

## **COMMITTEE ON PERSONNEL AND TENURE**

Thursday June 8, 2006 at 3:00 p.m. in the Executive Conference Room, in the General Administration Building, 910 Raleigh Road, Chapel Hill, NC

### **Minutes of Meeting June 8, 2006**

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: Mr. John W. Davis III, Mr. Phillip R. Dixon, Mr. Willie J. Gilchrist, Mr. Peter D. Hans, Dr. Adelaide Daniels Key, Mr. G. Leroy Lail, Mr. Charles S. Norwood and Dr. Priscilla P. Taylor. General Administration staff present at the meeting included: President Erskine B. Bowles, Dr. Alan R. Mabe, Ms. Ann Lemmon, Mr. Charles Waldrup, Ms. Leslie Winner, and Ms. Lisa Adamson. Stephen Moore of the *Daily Tar Heel* attended a portion of the meeting.

The minutes of the May 11, 2006 meeting 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.

Mr. Charles Waldrup discussed the trust and custodial account agreements proposed for use in the Optional Retirement Program. Three custodial account agreements with JP Morgan Chase and one trust agreement with Wilmington Trust were distributed for review and discussion, along with summaries, and two future custodial account agreements with Wilmington Trust were discussed. It was noted that the Morgan Chase and Wilmington Trust Company agreements contained some provisions that UNC would not normally accept. Mr. Waldrup was asked to seek indemnity from TIAA-CREF for the objectionable provisions required by Morgan Chase, and to seek indemnity or other protection from Lincoln National Life Insurance Company for the objectionable provisions required by Wilmington Trust. Also discussed were two amendments to existing contracts with Fidelity Management Trust Company, adding additional investment options to the ORP that are not presently available.

After some further discussion, the motion was made and seconded for recommendation for approval by the Board of Governors of the amendments and the agreements contingent upon TIAA-CREF signing the agreement to provide the promised indemnity, and contingent upon Lincoln National Life Insurance indemnifying or otherwise protecting UNC concerning the objectionable provisions. Motion passed unanimously. Mr. Waldrup agreed to write out a *Motion to Approve Trust/Custodian Agreements for Optional Retirement Program* for approval by the Board of Governors at the meeting on Friday.

The Committee reviewed the *Resolution for Delegation of Authority* and the *Delegation of Authority for 2006-2007 Salary Resolution*. Mr. Mercer told the Committee that the *Delegation of Authority for 2006-2007 Salary Resolution* was needed so that the Committee would be able to act on a salary resolution if the State budget is finalized prior to the August Board of Governors meeting. The motion was made and seconded for recommendation for approval of the two Resolutions by the Board of Governors. Motion passed unanimously.

Ms. Ann Lemmon told the Committee members that she had recently discussed tenure approval processes at North Carolina A&T State University with Dr. Velma Speight Buford, Chair of the Board of Trustees. Dr. Speight Buford told Ms. Lemmon that A&T would like to begin to review and improve these processes as soon as possible and planned to do so before a new chancellor and chief academic officer are appointed. Dr. Perry suggested that the "*Personnel Action Requiring Approval of the Board of Governors*" form be revised to better reflect compliance with campus tenure approval procedures. Mr. Mercer discussed the need to establish a subcommittee to review tenure approval processes. It was agreed to place this item on the August agenda for further discussion.

Dr. Mabe presented the Committee members with a copy of the June 8, 2006 "*Tenure Status of UNC Faculty and Retirement Trends of UNC Faculty and EPA Non-Faculty Employees - 2000 and 2005*," which was requested from Dr. Betsy Brown at the May meeting. The Committee discussed the information included in the report, noting the percentages of tenured faculty and non-tenure track faculty at each of the constituent institutions. Dr. Mabe noted the high number of non-tenure track faculty and said that this has become a trend in higher education. The Committee discussed the issue of courses being taught by non-tenured faculty and had questions about this practice at the campuses. Dr. Mabe explained that many of the tenured faculty members were involved in research, which impacted the time left for classroom coursework.

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Mr. Brent D. Barringer, Secretary

Attachments

**SPECIAL MEETING OF THE COMMITTEE ON PERSONNEL AND TENURE**  
Monday, August 9, 2004 at 11:00 a.m. in Board Room 2, in the General Administration  
Building, 910 Raleigh Road, Chapel Hill, NC

Minutes of Meeting

**July 20, 2006**

Committee members present at the meeting included: Mr. Charles H. Mercer, Jr., Dr. Dudley E. Flood, and Dr. Patsy B. Perry. Mr. Brent D. Barringer, Mr. Peter Keber, Mr. William Smith, Mr. J. Craig Souza, and Mr. David Young attended via teleconference. Board of Governors members included *Ex Officio* member Mr. Derek T. Pantiel. General Administration staff present at the meeting included: President Erskine Bowles, Dr. Harold L. Martin, Ms. Ann Lemmon, Dr. Alan Mabe, Mr. James Smith, Mr. Charles Waldrup, Ms. Leslie Winner, and Ms. Lisa Adamson.

Mr. Mercer called the meeting to order.

The Committee met to review the *Resolution on Faculty and Non Faculty EPA Salary Increases 2006-2007*. Dr. Martin explained the key provisions of the *Salary Resolution* to the Committee, noting that the State budget had provided funds of 6% for salary increases, but that campuses could use campus-based funds to supplement this amount. Dr. Martin noted that the State budget also provided funds of 8% for salary increases for faculty at the North Carolina School of Science and Mathematics. Mr. James Smith told the Committee that faculty at NCSSM were accorded the same pay raises as public school faculty, but that other EPA non-faculty employees would be subject to the 6% increase.

Dr. Martin told the Committee that the salary ranges reflected in the *Salary Resolution* were based on the new peers adopted by the Board of Governors in February 2006, and stated that some ranges had decreased due to the new peer group comparisons. The Committee members requested that future versions of the *Salary Resolution* reflect current salaries of the Chancellors as well.

President Bowles told the Committee that he would be reviewing the formula used to calculate the salary ranges, as well as the process of using the peer groups to determine salary ranges for designated groups of UNC campuses, rather than applying the peer group data to individual UNC campuses. The President discussed the \$5,000,000 *University Faculty Recruiting and Retention Fund* provided in the State budget and stated he was in the process of developing a method for the distribution of these funds, which would then be communicated to the campuses.

After some additional discussion a Motion was made and seconded to approve the *Resolution on Faculty and Non Faculty EPA Salary Increases 2006-2007* pursuant to the authority granted by the Board of Governors on June 9, 2006. Motion passed unanimously.

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

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Mr. Brent D. Barringer, Secretary