

The Board of Governors
COMMITTEE ON PERSONNEL AND TENURE

Annual Report
July 1, 2006 - June 30, 2007

The major responsibilities of the Committee on Personnel and Tenure, as established by Section 301D of The Code of the Board of Governors are: (1) to make recommendations to the Board on all personnel actions under the jurisdiction of the Board, including conferral of permanent tenure, appointment of senior academic and administrative officers for those campuses without *“management flexibility to appoint and fix compensation,”* establishing and approving faculty and administrative salary ranges, and approving salary increases of 15% or greater AND \$10,000 or more; (2) to review The Code and institutional policies and regulations regarding tenure and dismissal; (3) to review appeals from faculty members that involve questions of tenure; and (4) to act on other personnel matters that involve significant policy considerations.

Pursuant to Policy 200.6, adopted on November 13, 2006 and effective as of January 1, 2007, the Board of Governors has delegated the authority to the President of the University to set the salaries of Senior Academic and Administrative Officers and other employees exempt from the State Personnel Act serving within the UNC General Administration; to set salary ranges for Senior Academic and Administrative Officers of the constituent institutions of University; to approve conferrals of tenure and to set salaries of faculty, Senior Academic and Administrative Officers, except the chancellors, and other

employees exempt from the State Personnel Act at campuses that do not have Management Flexibility to Appoint and Fix Compensation (as long as those salaries are within the established salary ranges and are not raises in excess of 15% and \$10,000 higher than the salary in effect at the end of the last fiscal year) and to approve all actions relating to the administration of the Optional Retirement Program and the Phased Retirement Program.

Board members who served on the Committee during the fiscal year July 1, 2006, through June 30, 2007 were: Mr. Charles Mercer, Mr. Brent D. Barringer, Dr. Dudley E. Flood, Ms. Hannah D. Gage, Mr. H. Frank Grainger, Mr. Peter D. Hans, Mr. Peter Keber, Dr. Patsy B. Perry, Mr. Charles S. Norwood, Mr. William Smith, Mr. J. Craig Souza, and Mr. David Young. In August 2006 the Committee elected as its officers, Mr. Charles Mercer as Chair, Dr. Dudley E. Flood as Vice Chair, and Mr. H. Frank Grainger as Secretary.

In its designated role (prior to January 1, 2007), the Committee on Personnel and Tenure reviews personnel actions recommended by the President for consideration and approval by the Board of Governors for those campuses without *"management flexibility to appoint and fix compensation."* The Committee reviewed and acted upon the appointment or reappointment of 23 senior academic administrative officers and recommendations for 10 faculty conferrals of permanent tenure during the 2006-2007 fiscal year. Included in the personnel actions are 2 recommended appointments of distinguished faculty under the guidelines of the Board's Distinguished Professors Endowment Trust Fund (a report of the fund is attached to this report.) The above actions, from July through November 2006, are summarized by institution on the attached *"Summary of Personnel Actions and Changes."*

Annually, on recommendation of the President, the Committee considers and further recommends to the Board, salary ranges and specific salaries for incumbents in senior administrative positions. The structure and policy governing these ranges and levels embody three principal characteristics: (1) they are to be internally equitable and fair; (2) they are to be externally competitive; and (3) they are to be applied consistently. Actions by the 2006 Session of the North Carolina General Assembly included a pool of funds equal to 6% of the EPA salary base. Remaining funds and campus-initiated tuition increases or other funds were used for salary increases for market, merit, and equity.

The Committee's recommendations for 2006-2007 included salary increases for the President's senior staff and for staff at the Center for Public Television and the chancellors. Using the pool of funds provided by the General Assembly and, in keeping with the goal adopted that chancellors' salaries and the salary of the president be at the 25th percentile at minimum, subject to availability of funds and performance reviews, chancellors received salary increases that brought some salaries closer to the 25th percentile.

Subcommittees convened for additional meetings to receive, review, and recommend 5 faculty appeals from constituent institutions for Board consideration. In 2003, the Committee became responsible for coordinating the Board of Governors' Excellence in Teaching Awards program and the Committee's efforts for this year culminated in a very successful event in May of 2006.

During fiscal year 2006-2007 there were important changes in the staff at UNC-General Administration, which include the appointment of Mr. Lee Andrew Willis, III as the Vice President for Governmental Relations, replacing Mark Fleming who resigned to take a position in private industry.

Significant changes also occurred at several campuses - with the appointment of 3 new chancellors; in November, Stanley F. Battle was appointed chancellor at North Carolina A & T State University, beginning on July 1, 2007, replacing James Renick; in March, Willie James Gilchrist was appointed chancellor at Elizabeth City State University, beginning on March 16, 2007, replacing Mickey Burnim; and in June, Charlie Nelms was appointed chancellor at North Carolina Central University, beginning on August 1, 2007, replacing James Ammons, who resigned to become president at Florida A&M University.

A new Vice Chancellor position was established in February at North Carolina A&T State University for a *Vice Chancellor for Human Resources*. Other Vice Chancellor positions were filled by campuses with management flexibility and, after January 1, 2007, by the President for those campuses without Management Flexibility.

During 2006-07 the North Carolina School of Science and Mathematics sought and was granted management flexibility to appoint and fix compensation. With the addition of NCSSM, there are now twelve constituent institutions with management flexibility as of June 30, 2007 (Appalachian State University, East Carolina University, North Carolina State University, the University of North Carolina at Asheville, the University of North Carolina at Chapel Hill, the University of North Carolina at Charlotte, the University of North Carolina at

Greensboro, The University of North Carolina at Wilmington, The University of North Carolina at Pembroke, Western Carolina University and Winston-Salem State University.) During the year, the Committee continued to examine the effects on current policies and practices with respect to the granting of management flexibility to the UNC constituent institutions to ensure that other policies, guidelines and regulations are in alignment with this practice.

The Committee reviewed a number of current policies and practices and recommended the adoption of new policies, amendments to existing policies and in some cases, the rescinding of outmoded or obsolete policies. The following policies were amended: in August 2006, Policy 300.1.6.2 *Waiver of Tuition and Fees for Faculty and Staff*; in May 2007, Policy 300.7.1, *Optional Retirement Program*, in June 2007, Policy 600.2.3 *Distinguished Professors Endowment Trust Fund* and Policy 200.6, *Delegation of Authority to the President*; and in May, recommended revisions to the Optional Retirement Plan. In June 2007, Policy 300.7.4 *Policy on Offering Roth 403(B) Accounts* was adopted. Additionally, to prepare for the North Carolina School of Science and Mathematics' July 1, 2007 inclusion as a "constituent high school," the Committee recommended approval of amendments to 100.1 of The Code, Chapter V, Section 500B and Chapter VI, Section 602.

In October of 2006, the Committee distributed its "Annual Report – July 1, 2005 – June 30, 2006" and accepted the "Report on the UNC Leadership Institute." The Committee accepted the "Annual Report on the Distinguished Professors Endowment Trust Fund" in October of 2006, and the "Report on the Phased Retirement Program" and the "Report on Post-Tenure Review" in November of 2006. The Committee requested that campus procedures and policies for post tenure review be examined and revised to strengthen and give more meaning to this process. The Committee also recommended the approval of the "Resolution to Honor Retiring Faculty" in May of 2007.

Attachments

SUMMARY OF PERSONNEL ACTIONS
2006-2007

INSTITUTION	Administrative Appointments with Tenure [without Tenure]	Distinguished Professors Appointed with Tenure [without Tenure]	Faculty Tenure Actions	Faculty Retirements	FTE Teaching Positions in Current Operations Budget 2006 -2007
Appalachian State University				18	879.07
East Carolina University				21	1478.11
Elizabeth City State University	3 [1]		9	4	166.77
Fayetteville State University	3 [1]			4	334.03
North Carolina Agricultural and Technical State University	1			12	679.19
North Carolina Central University	[2]	[2]	1	12	494.8
North Carolina School of the Arts				2	153.8
North Carolina State University				58	1811.67
University of North Carolina at Asheville				7	225.14
University of North Carolina at Chapel Hill				34	1386.62
University of North Carolina at Charlotte				9	1296.69
University of North Carolina at Greensboro				12	971.25
University of North Carolina at Pembroke				7	307.36
University of North Carolina at Wilmington				7	708.17
Western Carolina University				21	544.31
Winston-Salem State University				4	440.67
General Administration/Office of the President	12				
TOTALS	19 [4]	[2]	10	232	