

## COMMITTEE ON PERSONNEL AND TENURE

Thursday, January 11, 2007 at 2:00 p.m. in Board Room 2, at the General Administration Building,  
910 Raleigh Road, Chapel Hill, NC

### Minutes of Meeting January 11, 2007

Committee members present at the meeting included: Dr. Dudley E. Flood, Ms. Hannah D. Gage, Mr. H. Frank Grainger, Mr. Peter D. Hans, and Dr. Patsy B. Perry. General Administration staff present at the meeting included: Dr. Harold L. Martin, Ms. Ann Lemmon, Ms. Kitty McCollum, Dr. Jim Sadler, Mr. Charles Waldrup, Ms. Leslie Winner and Ms. Lisa Adamson. East Carolina University Chancellor, Steve Ballard, North Carolina State University Chancellor, James Oblinger and Winston-Salem State University Interim Chancellor, Michelle Howard-Vital attended a portion of the meeting.

*Dr. Flood 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 November 9, 2006 meeting and the November 16, 2006 and December 8, 2006 Special Meetings were approved as distributed.

The Committee discussed the request from the North Carolina School of the Arts for creation of a new Senior Academic and Administrative Officer position - “Chief Operating Officer,” and for the reclassification of two existing positions – “Associate Vice Chancellor of High School Programs,” and “Associate Vice Chancellor for Undergraduate Academic and Graduate Programs.” The Committee reviewed NCSA’s new organization chart showing reporting lines and the supporting documentation outlining the need to make such changes. Dr. Martin noted that when Chancellor Mauceri was appointed, it was agreed that he would be allowed to strengthen his staff to provide greater administrative support. After some additional discussion, the motion was made and seconded for recommendation for approval by the Board of Governors. Motion passed unanimously.

The Committee reviewed the 2005-2006 *Performance Review of Tenured Faculty* report, which was revised by Dr. Jim Sadler to provide campus by campus information on processes for faculty performance levels. The Committee noted that the process for conducting post tenure evaluations differed campus to campus and requested that Dr. Martin work with the campuses to establish standard practices that would provide more meaningful, consistent results. Dr. Martin agreed to review Policy 400.3.3, *Performance Review of Tenured Faculty* to determine the best manner to ensure such quality and consistency in this process, and to provide such recommendations for consideration at the next Committee meeting.

The Committee received the report on the UNC Phased Retirement Program and the report on Personnel Actions Delegated to the President Pursuant to *Policy 200.6*.

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

---

Mr. H. Frank Grainger, Secretary

Attachments