

COMMITTEE ON PERSONNEL AND TENURE

Thursday, February 8, 2007 at 4:00 p.m. in Room 102, Alumni-Foundation Event Center,
North Carolina Agricultural and Technical State University, Greensboro, NC

Minutes of Meeting February 8, 2007

Committee members present at the meeting included: Mr. Charles Mercer, Dr. Dudley E. Flood, Ms. Hannah D. Gage, Mr. H. Frank Grainger, Mr. Peter D. Hans, Mr. Charles Norwood, and Dr. Patsy B. Perry. Board of Governors members Mr. Phillip R. Dixon and Mrs. Cary C. Owen attended a portion of the meeting. General Administration staff present at the meeting included: President Erskine Bowles, Dr. Harold L. Martin, Dr. Bobby Kanoy, Ms. Ann Lemmon, Ms. Kitty McCollum, Dr. Jim Sadler, Mr. Charles Waldrup, Ms. Leslie Winner and Ms. Lisa Adamson. North Carolina State University Chancellor, James Oblinger, Winston-Salem State University Interim Chancellor, Michelle Howard-Vital, Dr. Weaver B. Rogers, Assistant to the President at the NC Community College System and Mr. Sam Watts, of the North Carolina Center for Public Policy Research, attended a portion of the meeting.

The minutes of the January 11, 2006 meeting were approved with a change to reflect that Ann Lemmon did not attend 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.)

As a follow up to the February meeting, Dr. Martin discussed proposed revisions to Policy 400.3.3 "Performance Review of Tenured Faculty." The revised policy reflects proposed changes based on deficiencies derived from a review of all campus Post Tenure Review Plans. He presented the Committee with a copy of the timelines for the revised Post-Tenure Review Policy to be broadly discussed with faculty and academic administrators, including the Chief Executive Officers in late February and the Faculty Assembly in late March. The revised policy, with input from appropriate constituent groups, will be on the May agenda for review and possible adoption.

Ms. Winner asked Kitty McCollum to discuss the 2006 Faculty Benefits Survey and briefly explain the results of the Survey that was completed in September 2006. Ms. McCollum discussed the Survey results on UNC's benefits versus those of peer institutions and some differences in benefits offered to SPA and EPA employees. The Committee agreed to add this item for further discussion at a later time.

The Committee received the report on Personnel Actions Delegated to the President Pursuant to *Policy 200.6*.

The Committee discussed an additional item to the agenda, the request from North Carolina A&T State University to reclassify an existing SAAO Position of "*Director of Human Resources*" to "*Vice Chancellor for Human Resources*." The Committee reviewed NC A&T's new organizational chart, showing reporting lines, and the supporting documentation outlining the need to make such changes. Some Committee members asked if this type of change was "typical." Ms. Winner and Dr. Martin noted that the increasing complexity of the role of Human Resources departments on the campuses required more experienced and more highly educated leaders. Ms. Lemmon stated that this change was viewed as appropriate at NC A&T, and that this trend follows what has been going on in the corporate sector for the past five years. There was additional discussion about the changes in the reporting structure for the Human Resources functions at the campuses, which were increasingly moving away from reporting to the Finance division to reporting directly to the chancellor, making the title of Vice Chancellor both reasonable and customary. After some additional discussion, the motion was made and seconded for recommendation for approval by the Board of Governors. Motion passed with Dr. Perry abstaining.

Dr. Martin discussed the draft of the Accountability Plan and Performance Measures as they may relate to the Committee on Personnel and Tenure's duties and responsibilities. It was agreed to have further discussions on this subject at upcoming meetings.

As requested by the Committee at the February meeting, Dr. Martin presented an updated organizational chart for the North Carolina School of the Arts, showing the new positions approved at the February meeting and their reporting lines.

Dr. Martin told the Committee that the 603/604 Code Review Committee, chaired by Dr. Larry Nielsen, the Provost at North Carolina State University, had scheduled a series of meetings over the next few months and presented a schedule of such meetings to the Committee for information.

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

Mr. H. Frank Grainger, Secretary

Attachments