effort for Fall 2024

Project Launch (Fall 2024)

- Formal launch of university-wide program



UNLOCK YOUR POTENTIAL

Embark on your career journey with UNC Chapel Hill's centralized CareerHub, your gateway to an array of tailored career resources and opportunities within our esteemed research community. Whether you're a student, faculty member, or proud alumni, discover a wealth of resources designed to elevate our students' career growth and success. Join us in unlocking the boundless potential that awaits within our Tar Heel family.



Undergraduate Students



Graduate Students



Alumni



Employers



CAREER RESOURCES ACROSS CAMPUS

UNC offers campus and community members a diverse collection of recruiting and career engagement, from the college and school career centers tailored to each of their student populations to Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

Career Resource Library

UPCOMING EVENTS

23 - 30
APR

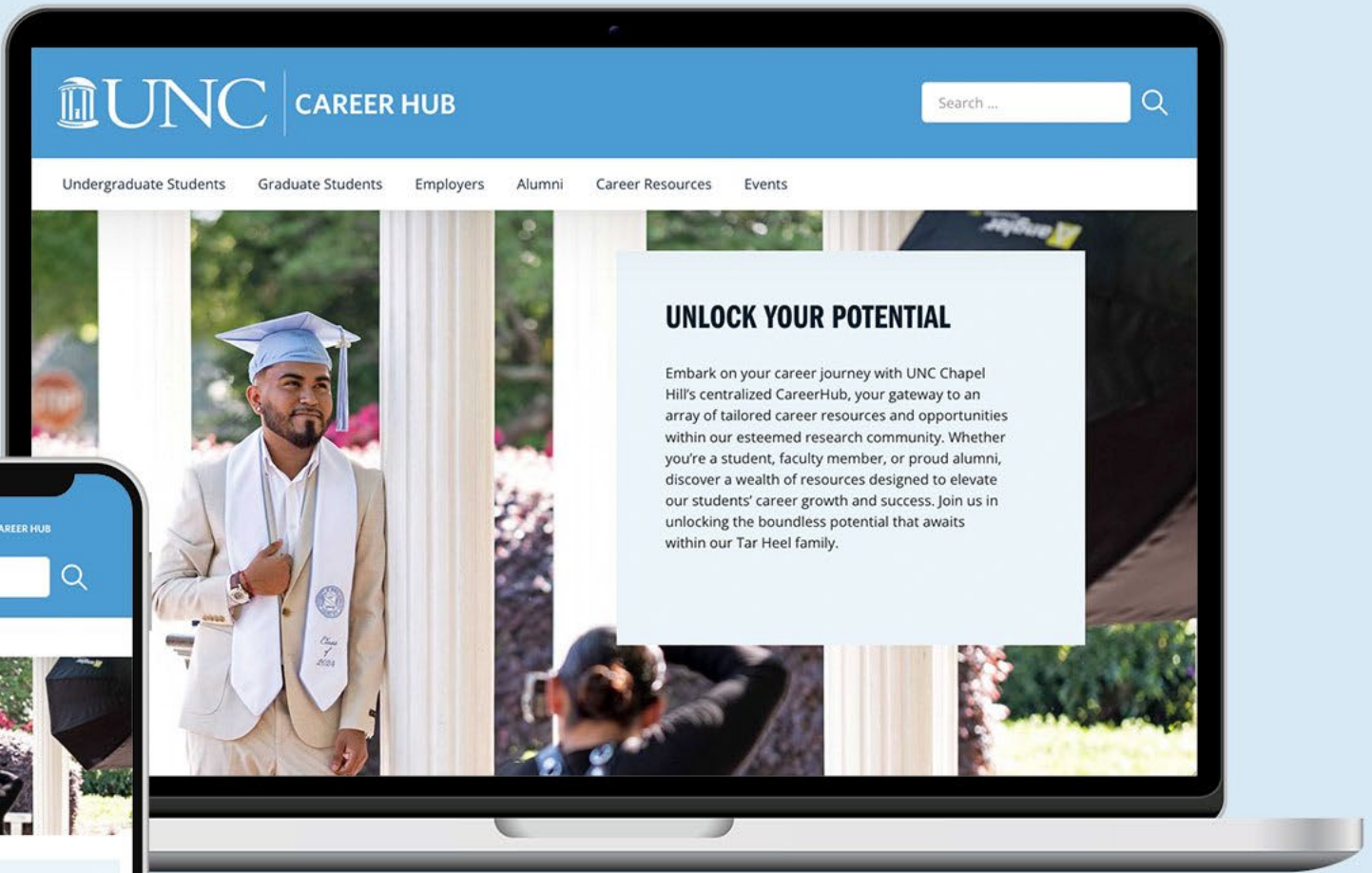
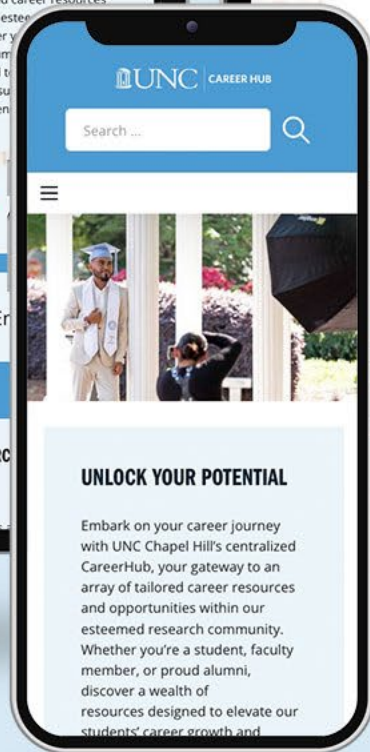
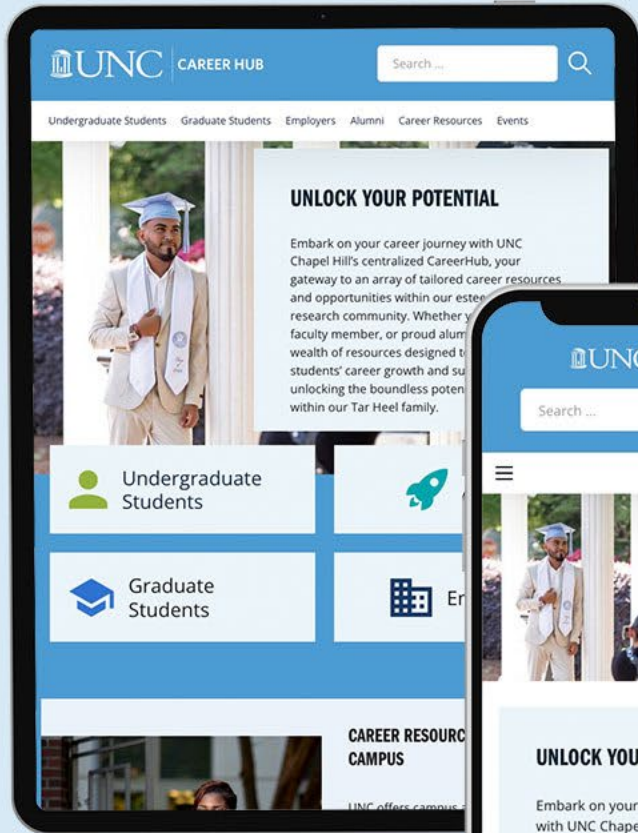
9:00 pm - 10:00 pm

23 - 30
APR

9:00 pm - 10:00 pm

30
APR

1:30 pm - 8:30 pm







Career course language & foundation

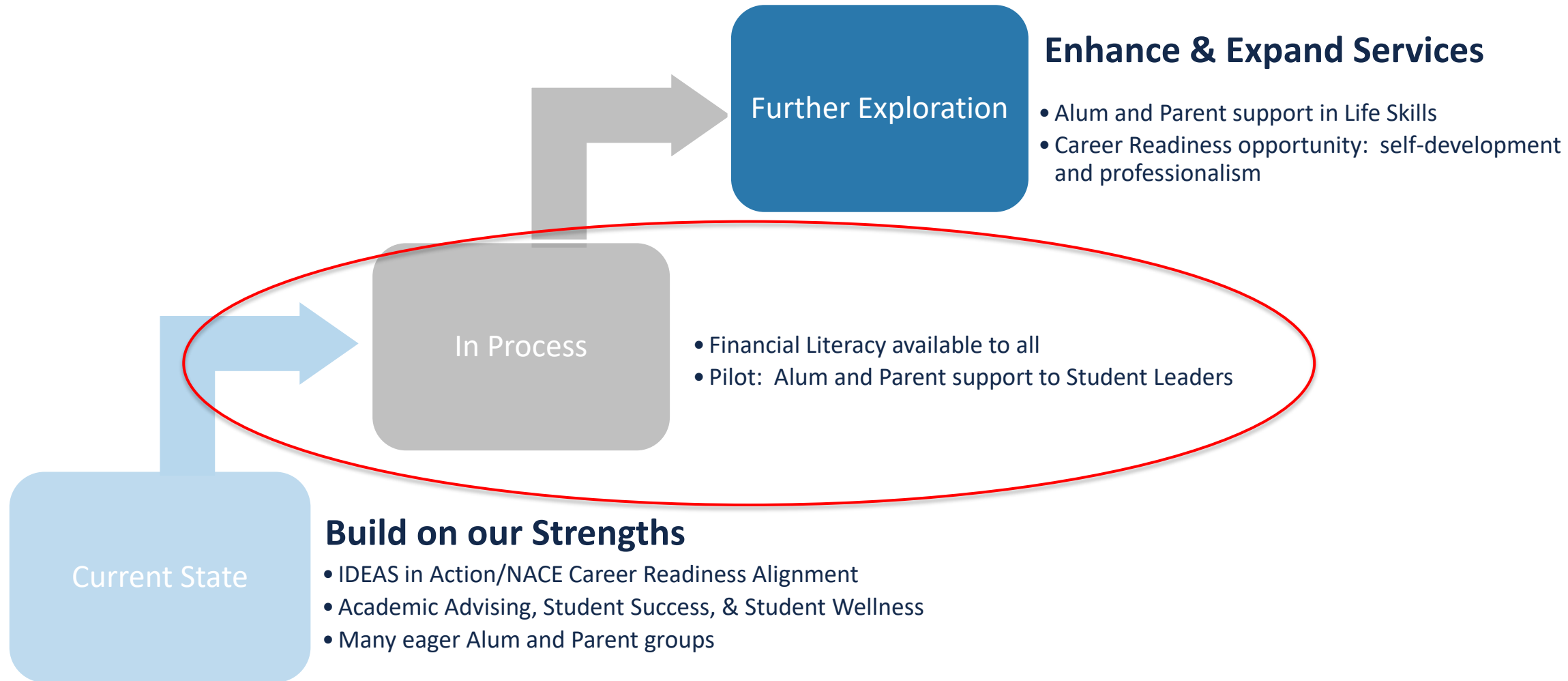
- Hired consultant to review current landscape of career-related courses
- Exploring potential collaboration with Center of Faculty Excellence
- Modernizing EDUC 111 & 211 courses
- Altering EDUC 311 to incorporate career & life skills

Assigned career coaches

- Redesigned career coaching role within University Career Services
- Conceptualizing career coaching support across campus
- Exploring AI “on demand” career tool

Life Skills

THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL



Student Leader Champion (or Thinking Partner)

- The goal of the **Student Leader Champion** (or Thinking Partner) Program is to help student leaders take full advantage of university-wide resources, as well as alumni and parent experience, to help them develop as leaders who have a positive impact on the UNC teams they lead.
- Designed for: undergraduate, graduate, and professional student leaders and those considering leadership positions, while at UNC.
- Champion Audience: alums and parents with leadership experience at all levels, in all types of careers, both for-profit and non-profit.
- Plan: sign up student leaders this summer for an early August introduction to Champion/Thinking Partner.

Life Skill Champion

- The goal of the **Life Skill Champion** Program is to help students and recent alums develop the life skills necessary for independent living through the first five years, post-undergrad.
- Designed for: students living off-campus and alums up to five-years post-graduation, living independently.
- Champion Audience: alums 3-5 years post-graduation and older, living independently.
- Plan: launch with Carolina Alumni support to Class of 2024.

“Why” We’re Piloting a Student Leader Program:

- Influencing and leading peers without the benefit of financial rewards is one of the most challenging learning opportunities a student might encounter.
- We can offer a safe and supportive space to practice leadership that can exponentially impact the career progression of our graduates, especially with the benefit of feedback and reflection.
- Student leadership experience will positively impact the ability of our graduates to contribute to the organizations and communities they engage with beyond Carolina.
- We can help match student interests with alumni and parent experience.
- A pilot offers an opportunity to test the benefits of a program that may be expanded to all student leaders and offer broader benefits in the future.

What Success May Look Like?

- Students further develop the skills important to effective leadership.
- Student leaders find value in the extra time they spend with a Thinking Partner (Return-on-Investment.)
- Student leaders recommend the program to others.
- Consecutive leaders from the same position participate in the program.
- Thinking Partners enjoy the time they spend with students (Return-on-Engagement.)
- Thinking Partners feel appropriately trained and supported.
- Faculty and staff Leadership Educators are engaged and value the partnership.

The challenges where an alum/parent might help student leaders:

- I would like to speak to a thinking partner, confidentially, before I take a concern to a faculty or a staff member.
- How do I address conflict or poor performance with team members who are also my friends?
- My predecessor didn't leave me anything, where do I start?
- Any tips on how to create a strong, engaged team or organization?
- I think I need to let someone go. How do I do that to a volunteer?
- I'm getting ready to interview, can you help me translate the value of this experience to an employer?
- I am overwhelmed, how do I effectively empower and delegate to others?
- I am facing first gen challenges, can you relate?
- A reminder of where to find crisis support, personal wellness support, campus policies, leadership resources, and career expertise on UNC's campus.

Thank you for your support!

