

COMMITTEE ON PERSONNEL AND TENURE
Thursday, November 10, 2005, at 3:00 p.m. in Board Room 2,
General Administration Building,
910 Raleigh Road, Chapel Hill, NC

Minutes of Meeting
November 10, 2005

Committee members present at the meeting included: Mr. Charles H. Mercer, Jr., Mr. Peter Keber, Mr. Brent D. Barringer, Dr. Dudley E. Flood, Dr. Patsy B. Perry, Mr. William G. Smith, Mr. J. Craig Souza, and Mr. David W. Young. Board of Governors members attending were: F. Edward Broadwell, Jr., Ms. Peaches Gunter Blank, Mr. John W. Davis III, Jr., Mr. Phillip R. Dixon, Mr. H. Frank Grainger, Dr. Willie J. Gilchrist, Ms. Adelaide Daniels Key, Mr. G. Leroy Lail, Mr. Fred G. Mills, Mr. Charles S. Norwood, Ms. Cary C. Owen, Mr. Jim W. Phillips, Jr., and Dr. Priscilla P. Taylor. Office of the President staff attending were: President Molly Corbett Broad, Dr. Gretchen M. Bataille, Dr. Betsy E. Brown, Ms. Ann Lemmon, Mr. Charles Waldrup, Ms. Leslie Winner, and Ms. Lisa Adamson. Dr. Robert Golden, Vice Dean of the School of Medicine at UNC-Chapel Hill, and Chancellor Phillip Dubois, of UNC-Charlotte, attended a portion of the meeting.

The minutes of the October 18, 2005 meeting and the October 19, 2005 Executive Session were approved as distributed.

Mr. Mercer 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.

The Committee invited Dr. Robert Golden to present the proposal for the *UNC School of Medicine: Basic Science Faculty Compensation Plan*. Dr. Golden shared a power point presentation that outlined the specifics of the Plan and explained the Plan benefits to the Committee, stating that there was a clear need for a method to augment faculty salaries in this area. The Committee members were impressed with Dr. Golden’s presentation and in-depth explanations and found the Plan to be well-crafted and thought out. The Committee asked Dr. Golden to report back to them on the level of participation from the faculty once the plan was implemented, and to return in two years with a report on the success of the plan, allowing for reasonable modifications of the Plan during this timeframe. The motion was made and seconded for recommendation for approval by the Board of Governors. Motion passed unanimously. Dr. Golden and Mr. Souza left the meeting.

Dr. Bataille discussed the recommendation from the University of North Carolina–Charlotte to establish a new Senior Academic and Administrative Officer position for a “Vice

Chancellor for University Relations and Community Affairs.” The Committee reviewed the information supporting this request and discussed the matter, asking for additional details from Dr. Bataille and President Broad. Chancellor Dubois told the Committee that he was eliminating a Senior Academic and Administrative Officer position to allow for the creation of this new Vice Chancellor position. The Committee thanked Chancellor Dubois for the thorough supporting documentation. The motion was made and seconded for recommendation for approval by the Board of Governors. Motion passed unanimously. Chancellor Dubois left the meeting.

Dr. Betsy Brown discussed the Board of Governors Awards for Excellence in Teaching report, noting that the 2005 report on Allocation of Funds that was included reflected the campuses’ use of the funds provided. Dr. Brown briefly discussed the time line for the 2006 Teaching Awards, which outlined the events for the 2006 awards. Dr. Brown also discussed the report on the Phased Retirement Program and the report on Post-Tenure Review. Dr. Brown noted that there are presently over 500 participants in the Phased Retirement program, which has a 93% satisfaction rating with the participants. Leslie Winner mentioned that possible new I.R.S. rulings may prove to have an adverse affect on the Phased Retirement program. She noted that the State Retirement System had instituted changes as of November 1, 2005 regarding the re-hiring of retired State employees, but that this Program had been granted a two-year exemption from such changes.

Mr. Mercer again 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 B.)

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

Mr. Brent D. Barringer, Secretary