

## **Draft OPEN Session Minutes**

**April 14, 2016**

University of North Carolina General Administration  
Center for School Leadership Development  
Chapel Hill, North Carolina

This meeting of the Committee on Personnel and Tenure was presided over by Mr. Therence Pickett and the Secretary was in attendance.

The following committee members, constituting a quorum, were present and participated in person: Mr. Pickett, Mr. Frank Grainger, Mr. Temple Sloan, Mr. Thomas Goolsby, Dr. Joan Templeton Perry, and Mr. Steve Long.

Others present included: Board of Governors members, Chancellors, General Administration staff, and other community and constituency members.

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### **1. Approval of the Minutes of February 26, 2016 and March 3, 2016**

The Chair called the meeting to order at 1:32 p.m. on Thursday, April 13, 2016, and called for a motion to approve the open session minutes of February 26, 2016 and March 3, 2016.

**MOTION:** Resolved, that the Committee on Personnel and Tenure approve the open session minutes of February 26, 2016 and March 3, 2016 as distributed.

**Motion:** Mr. Grainger

**Motion carried unanimously**

### **2. General Updates**

Dr. Junius Gonzales, UNC General Administration Senior Vice President of Academic Affairs, and Mr. Matt Brody, UNC General Administration Vice President for Human Resources, provided general updates. Dr. Gonzales mentioned that Kimberly van Noort, newly-appointed Vice President for

Academic Programs and Instructional Strategy, will join General Administration on April 29, 2016. Mr. Brody stated that a working group on faculty salaries has been convened, with an initial analysis scheduled for this coming summer.

### **3. Informational Report: President's Delegated Personnel Actions Report (Pursuant to Policy 200.6)**

Mr. Brody presented a routine report to the Committee on recent Senior Academic and Administrative Officer appointments at UNC General Administration; salary increases from the designated UNC Faculty Recruitment and Retention Fund; and campus tenure conferrals and SAAO (Tier I) appointments that require presidential approval.

### **4. Policy Review Project -- Expanded Delegations of Authority to the President for Human Resources Matters**

Mr. Brody mentioned a wide-ranging policy review project being undertaken by several Board committees. The Committee, at future meetings, will review proposals to increase the President's delegation on several HR-related matters, including the review and approval of salary increases that exceed campus delegated authority; establishment of senior officer positions; and setting market-based salary ranges. The Committee will receive preliminary policy recommendations at the May meeting.

### **5. Informational Report on Fiscal Year 2015-16 Annual Raise Process**

Mr. Brody presented a high-level summary of the 2016-2017 EHRA Annual Raise process. The process was finalized in November and made retroactive to July 1, 2015.

**MOTION:** Resolved, that the Committee on Personnel and Tenure move into closed session to prevent the disclosure of information that is confidential pursuant to Article 7 of Chapter 126 of the North Carolina General Statutes, and to establish or instruct the staff or agents concerning the negotiations of the amount of compensation or other terms of an employment contract, and to consider the qualifications, competence, performance, or condition of appointment of a public officer or employee or prospective public officer or employee.

**Motion:** Mr. Long

**Motion carried unanimously**

*The meeting moved into closed session.*

**MOTION:** Resolved, that the Committee on Committee on Personnel and Tenure return to open session.

**Motion:** Mr. Grainger

**Motion carried unanimously**

*The meeting resumed in open session.*

**10. Delegation of Authority to the UNC Health Care System Board of Directors for Certain Employment Matters Related to the CEO**

The Committee voted on a resolution to delegate authority to the UNC Health Care System for certain employment matters related to the current Chief Executive Officer, Dr. William Roper.

**MOTION:** Resolved, that the Committee approves the resolution as submitted, and will include it on the Board's consent agenda, to be voted on at the Board meeting on Friday, April 15, 2016.

**Motion:** Dr. Perry

**Opposed:** Mr. Goolsby

**Motion carried**

There being no further business, the meeting adjourned at 2:45 p.m.

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Frank Grainger, Secretary