

COMMITTEE ON PERSONNEL AND TENURE

Draft Minutes: December 9, 2015
Spangler Center, Conference Room A, Chapel Hill, North Carolina

OPEN SESSION

The following members were present: GA Sywassink (Chair), Therence Pickett (Vice Chair), Frank Grainger (Secretary), Thom Goolsby Steve Long, Joan Templeton Perry, and Temple Sloan.

The following General Administration Staff were present: Junius Gonzales, Matthew Brody, Joanna Carey Cleveland, Jessica Moore, and Samantha Raynor.

Mr. Sywassink called the meeting to order and called for a motion to go into closed session.

MOTION: BE IT RESOLVED that the Personnel and Tenure Committee move into Closed Session to “prevent the disclosure of information that is confidential pursuant to Article 7 of Chapter 126 of the North Carolina General Statutes and consider the qualifications, performance, and appointment conditions of employees.”

[N.C.G.S. §143-318.11(a)(1)&(6)]

Motion: Mr. Therence Pickett
Second: Mr. Frank Grainger
Motion Carried

*The meeting was moved into closed session.
(The complete minutes of the Closed Session are recorded in Appendix A.)*

Mr. Sywassink called for a motion to return to Open Session.

MOTION: BE IT RESOLVED that the Personnel and Tenure Committee return to Open Session.

Motion: Mr. Therence Pickett
Second: Mr. Frank Grainger
Motion Carried

The Committee returned to Open Session.

There being no further business, the meeting was adjourned.

Mr. Frank Grainger, Secretary

Attachment

COMMITTEE ON PERSONNEL AND TENURE

Draft Minutes: December 10, 2015
Center for School Leadership Development, Chapel Hill, North Carolina

OPEN SESSION

The following members were present: GA Sywassink (Chair), Therence Pickett (Vice Chair), Frank Grainger (Secretary), Thom Goolsby, Steve Long, Joan Templeton Perry, and Temple Sloan.

The following General Administration Staff were present: Junius Gonzales, Matthew Brody, Joanna Carey Cleveland, Jessica Moore, Thomas Shanahan, Brian Uischon, and Samantha Raynor.

The following Chancellors were present: Sheri Everts

Others present included: Pernell Bartlett, Staff Assembly Chair and Stephen Leonard, Faculty Assembly Chair

1. Open Session Minutes of October 22 and 29, 2015:

Mr. Sywassink called the meeting to order and called for a motion to approve the open session minutes of the October 22 and 29, 2015 meetings.

MOTION: BE IT RESOLVED that the Personnel and Tenure Committee approves the open session minutes of the October 22 and 29, 2015 meetings as presented.

Motion: Mr. Therence Pickett
Second: Dr. Joan Templeton Perry
Motion Carried

Mr. Sywassink noted the legislative mandate for BOG pre-authorization of proposed salary increases of ten percent (10%) or more was removed from this year's Appropriations Act. At the October meeting the Committee discussed amending the pre-authorization guidelines; however, the Committee would like to seek input from President-Elect Spelings and will therefore will continue to operate under the current 10% process for now until further amendments are brought forward to the Board and acted on..

2. Academic Affairs Update

Dr. Gonzales noted the search to fill the position of Vice President for Academic Planning and Instructional Strategy is underway. A selection committee is also working to select faculty to participate in the first Academic Affairs Faculty Fellows program. Fellows will work on various projects at General Administration. There will be three fellows selected. A faculty member

from ASU has been selected as the first Fellowship in Technology and Commercialization at General Administration.

3. Human Resources Update

Mr. Brody had no update outside of the agenda items to be discussed.

4. Tutorial: Benefits Competitiveness

Mr. Brody introduced Mr. Brian Usischon, Associate Vice President for Human Resources and University Benefits Officer, who presented the tutorial to the Committee about state and University employee benefits offerings. Presentation materials were provided to Committee members in their pre-meeting materials.

The University offers a variety of benefits. Some are very competitive across our peer institutions and others are not competitive at all. In the areas of the state defined benefit retirement plan, dental, vision and flex accounts, the University is competitive with peer institutions. In the area of supplemental insurance programs, including group life insurance, the University is only somewhat competitive among its peers. Importantly, though, in the areas of health care benefits and defined contribution retirement plans, the University is highly uncompetitive with many of its peer institutions. The cost of health coverage for families is so high that seventy-five percent of employees are enrolled with employee only coverage. The cost of health insurance for a family can be a significant impediment in recruiting new talent. Mr. Usischon provided two illustrations of the cost to employees to participate in benefits programs at UNC as compared to employees at peer institutions. The result is that the higher cost of selected benefits to our employees can negatively impact total compensation in comparison to our higher education peers.

5. Informational Report: 2015 Management Flexibility Report

Mr. Brody explained that the informational report on Management Flexibility is derived from UNC Policy. The policy defines specific personnel actions and other activities that are delegated to Boards of Trustees and Chancellors. Some of the information that comes through this report is now automatically provided through General Administration's electronic systems. General Administration staff will be revisiting the policy to determine the continued value of this report.

6. Informational Report: President's Delegated Personnel Actions

Dr. Gonzales reviewed the report provided to the Committee in the pre-meeting materials. This report is provided to the Committee for information. There were two personnel appointments at UNC General Administration, specifically at UNC-TV, and several awards approved through the UNC Faculty Recruitment and Retention Fund. He reiterated to the Committee that the balance of the UNC Faculty Recruitment and Retention Fund is at an all-time low.

Mr. Long reported to the committee that his subcommittee is in the process of gathering information on faculty information. The subcommittee will share the results of this data collection with the full Committee.

Mr. Sywassink called for a motion to move into closed session.

MOTION: BE IT RESOLVED that the Personnel and Tenure Committee move into Closed Session to “prevent the disclosure of information that is confidential pursuant to Article 7 of Chapter 126 of the North Carolina General Statutes, consider the qualifications, performance, and appointment conditions of employees; instruct the University’s staff concerning the establishment or negotiation of employment contracts and compensation; hear or investigate complaints or grievances by or against an employee; and consult with counsel.”

[N.C.G.S. §143-318.11(a)(1)(3)(5)&(6)]

Motion: Mr. Therence Pickett
Second: Mr. Frank Grainger
Motion Carried

***The meeting was moved into closed session.
(The complete minutes of the Closed Session are recorded in Appendix A.)***

Mr. Sywassink called for a motion to return to Open Session.

MOTION: BE IT RESOLVED that the Personnel and Tenure Committee return to Open Session.

Motion: Mr. Therence Pickett
Second: Mr. Frank Grainger
Motion Carried

The Committee returned to Open Session.

There being no further business, the meeting was adjourned.

Mr. Frank Grainger, Secretary

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