

DRAFT

The Board of Governors

COMMITTEE ON PERSONNEL AND TENURE

Annual Report
July 1, 2005 - June 30, 2006

The major responsibilities of the Committee on Personnel and Tenure, as established by Section 301D of The Code of the Board of Governors are: (1) to make recommendations to the Board on all personnel actions under the jurisdiction of the Board, including conferral of permanent tenure, appointment of senior academic and administrative officers for those campuses without *"management flexibility to appoint and fix compensation,"* establishing and approving faculty and administrative salary ranges, and approving salary increases of 15% or greater AND \$10,000 or more; (2) to review The Code and institutional policies and regulations regarding tenure and dismissal; (3) to review appeals from faculty members that involve questions of tenure; and (4) to act on other personnel matters that involve significant policy considerations.

Board members who served on the Committee during the fiscal year July 1, 2005, through June 30, 2006, were Mr. Charles Mercer, 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. In August 2005 the Committee elected as its officers, Mr. Charles Mercer as Chair, Mr. Peter Keber as Vice Chair, and Mr. Brent D. Barringer as Secretary.

In its designated role, the Committee on Personnel and Tenure reviews personnel actions recommended by the President for consideration and approval by the Board of Governors for those campuses without *"management flexibility to*

appoint and fix compensation.” The Committee reviewed and acted upon the appointment or reappointment of 66 senior academic administrative officers and recommendations for 450 faculty conferrals of permanent tenure during the 2005-2006 fiscal year. Included in the personnel actions are two recommended appointments of distinguished faculty under the guidelines of the Board’s Distinguished Professors Endowment Trust Fund (a report of the fund is attached to this report.) The above actions are summarized by institution on the attached “*Summary of Personnel Actions and Changes.*” Other Vice Chancellor positions were filled by campuses with management flexibility and are reported in the Annual Summary Reports of the campuses.

Subcommittees convened for additional meetings to receive, review, and recommend two faculty appeals from constituent institutions for Board consideration. In 2003, the Committee became responsible for coordinating the Board of Governors’ Excellence in Teaching Awards program and the Committee’s efforts for this year culminated in a very successful event in May of 2005.

Annually, on recommendation of the President, the Committee considers and further recommends to the Board, salary ranges and specific salaries for incumbents in senior administrative positions. The structure and policy governing these ranges and levels embody three principal characteristics: (1) they are to be internally equitable and fair; (2) they are to be externally competitive; and (3) they are to be applied consistently. Actions by the 2005 Session of the North Carolina General Assembly included a pool of funds equal to 2% of the EPA salary base. The Committee recommended to the Board of Governors a minimum of an \$850 salary increase for University faculty and other

employees who are exempt from the State Personnel Act. Remaining funds and campus-initiated tuition increases or other funds were used for salary increases for market, merit, and equity.

The Committee's recommendations for 2005-2006 included salary increases for the President's senior staff and for staff at the Center for Public Television and the chancellors. Using the pool of funds provided by the General Assembly and, in keeping with the goal adopted that chancellors' salaries and the salary of the president be at the 25th percentile at minimum, subject to availability of funds and performance reviews, chancellors received salary increases that brought some salaries closer to the 25th percentile.

Of most significant importance, Mr. Erskine B. Bowles was appointed in October 2005 to become the 16th President of the University of North Carolina, effective as of January 1, 2006. During fiscal year 2005-2006 there were other important changes in the staff at UNC-General Administration, which include Senior Vice President for Academic Affairs, Dr. Gretchen M. Bataille's decision to step down from her position as of January 2005, (Dr. Bataille was appointed as the interim chancellor at the North Carolina School of the Arts and continued to serve in this position until the appointment of Mr. John Mauceri became effective on July 1, 2006.) In addition, Mr. Jeffrey R. Davies, formerly the Vice President for Finance, was appointed Chief of Staff in February 2006 and Mr. Robert O. Nelson was appointed as the Vice President for Finance in May 2006; in June 2006, Dr. Richard Thompson, Vice President for University-School Programs, announced his plans to retire as of August 1, 2006; and in June 2006 Dr. Harold Martin, the former chancellor of Winston-Salem State University, was appointed as Senior Vice President for Academic Affairs, effective as of July 17, 2006.

Significant changes occurred at North Carolina A & T State University with chancellor James Renick's, decision to take a position at the American Council on Education as of June 1, 2006 and Provost & Vice Chancellor for Academic Affairs, Dr. Carolyn Meyers', decision to take a position as President at Norfolk State University as of May 1, 2006.

New Vice Chancellor appointments include Dr. Ronald H. Blackmon as Vice Chancellor for Academic Affairs and Mr. Richard L. Lucas as Vice Chancellor for Institutional Advancement at Elizabeth City State University; Dr. Charles F. Harrington as Provost and Vice Chancellor for Academic Affairs at UNC-Pembroke; Dr. Juliette B. Bell Vice Chancellor for Academic Affairs at Fayetteville State University; Dr. Roselle L. Wilson as Vice Chancellor for Student Affairs at North Carolina A&T State University; Dr. Beverly Washington Jones as Provost and Vice Chancellor for Academic Affairs, and Mr. Katey Assem as Vice Chancellor for Institutional Affairs at North Carolina Central University. In November, a new position of *Vice Chancellor for University Relations and Community Affairs* was established at The University of North Carolina at Charlotte.

Other Vice Chancellor positions were filled by campuses with management flexibility and are reported in the Annual Summary Reports of the campuses.

During 2005-06 the University of North Carolina at Pembroke sought and was granted management flexibility to appoint and fix compensation. With the addition of UNC there are now eleven constituent institutions with management

flexibility as of June 30, 2006 (Appalachian State University, East Carolina University, North Carolina State University, the University of North Carolina at Asheville, the University of North Carolina at Chapel Hill, the University of North Carolina at Charlotte, the University of North Carolina at Greensboro, The University of North Carolina at Wilmington, Western Carolina University and Winston-Salem State University.) During the year, the Committee continued to examine the effects on current policies and practices with respect to the granting of management flexibility to the UNC constituent institutions to ensure that other policies, guidelines and regulations are in alignment with this practice.

The Committee reviewed a number of current policies and practices and recommended the adoption of new policies, amendments to existing policies and in some cases, the rescinding of outmoded or obsolete policies. The following policies were adopted: in August 2005, Policy 300.1.6.2 "Administrative Separation of the President and Chancellors and Policy 300.2.2: "Conflicts of Interest and Commitment Affecting Faculty and Non-Faculty EPA Employees; in September 2005, Policy 300.2.14 "Non-Salary and Deferred Compensation; The following policies were amended: in November 2005, Policy 600.2.3, "Distinguished Professors Endowment Trust Fund," reflecting the General Assembly's recent legislative amendments to the DPET Fund; in April 2006, Policy 300.2.14, "Non-Salary and Deferred Compensation"; in May 2006 and again in June, the Committee reviewed and recommended changes in the Optional Retirement Program and amendments to Policy 300.2.2, "Conflicts of Interest and Commitment Affecting Faculty and Non-Faculty EPA Employees.

In October of 2005, the Committee distributed its "Annual Report – July 1, 2004 – June 30, 2005" and accepted the "Report on the UNC Leadership

Institute.” The Committee accepted the “Annual Report on the Distinguished Professors Endowment Trust Fund” in October of 2005, and the “Report on the Phased Retirement Program” and the “Report on Post-Tenure Review” in November of 2005. The Committee also recommended the approval of the “Resolution to Honor Retiring Faculty” in May of 2006.

Attachments

SUMMARY OF PERSONNEL ACTIONS AND CHANGES (including both Board of Governors and Board of Trustees Actions)
July 1, 2005 - June 30, 2006

INSTITUTION	Administrative Appointments with Tenure [without Tenure]	Distinguished Professors Appointed with Tenure [without Tenure]	Faculty Tenure Actions	Faculty Retirements	FTE Teaching Positions in Current Operations Budget 2005 -2006
Appalachian State University	1	0	34	12	841.95
East Carolina University	[4]	0	65	31	AA-1,428.66/HA-174.43
Elizabeth City State University	[4]	0	3	0	155.57
Fayetteville State University	[1]	[1]	5	6	317.40
North Carolina Agricultural and Technical State University	[4]	0	19	10	660.55
North Carolina Central University	[3]	1	9	4	431.60
North Carolina School of the Arts	[2]	0	0	6	151.70
North Carolina State University	1	0	52	34	1,792.47
University of North Carolina at Asheville	0	0	6	6	223.49
University of North Carolina at Chapel Hill	0	0	131	28	AA-1,354.14/HA-784.62
University of North Carolina at Charlotte	3	0	29	16	1,160.08
University of North Carolina at Greensboro	3	0	39	19	891.20
University of North Carolina at Pembroke	2	0	14	4	272.84
University of North Carolina at Wilmington	1	0	21	8	663.91
Western Carolina University	9	0	16	13	532.13
Winston-Salem State University	3	0	6	4	339.34
General Administration/Office of the President	24	0	0	n/a	n/a
TOTALS	47 [19]	1 [1]	449	201	