



MEETING OF THE BOARD OF GOVERNORS
Committee on Personnel and Tenure

December 17, 2020 at 11:00 a.m.
Via Videoconference and UNC-TV Live Stream
University of North Carolina System Office
Center for School Leadership Development, Room 128
Chapel Hill, North Carolina

AGENDA

OPEN SESSION

- A-1. Approval of the Open Session Minutes of November 18, 2020 Kellie Hunt Blue

CLOSED SESSION

- A-2. Approval of the Closed Session Minutes of November 18, 2020 Kellie Hunt Blue
- A-3. EHRA Salary Pre-Authorizations Requiring Approval by the
Committee on Personnel and Tenure..... Matthew Brody
- A-4. Executive Personnel Matter..... Peter Hans

OPEN SESSION

- A-5. Adjourn



Closed Session Motion

Motion to go into closed session to:

- Prevent the disclosure of information that is privileged or confidential under Article 7 of Chapter 126 of the North Carolina General Statutes, or not considered a public record within the meaning of Chapter 132 of the General Statutes.
- Consider the qualifications, competence, performance, or condition of appointment of a public officer or employee or prospective public officer or employee.

Pursuant to: G.S. 143-318.11(a)(1) and (6).



MEETING OF THE BOARD OF GOVERNORS
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DRAFT MINUTES

November 18, 2020

Via Videoconference and UNC-TV Live Stream

This meeting of the Committee on Personnel and Tenure was presided over by Chair Kellie Hunt Blue. The following committee members, constituting a quorum, also attended: Reginald Ronald Holley, R. Doyle Parrish, W. Louis Bissette, Jr., Carolyn Coward, Art Pope, and Dwight D. Stone.

Staff members present included Matthew Brody, Kimberly van Noort, Carolyn Pratt, and others from the UNC System Office.

1. Call to Order and Reading of Conflict of Interest Statement

The chair called the meeting to order at 11:47 a.m. and read the Conflict of Interest Statement.

2. Approval of the Minutes of October 21, 2020 (Item A-1)

The chair called for a motion to approve the open session minutes of October 21, 2020.

MOTION: Resolved, that the Committee on Personnel and Tenure approve the open session minutes of October 21, 2020, as distributed.

Motion: Art Pope

Motion carried

Roll Call Vote	
Blue	Yes
Holley	Yes
Parrish	Yes
Coward	Yes
Pope	Yes
Stone	Yes

3. Informational Report (Item A-2)

The committee received an informational report on new UNC System Office SAAO-I appointments under delegated authority to the president.

4. General Updates (Item A-3)

Matthew Brody shared a brief update on human resources matters related to COVID-19.

5. Workforce Metrics Including Employee Turnover (Item A-4)

Matthew Brody and Christopher Chiron, associate vice president for employee relations and University equal opportunity officer, presented more results from the 2020 Employee Engagement Survey, focusing on employee turnover and the comparison between internal and external hiring activity. The presentation showed that voluntary turnover has reduced or held steady at most of the System constituent institutions. It was noted that the overwhelming majority of System institutions had overall voluntary turnover rates at or below nationwide benchmarks for public institutions. The presentation also provided information on System-wide hiring activity and the degree to which new hires came from within the hiring institution, from other UNC System institutions, or were external to the University as a whole.

6. Salary Increase Metrics (Item A-5)

The committee reviewed an informational report on recent salary increase request activity. The report reflects a substantive decrease in recent salary increase requests, largely due to the president's direction in response to System-wide concerns over the budget and the COVID-19 pandemic.

7. Closed Session

The chair called for a motion to move into closed session.

MOTION: Resolved, that the Committee on Personnel and Tenure move into closed session to prevent the disclosure of information that is privileged or confidential pursuant to Article 7 of Chapter 126 of the North Carolina General Statutes [N.C.G.S. 143-318.11(a)(1)]; to consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body, which privilege is hereby acknowledged [N.C.G.S. 143-318.11(a)(3)]; and to consider the qualifications, competence, performance, or conditions of appointment of a public officer or employee or prospective public officer or employee [N.C.G.S. 143- 318.11(a)(6)].

Motion: Reginald Ronald Holley

Motion carried

Roll Call Vote	
Blue	Yes
Holley	Yes
Parrish	Yes
Coward	Yes
Pope	Yes
Stone	Yes

THE MEETING MOVED INTO CLOSED SESSION.

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

Without objection, the meeting moved back into open session.

THE MEETING RESUMED IN OPEN SESSION AT 12:31 P.m.

There being no further business, the meeting adjourned at 12:32 p.m.

R. Doyle Parrish, Secretary