

## **DRAFT OPEN MINUTES**

**October 12, 2016**

University of North Carolina General Administration  
UNC Center for School Leadership Development  
Board Room  
Chapel Hill, North Carolina

This business meeting of the Committee on Personnel and Tenure was presided over by Chair R. Doyle Parrish.

The following committee members, constituting a quorum, were present and participated either in person or by phone: Chair Parrish, Mr. Davenport, Mr. Long, Mrs. MacNeill, Mr. Sloan, and Mr. Souza. Chancellor Anderson also participated.

Others in attendance were President Spellings, Chair Bisette, Mr. Brody, Dr. Gonzales, Mr. Shanahan Ms. Carey Cleveland, and other BOG members and UNC-GA staff.

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### **1. Call to Order**

The Chair called the meeting to order at 1:32 p.m. on Wednesday, October 12, 2016.

### **2. Employment Contracts and Performance Incentive Plans Discussion**

The Committee continued its discussions on the topic of potential employment contracts and incentive pay plans for the Chancellors. This discussion began with the Board in 2014, when the Board contracted with Buck Consultants for an Executive Compensation Study. That study addressed compensation and employment conditions for the President, the Chancellors, and the President's direct reports. Buck Consultants presented to the Committee on Wednesday to remind us of the key findings of their original work, especially in the areas of employment contracts and incentive plans for the Chancellors. Additionally, Tom Shanahan provided some historical context on this topic, described the various elements of employment contracts and compensation, and provided an

example of a policy framework for the Committee to consider if the Board wishes to move forward in this area. Committee members raised questions about how to assure equity in funding any incentive pay, especially from the perspective of the minority-serving institutions, and whether employment contracts actually benefit the University, and also requested more information on the practices of other public sector higher education institutions in this area and possible options for proceeding with incentive pay apart from employment contracts. Matt Brody and Tom Shanahan will return to the Committee in December with more concrete information on policy options and answers to the questions raised during this meeting.

There being no further business, the meeting adjourned at 2:31 p.m.

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## **October 13, 2016**

University of North Carolina General Administration  
UNC Center for School Leadership Development  
Room 119  
Chapel Hill, North Carolina

This business meeting of the Committee on Personnel and Tenure was presided over by Chair R. Doyle Parrish.

The following committee members, constituting a quorum, were present: Chair Parrish, Mr. Davenport, Mrs. MacNeill, Mr. Sloan, and Mr. Souza. Chancellor Anderson and Chancellor Grant also participated.

Other staff/guests present included: Chair Bisette, Mr. Shanahan, Mr. Brody, Ms. Carey Cleveland, other UNC-GA staff, and other community members and constituents.

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The Chair called the meeting to order at 2:30 p.m. on Thursday, October 13, 2016.

### **1. Strategic Plan Working Documents**

The Committee reviewed its process for creating a definition of, and goals for, its strategic priority: Excellent and Diverse Institutions. By the close of the meeting, the Committee agreed on three concrete goals, and the tangible metrics to measure them:

- Areas of distinction: The University's constituent institutions will collectively strengthen the reputation and accomplishments of the UNC system by each identifying a mission-focused "area of distinction" and pursue the academic endeavors needed to position them for significant recognition in that area within the next five years.

- Human Capital: The University will systematically measure the engagement and retention of faculty and staff, working over the next five years to achieve continuous improvements at all institutions and, where needed, to increase those measures to any relevant external benchmarks.
- Historically Black Colleges and Universities (HBCUs) and Minority-Serving Institutions (MSIs): The University of North Carolina will support its HBCUs and MSIs in their evidence-based efforts to develop, expand, and market high-quality, high-demand programs that increase student success and completion over the next five years.

## 2. **Approval of OPEN Session Minutes**

The Chair called for a motion to approve the open session minutes of September 6, 2016 and September 8, 2016.

**MOTION:** Resolved, that the Committee on Personnel and Tenure approve the open session minutes of September 6, 2016 and September 8, 2016.

**Motion:** Joan MacNeill

**Motion carried**

## 3. **General Updates**

Matt Brody provided an update on both Academic Affairs and Human Resources matters. Academic Affairs previously launched a successful faculty fellowship program that brings faculty from various institutions to General Administration to work on various projects and receive leadership development training and mentoring. This highly competitive fellowship selected a second group of fellows to start in 2017. Mr. Brody also reported that the December meeting will include a presentation on the methodology and underlying data used for the faculty salary study that has been undertaken by General Administration, with a detailed presentation of the study results presented in January.

## 4. **Informational Report: President's Delegated Personnel Actions Report (Pursuant to Policy 200.6)**

The Committee received an informational report on Personnel Actions Delegated to the President. There was no discussion.

## 5. **Closed Session**

At this point, the Committee moved into Closed Session.

**MOTION:** Resolved, that the Committee on Personnel and Tenure 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 to establish or instruct the staff or agents concerning the negotiations of the amount of compensation or other terms of an employment contract, and to consider the qualifications, competence, performance, or condition of appointment of a public officer or employee or prospective public officer or employee.

**Motion:** Temple Sloan

**Motion carried**

*The meeting moved into closed session.*

*(The complete minutes of the closed session are recorded separately.)*

**MOTION:** Resolved, that the Committee on Personnel and Tenure return to open session.

**Motion:** Craig Souza

**Motion carried**

*The meeting resumed in open session.*

There being no further business, the meeting adjourned at 4:24 p.m.

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Temple Sloan, Secretary