

**Employment Terms for UNC System President
Peter Hans
Subject to Approval by the Board of Governors**

Appointment	August 1, 2020 effective date. Initial term of 5 years.
Base Salary	\$400,000 base annual salary, plus any increases that may be approved by the Board of Governors during the president's service.
Annual Incentive Compensation	Beginning with the July 1, 2021-June 30, 2022 fiscal year, president will be eligible to receive incentive compensation of up to \$600,000 in addition to base salary on an annual basis, based on progress on 3 measurable goals: (1) Increase on-time graduation for first-time and transfer undergraduate students; (2) Reduce Education and Related Expenses per Degree Completed; (3) Reduce the average student loan debt of bachelor's degree recipients as a percentage of per-capita income. Specific goals, metrics, targets, and annual benchmarks will be established by the Board in consultation with the president. Annual incentive will be payable to the president by October 1 following the end of the fiscal year. President must be in service at the time the incentive is paid.
Health/Medical Coverage	Participation in the North Carolina State Health Plan for Teachers and Employees, subject to the terms of the plan. See 2020 UNC System Benefits Summary for plan options and coverage.
Basic Retirement Plan	Participation in either the University of North Carolina Optional Retirement Program (ORP) for University employees, <i>or</i> the Teachers and State Employees Retirement System (TSERS). See the 2020 Retirement Plan Decision Guide for information on both plans. The employee contribution rate for both plans is 6% of salary up to the annual IRS compensation limit (6% of \$285,000 for 2020, or \$17,100). The employer contribution to ORP is 6.84% of salary up the annual IRS compensation limit.
Executive Retirement Program	Participation in the UNC System Senior Administrative Officer Retirement Program (SAORP) consisting of an annual contribution of 10% of base salary from non-state funds, subject to a 6-year vesting schedule to be established by the Board.
Vacation and Sick Leave	In accordance with UNC Policy Section 300.1.1 , access to leave programs applicable to all Tier I senior academic and administrative officers: 26 days of vacation leave per year; 12 days of sick leave per year; 12 paid holidays per year. Up to 240 hours of vacation leave can be rolled over from year to year.

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Official Residence	The president is required to occupy the official residence at 400 East Franklin Street, Chapel Hill, North Carolina 27514, as a condition of employment.
External Employment Board Service	The president's engagement in professional and consulting activities, business activities, board service, and other voluntary and remunerative activities outside the University ordinarily requires prior approval of the Board and is subject to the State Ethics Act, University policy on conflicts of interest and commitment, University policy on external professional activities for pay.
Disclosures	The candidate must file a long form Statement of Economic Interest (SEI) with the North Carolina State Ethics Commission. The SEI becomes public record.
Agreement	An appropriate 5-year employment agreement incorporating the terms will be prepared and signed by the chair on behalf of the Board of Governors.