Member(s) Absent: Bownas, Daehnke, Erskine, Glen, Straw.
Guest(s): Parks.

Call to Order
The meeting was called to order at 3:35 p.m.

Approval of the agenda/August 28, 2013 minutes
The agenda was amended to add “Marshall Parks-Healthcare Updates” to New Business. The amended agenda was approved without objection.
The August 28, 2013 minutes were approved unanimously.

Chair’s Report/Announcements
Temkin noted that the committee will address New Business (Parks) ahead of Unfinished Business today.
Luger updated the committee on his conversation with Provost Wacker regarding the implementation date for the Department Chair Selection and Evaluation Policy that received President approval in February of 2013. Wacker will update the Committee on the implementation date.

Unfinished Business
Evaluation, Promotion, and Tenure
Temkin asked for Committee input regarding clarifications and/or contradictions within the current Evaluation, Promotion, and Tenure policies outlined in the Board Policy Manual and University Regulations. Committee members discussed evaluation procedures in their respective colleges, the designation/assignment of numbers for levels of evaluation, and voting for tenure versus the decision being made according to scores. Temkin outlined four areas of concern, as noted from previous committee discussions.

- Relationship between evaluation levels and decisions made (basis of evaluation), example promotion and tenure.
- How is the faculty member’s evaluation determined? Temkin outlined current policy, and the information gathered from various units (question of voting vs. averaging).
- Criteria for the determination of what level of evaluation is needed to be “Excellent”, “Exceeds Expectations”, etc. Who develops the criteria (program area, college)?
- How many evaluation levels should there be? Current policy outlines five levels, but some units use decimal places.

Additional Discussion Items: The committee discussed the term “performance guidelines”, clarification of terms in the current policies, CCHE requirements, comprehensive review, current variations throughout UNC, and comparison to peer institutions.
Temkin asked committee members to continue to review the policies and return to the September 25th meeting with questions/comments. The Committee will also continue discussion on the bullet points noted above.

Annual Timeline for Comprehensive Reviews-topic not covered due to time constraints.

Procedure for Recusal in Tenure Decision
The Committee discussed whether or not this agenda item could be included in the topic of Evaluation, Promotion, and Tenure, and agreed to leave it as a separate agenda item. Temkin outlined prior conversations with Satriana regarding recusal in tenure decisions, and reviewed the Satriana email document distributed to the committee, which summarizes Satriana’s recommendations. Discussion on this topic will continue at the September 25, 2013 meeting.

New Business
Healthcare Updates-Marshall Parks
Parks outlined information from the most recent CHEIBA Trust meeting, including healthcare reform, percentage of increase for UNC, alternatives to minimize the increase, upcoming premium holiday, exchange notice for insurance options, and an upcoming dependent audit. Parks will communicate the dates for any changes or audits. Additional discussion items included faculty retirement options, PERA, social security options for faculty, and Medicare credits.

**Other New Business**

**Adjournment**
The meeting adjourned at 4:51 p.m.

Jack Temkin
Chair

Lori Riley
Recording Secretary