

SPECIAL MEETING OF THE COMMITTEE ON PERSONNEL AND TENURE
Monday, August 29, 2005 at 11:00 a.m. in the Executive Conference Room in the General
Administration Building, 910 Raleigh Road, Chapel Hill, NC

Minutes of Meeting

August 29, 2005

Committee members present at the meeting included: Mr. Charles H. Mercer, Jr. and Mr. William G. Smith. Mr. Peter Keber, Mr. Brent D. Barringer, Dr. Patsy Perry, and Mr. David W. Young attended via teleconference. Dr. Dudley E. Flood and Mr. J. Craig Souza did not attend the meeting. Office of the President staff attending were: Dr. Gretchen M. Bataille, Dr. Russ Lea, Ms. Ann Lemmon, Mr. Charles Waldrup, Ms. Leslie Winner, Ms. Joni Worthington, and Ms. Lisa Adamson. Mr. Eric Johnson and Mr. Stephen Moore of the Daily Tar Heel, and Dr. Brenda Killingsworth, Chair of the Faculty Assembly, also attended the meeting.

Mr. Mercer called the meeting to order to discuss the *Resolution on Faculty and Non-Faculty EPA Salary Increases 2005-2006*. Mr. Mercer asked Dr. Bataille to provide information about the process and methodology for the benefit of the newer members of the Committee. Dr. Bataille told the Committee that the General Assembly provided UNC with 2% of the personnel budget for EPA employees. The legislation charged the Board of Governors for determining the salary policy. Based on the recommendation of a minimum of \$850 for each employee, the recommendation in the Resolution is that all EPA employees receive a base amount of \$850 with any salary increase above that amount to be based on merit, market, or equity. It was noted that the Resolution provided for instances where campuses are not required to award salary increases to those employees whose salaries had already been established for 2005-06, such as those on contracts. The Committee asked for some minor revisions to this language for clarity.

Dr. Bataille explained that the 2005-06 salary ranges are calculated from CUPA data gathered each year, which are based on salaries for the peers of the constituent institutions using a consistent methodology. She told the Committee that the current peers are based on those identified in the 1999 study and that the new peer study in process would be in place in time for the 2006-07 salaries. She stated that the Board of Governors had adopted a goal of providing salaries at the 80th percentile, although in many instances this was not the case and that many salaries were below the minimum for the salary ranges established.

The Committee members discussed the change in some of the salary ranges from 2004-05, noting that in some cases the minimum of the range declined for 2005-06. Dr. Bataille explained that this decline reflected the use of minimum salary ranges that were no higher than the 25th percentile. The Committee discussed the degree of variation in the chancellor salary ranges at the campuses. Dr. Bataille reminded the Committee that this issue is one that they had agreed to address in the coming year. She also noted that actual salaries of each of the chancellors were set by the Committee, upon the recommendation of the President - in keeping with the established ranges - and that actual chancellor salaries tend to be more consistent than the ranges suggest.

Dr. Bataille briefly discussed the methodology for the Clinical Medical faculty salary ceilings, stating that this group at times experiences salary reductions.

Pursuant to the *Delegation of Authority* granted by the Board of Governors at the August 12, 2005 meeting, a Motion was made and seconded to approve the *Resolution on Faculty and Non Faculty EPA Salary Increases 2005-2006*. Motion passed unanimously.

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

Mr. Brent D. Barringer, Secretary