

University of North Carolina  
Board of Governors  
Personnel and Tenure Committee Meeting  
Executive Conference Room, Spangler Center  
April 12, 2012

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The Personnel and Tenure Committee of the UNC Board of Governors met on April 12, 2012. The following members were present: Phillip Dixon, Chair; John Fennebresque; Dudley Flood; Mary Ann Maxwell; Burley Mitchell, Jr.; and Richard Taylor; Hannah Gage. The following members were absent: Charles Mercer, Jr.

General Administration staff in attendance included, Suzanne Ortega, William Fleming, Samantha McAuliffe, David Harrison, Ann Lemmon, Sarah Smith, Leslie Cates, Tom Shanahan, Karin Szypszak

1. Open Minutes of February 9, 2012 and March 12, 2012 meetings

Mr. Dixon asked for a motion to approve the minutes of February 9, 2012 and March 12, 2012. A motion was made, seconded, and unanimously approved.

2. Guiding Principles Draft for Unified University Personnel System

Mr. Dixon called the Committee's attention to the enclosed Guiding Principles draft. Mr. William Fleming reported to the Committee that the Guiding Principles had undergone revision and that additional protections for staff had been provided. The Committee noted their support for the additional protections afforded to staff. Mr. Dixon asked for a motion to approve the Guiding Principles as presented. A motion was made, seconded and approved.

3. Conflict of Interest

Ms. Sarah Smith presented the revised Conflict of Interest Policy to the Committee. Ms. Smith explained that the revisions were made in response to new Federal Regulations. She directed the Committee's attention to the summary of changes provided in the agenda materials. A motion was made, seconded and the Conflict of Interest Policy was approved as presented.

4. Report on Faculty Recruitment and Retention Fund

Dr. Ortega informed the committee that this report is a new legislative requirement and highlighted the impact of the depletion of the fund. There was discussion about the Faculty Retention Fund. Mr. Dixon asked for a motion to accept the Faculty Recruitment and Retention Fund Report. A motion was made, seconded and approved. This report will be forwarded to the Legislature.

*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.)***

Mr. Dixon called for a motion to return to Open Session. A motion was made, seconded and approved. The Committee returned to Open Session.

Mr. Dixon asked that a Faculty Appeal Subcommittee be appointed.

He shared the email from Ivanna Gonzalez, a representative of the Coalition for Workplace Democracy, with the Committee and guests in attendance. The letter, which was submitted to the Personnel and Tenure Committee, will be made available to the members of the Board at tomorrow’s meeting. Mr. Dixon noted that the Guiding Principles have undergone a multi-step review process and revisions based on input from campuses. Adjustments have been made to provide reassurance to employees that their rights will be protected. The Guiding Principles are designed to provide a more uniform and unified personnel system.

There being no further business, the meeting was adjourned.

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Mary Ann Maxwell, Secretary

Attachment