

University of North Carolina
Board of Governors
Personnel and Tenure Committee Meeting
Executive Conference Room, Spangler Center
April 11, 2013

The Personnel and Tenure Committee of the UNC Board of Governors met on April 11, 2013. The following members were present: John Fennebresque, Chair; Dudley Flood, Jr.; Burley Mitchell, Jr.; Peter Hans; Mary Ann Maxwell; and Richard Taylor.

The following members were absent: Charles Mercer

General Administration staff in attendance included, Suzanne Ortega, William Fleming, Samantha McAuliffe, Thomas Shanahan, Ann Lemmon, Laura Fjeld, Charlie Perusse, Thomas Ross, Karri Dixon, Chuck Brink, Staff Assembly Chair, and Catherine Rigsby, Faculty Assembly Chair.

Chancellors in attendance included David Belcher, Todd Roberts, and Randy Woodson.

1. Open Minutes of February 8, 2013

Mr. Fennebresque asked for a motion to approve the minutes of February 8, 2013

MOTION: BE IT RESOLVED that the minutes of February 8, 2013 be approved as circulated.

Motion: Mr. Dudley Flood
Second: Mr. Richard Taylor
Motion Carried

2. Tenure Tutorial III: Post Tenure Review

Dr. Warwick Arden, Provost at NC State University, Dr. David Perrin, Associate Provost at UNC Greensboro, Dr. Catherine Rigsby, Faculty Assembly Chair, and Dr. Bill Miller, Professor of Environmental Studies at UNC Asheville presented on Post Tenure Review.

3. Appointment of Faculty Appeal Subcommittees

Mr. Fennebresque appointed three Faculty Appeal Subcommittees.

Subcommittee 1) Mr. Dudley Flood (Chair), Mr. Charles Mercer, Ms. Ann Maxwell

2) Mr. Richard Taylor (Chair), Mr. Burley Mitchell, Mr. Charles Mercer

3) Ms. Ann Maxwell (Chair), Mr. Dudley Flood, Mr. Burley Mitchell

4. Informational Report: Presidential Personnel Actions

Dr. Ortega called the Committee's attention to the informational report received on personnel actions delegated to the President.

5. Benefits Update

Mr. William Fleming updated the Committee on the Legislative Policy Agenda. He also mentioned changes in the employee benefit, flex plan which is a pre-tax benefit. There is talk of improving these offerings and Mr. Fleming will report on those at the June meeting.

6. Faculty Recruitment and Retention Fund

Dr. Ortega gave an overview of the Recruitment and Retention Fund Report pointing out the effectiveness of the fund. \$1 million was designated for recruitment requests which were vetted through a proposal process. \$3 million was used to support recruitment efforts. Without the money from this fund, campuses have woeful success rates in retaining faculty. Dr. Ortega cautioned that the success rate may not be as high this year due to low, unchanging salaries and uncompetitive benefits. Faculty members are being recruited at very high rates.

7. Review and Approval: Policy 300.7.1

A minor change to Policy 300.7.1 reflects the availability of the Optional Retirement Program to all employees. Prior to this change the Optional Retirement Program was only available to EPA Faculty and Non-Faculty positions.

MOTION: BE IT RESOLVED that the Personnel and Tenure Committee accept and forward to the full Board for approval the changes presented to Policy 300.7.1.

Motion: Mr. Burley Mitchell

Second: Mr. Dudley Flood

Motion Carried

8. Review: Policy 400.3.6

This policy governs the awarding of the Board of Governors Excellence in Teaching Award. Mr. Fennebresque requested that Dr. Ortega and President Ross work together to determine a means for increasing the stipend awarded to the Excellence in Teaching Award recipients. They have done so and submit changes to the policy allowing the stipend to be increased to \$12,500. This amount has been determined with the help of the Faculty Assembly. Policy 400.3.6 will be brought back to the Committee for a vote in June and will at that time be forwarded to the full Board for approval.

9. Review: Policy 700.3.1

Dr. Karrie Dixon presented changes to the Associate of Student Government's (ASG) Policy 700.3.1. The change would create a position for an Advisor to oversee leadership development, training, support and guidance to ASG. This request was generated from the President of ASG and has been vetted through their membership. This change would not take away independence from ASG but would supply a mentor, leader, and advisor to the group. This position is paid from out of the ASG budget which is made-up of fees collected from students at each of their campuses. This person would report to UNC General Administration in the Academic and Student Affairs department. Policy 700.3.1 will be brought back to the Committee for a vote in June and will at that time, be forwarded to the full Board for approval.

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: Ms. Ann Maxwell

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. Burley Mitchell

Second: Mr. Dudley Flood

Motion Carried

The Committee returned to Open Session.

There being no further business, the meeting was adjourned.

Mary Ann Maxwell, Secretary

Attachment