

## COMMITTEE ON PERSONNEL AND TENURE

Thursday October 12, 2006 at 11:30 a.m. in the Board Room, in the General Administration Building, 910 Raleigh Road, Chapel Hill, NC

### Minutes of Meeting October 12, 2006

Committee members present at the meeting included: Mr. Charles H. Mercer, Jr., Dr. Dudley E. Flood, Ms. Hannah D. Gage, Mr. H. Frank Grainger, Mr. Peter D. Hans, Mr. Charles S. Norwood and Dr. Patsy B. Perry. Board of Governors members Mr. Bradley T. Adcock, Mr. Brent D. Barringer, Mr. F. Edward Broadwell, Jr., Mr. Charles A. Hayes, and Dr. Adelaide Daniels Key attended a portion of the meeting. General Administration staff present at the meeting included: Dr. Harold L. Martin, Ms. Betsy Bunting, Ms. Ann Lemmon, Mr. Charles Waldrup, Ms. Margaret Wheeler, Ms. Leslie Winner and Ms. Lisa Adamson. North Carolina State University Chancellor James Oblinger also attended a portion of the meeting.

*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 minutes of the September 7, 2006 meeting were approved as distributed.

Dr. Martin discussed the Annual Plan for the Committee on Personnel and Tenure. He noted that at their meeting today, the Committee on University Governance would be considering the adoption of the new *Policy #200.6*, which would allow the Board of Governors to delegate certain authorities to the President that were currently the responsibility of this Committee, i.e.: authority to appoint and set the salaries of Senior Academic and Administrative Officers and other employees exempt from the State Personnel Act serving within the UNC General Administration; set salary ranges for Senior Academic and Administrative Officers of the constituent institutions of the University; approve conferrals of tenure and to set salaries of faculty, Senior Academic and Administrative Officers (except the chancellors), and other employees exempt from the State Personnel Act at campuses that do not have Management Flexibility to Appoint and Fix Compensation (for salaries that are within the established salary ranges and for increases that are not in excess of 15% and \$10,000 higher than the salary in effect at the end of the last fiscal year.) This sparked lengthy discussions on future tasks and responsibilities of the Committee. Dr. Martin noted that this delegation of authority would allow the Committee to focus on more substantive matters, such as employee benefits, accountability,

student retention, policy matters, etc. The Committee agreed to discuss its future tasks and responsibilities at the next meeting.

Dr. Martin discussed the Annual Report on Committee Activities, explaining that this report summarized the Committee's activities during July 2005 – June 2006. Dr. Martin discussed the Annual Report on the Distinguished Professors Endowment Trust Fund noting that the current shortfall in funding was \$10.8 million.

Dr. Martin discussed the Annual Reports from campuses with Management Flexibility, which provide information on personnel actions and conferral of tenure approved at those campuses with management flexibility.

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

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Mr. H. Frank Grainger, Secretary

Attachments

**APPENDIX A**  
**(Complete Closed Session Actions)**  
**October 12, 2006**

**The meeting was moved into closed session.**

Dr. Martin presented a recommendation for the promotion and tenure of Dr. Brenda Norman, Associate Professor for the Social Sciences/Social Work Program at the School of Arts and Humanities at Elizabeth City State University. Dr. Martin noted that this action had been withheld at the September meeting due to the scant information originally provided to support the recommendation of Dr. Norman's promotion and tenure. He told the Committee that he had continued to withhold this action pending receipt of information requested from ECSU's Provost Ron Blackmon, which only recently arrived. Dr. Martin stated he was now satisfied with the information to support Dr. Norman's promotion and conferral of tenure. After some discussion, the motion was made and seconded for recommendation for approval by the Board of Governors. Motion passed unanimously.

Dr. Martin presented a recommendation for an administrative appointment from North Carolina Central University for Thedasia T. Shields as Director of Library Services and Assistant Professor for Library Services, and recommendation for an administrative appointment from UNC General Administration for Laura Behm as Fellow for Elementary Math/Science, at the North Carolina Teacher Academy. After some discussion, the motion was made and seconded for recommendation for approval of all administrative appointments by the Board of Governors.

Dr. Martin presented a request for a salary increase of 15% or more and \$10,000 or more from North Carolina State University for Duane K. Larick, Senior Associate Dean for Research and Graduate Studies in the Graduate School, plus an additional salary increase recommendation that was received late from Elizabeth City State University for April J. Emory, Sports Information Director in the Athletics department. After some discussion, the motion was made and seconded for recommendation for approval of all by the Board of Governors. Motion passed unanimously.

Dr. Martin presented 2006-07 salary recommendations for campuses with management flexibility to appoint and fix compensation: Appalachian State University, East Carolina University, North Carolina State University, UNC-Asheville, UNC-Chapel Hill, UNC-Charlotte, UNC-Greensboro, UNC-Pembroke, UNC-Wilmington, Western Carolina University and Winston-Salem State University. Dr. Martin noted that the salary recommendations were being presented as an information item only.

Ms. Betsy Bunting discussed the findings of the sub-committee for the faculty appeal regarding non-reappointment for Dr. Edward McDonald of Fayetteville State University. Ms. Bunting provided the Report of the findings in this matter, stating that the sub-committee recommends that the Chancellor's decision not to re-appoint Dr. McDonald be sustained. After some additional discussion, the motion was made and seconded for recommendation for approval by the Board of Governors. Motion passed unanimously.

**The meeting returned to Open Session**

