MINUTES

The University of North Carolina at Greensboro
Board of Trustees
Educational Quality and Fiscal Affairs Committee
February 18, 2016

MEMBERS PRESENT: Full Board/Committee of the Whole
Susan Safran, Chair
Charles Blackmon
Frances Bullock
Mona Edwards
Brad Hayes
Brittany Hudson
Randall R. Kaplan
Elizabeth Phillips
Dean Priddy
Ward Russell
David Sprinkle

MEMBERS NOT PRESENT: Betsy Oakley and Vanessa Carroll

OTHERS PRESENT: Chancellor Franklin D. Gilliam, Jr.; Provost and Executive Vice
Chancellor Dana Dunn; Vice Chancellor for Business Affairs Charles Maimone; Chief of Staff
Waiyi Tse; and other members of the administration, faculty, staff and general public

Chair Safran called the meeting to order at 1:15 p.m.

Roll was called by Tse and quorum was confirmed.

Safran moved that the meeting minutes of December 3, 2015 be approved. The minutes were approved unanimously with no additions or corrections.

Safran turned the meeting over to Dunn.

Faculty Salaries and Retention (Dunn)

- College and University Professional Association for Human Resources (CUPA-HR) provided the data comparing UNCG faculty salaries with those at other institutions.
  - In comparing UNCG faculty salaries by rank to other research/doctoral institutions, data suggests that professors earned on average $7,000 less than their peers; associate professors earned about $2,000 less than their peers; and assistant professors earned about $2,000 more than their peers.
  - In comparing UNCG faculty salaries by rank to a set of BOG-approved peer institutions, data suggests that professors earned on average $1,000 less than their peers; associate professors earned on average $3,000 more than their peers; and assistant professors earned on average $6,000 more than their peers.
  - While we are fairly competitive in salary compared to this limited peer group, compensation also includes benefits. As a system, the benefits provided to faculty do not compare favorably to the benefits packages provided by other systems.
In comparing UNCG faculty salaries by rank to our UNC-system peers (ECU, NCA&T, and UNCC), data suggests that professors earned on average $6,000 less than their peers; associate professors earned on average $4,000 less than their peers; and assistant professors earned on average $2,500 less than their peers.

In review of the seven-year history of faculty raises at UNCG, increases have only been given in two years.

Faculty retention efforts in 2014-15 yielded the following:
- 21 out of 35 faculty retention offers were successful
- Average salary amount for retentions was $9,000
- Total retention expenditures were around $230,000 (including benefits)

Faculty retention efforts for 2015-16 have yielded the following (to date):
- 10 out of 15 faculty retention offers have been successful
- Average salary amount for retentions is $6,000
- Total retention expenditures are around $80,000 (including benefits)

It is estimated that the university will need a minimum of an additional $225,000 a year to successfully fund retention efforts.

The recent adoption of a formal exit interview for faculty who are separating from the university will provide insight into our retention efforts.

Additionally, the creation of the Faculty First Fund has provided summer stipends for some faculty in an effort to boost morale and retain talent.

Safran read the motion to go into closed session.

CLOSED SESSION

Personnel Report Dated February 2, 2016 (Dunn)

It was recommended that the Board of Trustees of the University of North Carolina at Greensboro approve the personnel report dated February 2, 2016.

All approved and the motion carried.

Honorary Degree Nominations (Gilliam)

It was recommended that the Board of Trustees of The University of North Carolina at Greensboro approve the candidates to be added to the pool of potential candidates for University Honorary Degree.

All approved and the motion carried.

Management Flexibility (Dunn/Maimone)

It was recommended that the Board of Trustees of the University of North Carolina at Greensboro approve the management flexibility annual summary report.
All approved and the motion carried.

The meeting returned to open session and with no additional items for discussion, the meeting adjourned at 2:33 p.m.

Respectfully submitted,

Karen W. Andersen
Assistant
Office of the Provost