

University of North Carolina  
Board of Governors  
Personnel and Tenure Committee Meeting  
Executive Conference Room, Spangler Center  
June 14, 2012

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The Personnel and Tenure Committee of the UNC Board of Governors met on June 14, 2012. The following members were present: Phillip Dixon, Chair; John Fennebresque; Dudley Flood; Mary Ann Maxwell; Burley Mitchell, Jr.; and Richard Taylor. The following members were absent: Charles Mercer, Jr.

General Administration staff in attendance included, Suzanne Ortega, William Fleming, Samantha McAuliffe, Ann Lemmon, Tom Shanahan, Karin Szypszak

1. Open Minutes of April 12, 2012

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

**MOTION: BE IT RESOLVED** that the minutes of April 12, 2012 be approved as circulated

**Motion:** Mr. Burley Mitchell

**Second:** Mr. Dudley Flood

**Motion Carried**

2. President's Summary Personnel Report

Mr. Dixon called the Committee's attention to the enclosed Personnel Summary Report which includes actions delegated to the President for approval. He pointed out that a Director for E-Learning had been hired. The Committee discussed the report's significance and that it was included as an information item only.

3. Annual Update to Establish Salary Ranges

Mr. Fleming explained that this action is only to approve the establishment of the parameters for salaries of Chancellors, Presidents, and General Administration staff. This is done every two years. Ranges are determined by comparing the salaries of like positions at our peer institutions. These institutions are the same institutions we compare ourselves against when setting tuition. Mr. Dixon called for a motion to approve the salary ranges as submitted for Chancellors, Presidents, and General Administration staff. The motion was made by Mr. Dudley Flood and seconded by Mr. Burley Mitchell. With there being no objections, the motion passed.

**MOTION: BE IT RESOLVED** that the established salary ranges for Chancellors, Presidents and General Administration staff be approved as submitted in the Annual Salary Study 2012-2013 Ranges report.

**Motion:** Mr. Dudley Flood  
**Second:** Mr. Burley Mitchell  
**Motion Carried**

The Committee was reminded that salaries that extend beyond these ranges require Board of Governors approval. Mr. Fennebresque requested that material be submitted the meeting prior to the required vote so that the Committee had time to consider extending the ranges.

**MOTION:** 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.

**Motion:** Mr. John Fennebresque  
**Second:** Mr. Dudley Flood  
**Motion Carried**

*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.

**MOTION: BE IT RESOLVED** that the Personnel and Tenure Committee return to Open Session.

**Motion:** Mr. John Fennebresque  
**Second:** Mr. Burley Mitchell  
**Motion Carried**

There being no further business, the meeting was adjourned.

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Mary Ann Maxwell, Secretary

Attachment