

**Personnel Committee
University of North Carolina School of the Arts**

**Thursday, February 12, 2015
3:10 p.m. – 4:10 p.m.**

**Conference Room Eisenberg South
Hanes Student Commons
Open Session**

Personnel Committee

*Michael Tiemann – interim Chair

*Skip Dunn

*Erna Womble

Rob King, (ex officio)

Phil Nelson, Emeritus

Susan Klutz, (ex officio)

Delores Harris, Staff

James Lucas, Staff

Jamie Moore, Staff Council Representative

Carolina Kava, faculty Council representative

Ron Rudkin, Faculty Council Representative

Betsy Towns, Faculty Council Representative

Convening Open Session:

Chairman Tiemann convened the meeting of the UNC School of the Art Personnel Committee at 3:10. A quorum was confirmed. Michael announced that he has been invited to take over the chair position for Personnel Committee for the remainder of the year. Michael asked for a motion to approve the last meeting minutes. Erna moved to approve the minutes.

Title IX update: James Lucas said that at the last meeting (2 meetings ago) we spoke about changes as it relates to Title IX. The biggest change made was to free up Delores Harris as lead investigator. Delores title/position has been changed to Title IX Coordinator effective January 1, 2015. She has been very busy, working with Carrie Johnston and David Harrison on a big investigation. The biggest issue right now is that other duties are put on hold when there is an investigation and we are receiving complaints from Deans due to jobs not posted on time. This has allowed us to hire another support person so we can adequately support Deans and complete investigations in a proper and timely manner.

Michael Tiemann asked James if the Personnel Committee could receive updates on the outcome of the Title IX cases.

James assured him that an update would be given. Currently there are six investigations in process. Nothing major but due to the way the law is written we have to go through the process of an intake meeting, investigations, and turning the report over to the Judicial Board for them to finalize.

Personnel update: James Lucas stated we have started to inform the board of new hires and separations.

Separations since December are as follows: 8 resignations / 1 involuntary termination / 1 decease / 9 new hires - with one being Chief Advancement Officer and the other a new grant person for Kenan. We are in need of help with grant writing and the type of grants we can apply for. There are lots of opportunities for us to receive assistance / funding through grants.

Michael Tiemann stated that Lindsey gave some color on the reorganization at a previous meeting.

Per James Lucas one change is that Human Resources is no longer under the Chief Operational Officer but now report directly to the Chancellor. We have not noticed the change because we still support the Chief Operation Office.

The final two candidates for the Chief of Police will be on campus next week to meet with staff and Deans. For the Digital Media recruitment – final stage is up tomorrow. The Committee will start viewing the applications.

Other business: David English James Lucas worked on the management flexibility survey ... one of the last questions they ask is have the BOT been made aware of survey. James Lucas reported that one good thing is we do not have any changes from the survey last year because we did not hire S001 employees. One difference in the survey is on the faculty side we moved on the rank and salary scale. This has not been approve yet, but submitted to GA. It is required by GA that when we check yes, that we have submitted the document to the board. HR Director and Chief Operation Officer have to certify that information is accurate. A copy of the survey was given to each Personnel Committee member that was present. Michael Tiemann suggested that each member of the BOT receive a copy at the full board meeting on Friday, February 13, 2015. Erma asked about the information on page 3 of the survey. There were several positions that were not listed in the survey. James explained that the survey is not accurate due to the cutoff date that the information is covering. Those positions were vacant at that time.

Michael Tiemann asked if there was any other business. Being that there was none the meeting was adjourned. Erma Womble second the motion to adjourn.

Chairman Tiemann adjourned the meeting at 4:00 p.m.