

PERSONNEL AND TENURE

Thursday, October 6, 2011 at 2:30 p.m. in the Cone Ballroom A, 1st Floor, Elliott University Center at University of North Carolina at Greensboro, Greensboro, NC

Minutes of Meeting October 6, 2011

Committee members present at the meeting included: Phillip R. Dixon, Burley B. Mitchell, Jr., Mary Ann Maxwell, John C. Fennebresque, Dudley E. Flood, Charles H. Mercer, Jr., and Richard F. Taylor. Board of Governors Chair Hannah D. Gage and members Laura W. Buffaloe, Walter C. Davenport, James M. Deal, Jr., Ann B. Goodnight, G. Leroy Lail, Raiford Trask, III and Phillip D. Walker attended a portion of the meeting. General Administration staff present included President Tom Ross, Suzanne Ortega, Alisa Chapman, William Fleming, Laura Luger, Tom Shanahan and Lisa Adamson. North Carolina School of Science and Mathematics Chancellor J. Todd Roberts, University of North Carolina-Chapel Hill Chancellor H. Holden Thorp, University of North Carolina-Wilmington Chancellor Gary L. Miller, University of North Carolina-School of the Arts Provost, David Nelson, Faculty Assembly Chair Sandy Gravett, UNC General Administration staff interns Alicia Bell and Courtland Mercer, former Board of Governors member Barbara Perry, and members of the press also attended a portion of the meeting.

The open minutes of September 8, 2011 meeting were approved as distributed.

Mr. Fleming briefly introduced the attending UNC General Administration staff to the Committee.

The Committee accepted the Annual Report on Committee Activities.

Mr. Dixon 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 motion was made, properly seconded and unanimously approved.

The meeting was moved into closed session.

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

Dr. Ortega told the Committee that she is collecting data from the UNC campuses on retention processes and efficacy and will provide a report at the November meeting. In response to a request for information on campus faculty appeals processes, Dr. Ortega told the Committee she is collecting data on common practices from other public institutions and expects to provide a report at the November meeting. The Committee learned that UNC policies concerning

promotion and tenure were revised within the past six years to make campus policies more uniform. There was a brief discussion regarding training for campus Board of Trustee members on campus faculty appeals processes.

The Committee noted the amount of funds available from the Faculty Retention and Recruitment Fund was extremely low and new funds were needed from the legislature. The Committee also discussed the practice of requiring a written offer for Board of Governors approved salary increases for retention purposes. It was noted that several chancellors asked that this requirement be eliminated so they could be more proactive in retaining top faculty. The Committee noted this requirement had been established by past members and it was agreed by consensus to no longer require a written offer for salary increases for retention. Dr. Ortega assured the Committee that the chancellors, campus staff and UNC General Administration staff will continue to review all such requests and supporting documents to determine their validity and compliance with legislative requirements on salary increases.

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

Mary Ann Maxwell, Secretary

Attachments