

# JOINT MEETING OF THE COMMITTEE ON PERSONNEL AND TENURE AND THE COMMITTEE ON PUBLIC AFFAIRS

Thursday, January 12, 2011 at 1:00 p.m. in the Board Room,  
C.D. Spangler, Jr., Building, 910 Raleigh Road, Chapel Hill, NC

## Minutes of Meeting January 12, 2012

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, Vice Chair Peter Hans and various Board of Governors members remained in the room for a portion of the meeting after the the Policy Discussion on Tuition and Fees meeting ended. General Administration staff present included President Tom Ross, Suzanne Ortega, Lesley Cates, William Fleming, David Harrison, Ann Lemmon, Laura Luger, Tom Shanahan, Anita Watkins and Lisa Adamson. Various UNC Chancellors, Faculty Assembly Chair Sandy Gravett and members of the press also attended a portion of the meeting.

The open minutes of the November 10, 2011 meeting and the December 8, 2011 Emergency meeting were approved as distributed.

Mr. Fleming gave an overview of the University of North Carolina's current personnel system, referring to the chart, "*Legal Framework for Employment within the University of North Carolina system*" sent to all previously. Mr. Fleming explained the difference between "SPA", "EPA Non-Exempt" and "EPA" employees and how the current system affects hiring and promotion practices, and granting of salary increases. He noted restrictions on salary increases, especially for SPA staff, make it difficult to hire and retain high quality employees and that the current system causes great duplication of efforts. Mr. Fleming said further discussions would be held at the February meeting on establishing a personnel system separate from the Office of State Personnel; one that is similar to that followed by the UNC Hospitals.

Dr. Ortega noted a correction for the date of the "President's Summary Personnel Actions" report as January 10, 2012 rather than January 10, 2011.

*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.)*

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

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Mary Ann Maxwell, Secretary

Attachment