

COMMITTEE ON PERSONNEL AND TENURE

Thursday, February 10, 2005, at 3:30 p.m.

Room 104, the Warwick Center,

The University of North Carolina at Wilmington, 601 South College Road, Wilmington, NC

Minutes of Meeting

February 10, 2005

Committee members present at the meeting included: Mr. John W. Davis III, Mr. Brent D. Barringer, Dr. Dudley E. Flood, Mr. Peter Keber, Mr. Charles H. Mercer, Jr., and Dr. Patsy B. Perry. Board of Governors members attending were: Chairman J. Bradley Wilson, Vice Chairman J. Craig Souza, Mr. G. Irvin Aldridge, Mrs. Anne W. Cates, Ms. Cary C. Owens, Mrs. Gladys Ashe Robinson, and Mrs. Estelle W. Sanders. Office of the President staff attending were: President Molly Corbett Broad, Dr. Gretchen M. Bataille, Ms. Leslie Winner, and Ms. Lisa Adamson. Associate Vice President for Human Resources, Kitty McCollum attended a portion of the meeting.

The minutes of the January 13, 2005 meeting were approved as distributed.

Mr. Davis 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 meeting was **moved into closed session.***

(The complete minutes of the Closed Session are recorded in Appendix A.

The Committee returned to open session.

Dr. Bataille presented the list of recommendations from the 16 constituent institutions for recipients of the 2005 Board of Governors’ Excellence in Teaching Awards (attached.) She explained that one recipient from each campus is selected annually to receive this award, which includes a \$7,500 stipend and an engraved medallion. Dr. Bataille told the Committee that this process was formerly conducted in “closed session”; however, since the campuses wanted to be able to announce the name of their nominees in advance of the awards date, the list is now being made public. The motion was made and seconded for recommendation for approval by the Board of Governors. Motion passed unanimously. Mr. Davis said he would assign tasks for the 2005 Board of Governors’ Excellence in Teaching Awards to the Committee members at the March 2005 meeting. Dr. Bataille reminded the Committee members that the 11th Annual Board of Governors Awards luncheon will be held on Friday, May 13, 2005, following the Board of Governors meeting.

Ms. Winner discussed the request to repeal Policy 300.7.3, "*Implementation of Phased Retirement Program*" explaining that this policy has been replaced by subsequent policies and guidelines and has since become redundant. The motion was made and seconded for recommendation for approval by the Board of Governors. Motion passed unanimously. It was agreed that this item would be placed on the Consent Agenda at the February 11, 2005 Board of Governors meeting.

The Committee reviewed the proposed Policy 300.2.13, "*Supplemental Pay Policy for Employees Exempt from the State Personnel Act*," which addresses the issue of the need for campuses to establish policies on supplemental payments to faculty and non-faculty EPA employees in connection with temporary increases in responsibility and the performance of extra duties. The motion was made and seconded for recommendation for approval by the Board of Governors at the March 2005 meeting.

Ms. Kitty McCollum discussed the "*Unified Leave Report*" received from the Office of State Personnel. She explained that the report provides a review of the feasibility and practicability of changing the State's current leave structure and included a Summary indicating the review committee's recommendations. After a brief discussion, the Committee members agreed that since the Report's review committee has determined that changing the State's current leave structure would not be feasible nor cost-effective at this time, that the review committee's recommendations be revised to state: "...The Committee does not recommend the implementation of a Unified Leave Program at this time..." prior to submitting the report to the Legislature. The motion was made and seconded for recommendation for approval by the Board of Governors. Motion passed unanimously.

The Committee also discussed the "UNC Health Plan Design Project" which seeks to find options to improve the quality of the State's health care plan. The Committee endorsed the project of finding options to improve the quality of the health care plan offered to UNC employees.

As there were no further items for discussion, the meeting was adjourned.

Mr. Charles H. Mercer, Jr., Secretary

Attachments