

University of North Carolina
Board of Governors
Personnel and Tenure Committee Meeting
Executive Conference Room, Spangler Center
August 9, 2012

The Personnel and Tenure Committee of the UNC Board of Governors met on August 9, 2012. The following members were present: John Fennebresque, Chair; Phillip Dixon; Dudley Flood; Mary Ann Maxwell; Charles Mercer, Jr.; Burley Mitchell, Jr.; and Richard Taylor. There were no members absent.

General Administration staff in attendance included, Suzanne Ortega, William Fleming, Samantha McAuliffe, Ann Lemmon, Bruce Mallette, and Tom Shanahan.

Chancellors in attendance included, Holden Thorp, David Belcher, and Todd Roberts.

1. Open Minutes of June 14, 18, and 29 2012

Mr. Fennebresque asked for a motion to approve the minutes of June 14, 18, and 29, 2012.

MOTION: BE IT RESOLVED that the minutes of June 14, 18, and 29, 2012 be approved as circulated.

Motion: Mr. Phil Dixon
Second: Mr. Dudley Flood
Motion Carried

Mr. John Fennebresque asked for a motion to appoint Mr. Phil Dixon as the Committee's Parliamentarian.

MOTION: BE IT RESOLVED that Mr. Phil Dixon be appointed as the Personnel and Tenure Committee's Parliamentarian.

Motion: Mr. Burley Mitchell
Second: Mary Ann Maxwell
Motion Carried

2. President's Summary Personnel Report

Mr. Fennebresque called the Committee's attention to the enclosed President's Personnel Summary Report which includes actions delegated to the President for approval. He asked Dr. Suzanne Ortega to clarify these actions and why they are reviewed. Dr. Ortega explained that the actions represented in this report have been delegated to the President for approval. Approval of Conferrals of Tenure is required for the three campuses that don't have Management Flexibility. In order to receive Management Flexibility campuses must undergo an application

process. After thorough vetting through channels at General Administration, the Personnel and Tenure Committee reviews those applications.

3. Teaching Awards

The distributed report provides information on the Board of Governors Excellence in Teaching Award including the awarding institution, the recipient, the amount of the award, and the award title. Dr. Bruce Mallette, Vice President for Academic and Student Affairs, explained that recipients were selected via a campus based committee. This committee determines the number of awards and the amount of the awards given on their campus. Campuses are allocated either \$9,500 or \$6,500 for teaching awards from state funds. Smaller campuses with a lesser amount of resources or those which did not already have a teaching awards program are provided with more money from the BOG Excellence in Teaching Award fund. A new cycle of awards will be initiated in late fall.

Mr. Fennebresque asked for a more in depth report on the Board of Governors Excellence in Teaching Awards that would detail how many awards are made, and more information about the program.

Mr. Fennebresque expressed interest in providing committee members with a tutorial on the topic of tenure due to the lack of understanding about the process. Presenters would be invited to discuss the history of tenure, post-tenure review, and the tenure process. The Committee briefly discussed the recent post-tenure review policy updates. The Committee engaged in discussion with the Chancellors in attendance about the number of tenured faculty on their campuses.

Another policy topic of interest is benefits, specifically the University's competitiveness in this area. Mr. Fennebresque asked Mr. Fleming if he could provide an overview of benefits at the University and Mr. Fleming agreed to do so. Mr. Fennebresque also requested that Dr. Ortega keep a list of legislative topics important to the University so that committee members could lend their support to these issues.

Mr. Fennebresque then requested a motion to go into Closed Session.

MOTION: The Personnel and Tenure Committee will move into Closed Session to “consider the qualifications, performance, and appointment conditions of employees; instruct the University’s staff concerning the establishment or negotiation of employment contracts and compensation; and consult with counsel.”

[N.C.G.S. §143.318.11(a)(1)(3)(5)&(6)]

Motion: Mr. Richard Taylor
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. Fennebresque called for a motion to return to Open Session.

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

Motion: Mr. Charles Mercer

Second: Mr. Richard Taylor

Motion Carried

The Committee returned to Open Session.

There being no further business, the meeting was adjourned.

Mary Ann Maxwell, Secretary

Attachment