

COMMITTEE ON PERSONNEL AND TENURE

Thursday, February 9, 2012 at 3:00 p.m. in the Executive Conference Room,
C.D. Spangler, Jr., Building, 910 Raleigh Road, Chapel Hill, NC

Minutes of Meeting February 9, 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 Vice Chair Peter Hans and member Walter Davenport also attended the meeting. General Administration staff present included Suzanne Ortega, Leslie Boney, Alisa Chapman, William Fleming, David Harrison, Ann Lemmon, Laura Luger, Bruce Mallette, Tom Shanahan, Sarah Smith, Anita Watkins and Lisa Adamson. North Carolina School of Science and Mathematics Chancellor Todd Roberts, North Carolina State University Chancellor Randy Woodson, Chancellor John Mauceri, Provost David Nelson and Chief of Staff George Burnette from UNC School of the Arts, Faculty Assembly Chair Sandy Gravett, UNC Staff Forum President Chuck Brink and members of the press also attended a portion of the meeting.

The open minutes of the January 12, 2012 meeting were approved as distributed.

Provost Nelson discussed a proposal to establish ranked faculty positions (without tenure) at UNC School of the Art, similar to those at other UNC institutions. He said under the present system all teaching staff are listed as “instructors,” which does not allow for a method to evaluate teaching abilities and reward excellence. Mr. Nelson gave an overview of the campus review process for the plan, noting the plan was vetted through the UNC SA teaching staff and received overwhelming approval. He said UNC SA’s Board of Trustees would be voting on the proposal at its next meeting and if approved, the proposal will be presented for the Board of Governor’s consideration at the April 2012 meeting. Mr. Nelson noted any changes in the faculty structure would not guarantee salary increases, as no funding has yet been identified for such increases.

Mr. Fleming followed-up on his presentation from the January meeting on the University of North Carolina’s current personnel system, referring to the chart, “*Legal Framework for Employment within the University of North Carolina system.*” The Committee discussed establishing guiding principles for the development of a unified personnel system, should the General Assembly authorize such measure at its next session.

Dr. Mallette provided an update on candidates for the Board of Governors *Awards for Excellence in Teaching* process. After further discussion the motion was made and seconded for a recommendation for approval of all requests. Motion passed unanimously.

Ms. Smith provided information regarding proposed revisions to Board of Governors policy 300.2.2, “*Conflicts of Interest and Commitment Affecting Faculty and Non-Faculty EPA Employees*” noting all UNC campuses are required to make changes to their policies by August 24, 2012 to be in compliance with new federal regulations. The revised policy will be presented to the full Board for approval at the April 2012 meeting.

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.

Mary Ann Maxwell, Secretary

Attachments