

COMMITTEE ON PERSONNEL AND TENURE

Thursday, May 10, 2007 at 3:00 p.m. in Board Room 2 at the General Administration Building,
910 Raleigh Road, Chapel, NC

Minutes of Meeting May 10, 2007

Committee members present at the meeting included: Mr. Charles H. Mercer, Jr., Dr. Dudley E. Flood, Ms. Hannah D. Gage, Mr. H. Frank Grainger, Mr. Peter D. Hans, Mr. Charles Norwood and Dr. Patsy B. Perry. Board of Governors members present included: Chairman Jim W. Phillips, Jr., Mr. Fred G. Mills, Mrs. Cary C. Owen, Dr. Irvin (Al) Roseman and Dr. Priscilla P. Taylor. Also present was Board of Governors member-elect Mrs. Clarice Cato Goodyear. General Administration staff present at the meeting included: President Erskine Bowles, Dr. Harold L. Martin, Dr. Bobby Kanoy, Ms. Ann Lemmon, Ms. Kitty McCollum, Dr. Jim Sadler, Mr. Charles Waldrup, Ms. Leslie Winner and Ms. Lisa Adamson. North Carolina State University Chancellor, James Oblinger, University of North Carolina - Chapel Hill Chancellor, James Moeser, Athletic Director Dick Baddour, North Carolina School of Science and Mathematics Chancellor, Gerald Boarman, and General Counsel, Natasha Nazareth-Phelps attended a portion of the meeting.

The minutes of the March 15, 2007 meeting and the April 9, 2007 special meeting were approved as distributed.

Mr. Mercer asked for a motion to go into Closed Session "to establish or instruct the staff or agent concerning the negotiation of the amount of compensation or other terms of an employment contract; to consider the qualifications, competence, performance, condition of appointment of a public officer or employee or prospective public officer or employee; to hear or investigate a complaint, charge, or grievance by or against a public officer or employee." [N.C.G.S. §143.318.11(a)(5)&(6)]

The meeting was moved into closed session.

(The complete minutes of the Closed Session are recorded in Appendix A.)

Under the authority granted to the Committee by the Board of Governors, Dr. Martin asked the Committee to approve the request for the granting of *management flexibility to appoint and fix compensation* to the North Carolina School of Science and Mathematics. Dr. Martin stated that over the past months NCSSM had been working diligently on their request for management flexibility, which meets all required expectations. After some additional discussion, the motion was made and seconded for recommendation for approval by the Board of Governors. Motion passed unanimously.

The Committee reviewed the proposed amendments to Policy 600.2.3 "*Distinguished Professors Endowment Trust Fund*" that would allow an associate professor to be endowed as a

“Distinguished Scholar” and an assistant professor to be endowed as a “Distinguished Fellow.” Dr. Martin noted that Policy 600.2.3 in its present form does not provide for endowments to faculty other than full professors. He distributed a chart showing projections for faculty retirement and recruitment over a ten-year period stating that such trends indicate there may be fewer full professors, and endowments to Assistant and Associate Professors would assist campuses in attracting and keeping talented faculty. He indicated that the Distinguished Scholars and Distinguished Fellows endowments shall be for a time limited, renewable term during a faculty member’s full-time service at the respective rank of associate or assistant professor. Dr. Martin told the Committee that these amendments were supported by the Chancellors and Provosts. After some additional discussion, the motion was made and seconded for recommendation for approval by the Board of Governors. Motion passed unanimously.

The Committee discussed proposed amendments to Policy 200.6, “*Delegation of Authority to the President*.” Ms. Winner noted that since the inception of the Faculty Retention and Recruitment Fund last fall, campuses have consistently been requesting assistance with faculty salaries from such funds. However, it was unclear if salary increases of 15% or more and \$10,000 or more paid from such funds would require approval by the Board of Governors. Ms. Winner said if such salary increases did require Board of Governors approval, it would delay a campus’ ability to act quickly in retaining talented faculty. She asked that the Committee approve the amendments to the Policy to grant authority to the President to approve salary increases of 15% or more and \$10,000 or more only when such increases were funded from the Faculty Retention and Recruitment Fund. Dr. Martin distributed a spreadsheet showing the current Faculty Retention and Recruitment Funds provided to each campus. After some additional discussion, the motion was made and seconded for recommendation for approval by the Board of Governors. Motion passed unanimously.

The Committee reviewed the *Resolution to Honor Retiring Faculty*. The motion was made and seconded for recommendation for approval by the Board of Governors. Motion passed unanimously

Dr. Kanoy provided materials for the afternoon’s Board of Governors Awards for Excellence in Teaching luncheon.

Mr. Waldrup and Ms. McCollum discussed the proposed policy 300.7.4., *Policy On Offering Roth 403(B) Accounts*, which would allow campuses to enter into agreements with companies to offer Roth 403(b) accounts to their employees. After some additional discussion, the motion was made and seconded for recommendation for approval by the Board of Governors at its June meeting. Motion passed with Mr. Hans recused at his request.

The Committee discussed a Motion to allow the North Carolina School of Science and Mathematics to continue using its existing “Regulations on Faculty Employment” during the 2007-08 and 2008-09 academic years until implementation of the revised Regulations; which is expected by August of 2009. The motion was made and seconded for recommendation for approval by the Board of Governors. Motion passed unanimously

The Committee discussed changes to the *Code*, Section 301D and Section 301E,

regarding EPA Non-Faculty appeals that would place such appeals under the authority of the Committee on Personnel and Tenure, rather than the Governance Committee. The Committee was in agreement with the changes to the sections of the *Code*, which will be approved by the Governance Committee and brought to the Board of Governors at its June meeting.

The Committee reviewed portions of the “Accountability Plan and Performance Measures” that were related to its work and agreed to support a Resolution to grant the President authority to implement the measures therein.

The Committee received the report on Personnel Actions Delegated to the President Pursuant to *Policy 200.6*. A revision to the salary of Mr. George Burnette, the Chief Operating Officer at the North Carolina School of the Arts, was noted, and that a revised Report would be issued to the full Board at its meeting on Friday, May 11th.

Dr. Martin told the Committee that the revisions to *Policy 400.3.3 “Performance Review of Tenured Faculty”* have been distributed to the Chancellors, Chief Academic Officers and the Faculty Assembly for review. The revised Policy will be brought to the Committee at the June meeting. Dr. Martin also noted that the report from the Code 603/604 Review Committee will also be presented to the Committee at the June meeting.

As there were no further items for discussion, the meeting was adjourned.

Mr. H. Frank Grainger, Secretary

Attachments