

## JOINT RETRENCHMENT COMMITTEE

### Minutes

Wednesday, June 11, 2003  
Smith House 1:00 p.m.

Committee Members: Jack Temkin, Chair  
Marshall Clough, A & S faculty representative  
Ellen Gregg, HHS faculty representative  
Steve Gustafson, SRC student representative  
Jinny Jenkins, PVA faculty representative  
Randy Lennon, COE faculty representative  
Ken McConnellogue, Vice President, University Advancement  
Fran Schoneck, Vice President, Finance & Administration  
Marlene Strathe, Provost

Special Assistance: Marianne Dinges, Assistant to the Vice President, Finance & Administration  
Vicki Garcia, Administrative Assistant, Faculty Senate  
Tom Gavin, Director, Institutional Research

Members absent: Ron Reed, MCB faculty representative

The powers of the Joint Retrenchment Committee (Committee) were discussed. Section 2-3-1301(5)(b)(II)(a) of the Reduction in Force Policy (Policy) gives to the JRC the power to interpret the policy itself.

MOTION: The Chair moved to accept or reject interpretations of the policy as the Committee sees relevant or possibly controversial.

VOTE: The motion passed unanimously by a voice vote.

Also, the Policy seems to indicate that all discussions of the Committee, except those necessary at a hearing initiated by reduced faculty, are to be confidential. It was noted it probably conflicts with State statute, and that the Committee could vote to go into an executive session where there are personnel matters, otherwise the meetings would be open. By consensus, the Committee agreed to ask Ron Lambden, the University Counsel, for his opinion.

After receiving an opinion from Lambden, other items to be discussed are: will the meeting be publicly announced and will the minutes be distributed and if so, how widely. It was noted that Temkin has been asked to report regularly to the Faculty Senate.

According to the Policy, the Committee has 60 days from its creation to file its first report. As the chair was the last member to be appointed, which was on May 21, the interpretation was that the creation of the Committee to have been completed on that date. Therefore, the report would be due July 20.

MOTION: The Chair moved that the Committee was created on May 21 hence the 60 days in which its report is due will be July 20.

VOTE: The motion passed unanimously by a voice vote.

MOTION: The Chair moved that all those in favor of recommending a RIF without further ado signify so by raising their hands.

VOTE: The motion failed unanimously.

The President's charge was discussed next. Questioned was if the President's charge was consistent with the Policy and what the policy indicates is the Committee's task. The Committee is charged with saying whether it agrees or disagrees that a condition of financial exigency exists, and according to the policy respond in 60 days. The President never stated that a reduction in force is necessary. She asked the Committee to consider that possibility among others in the context of a more general discussion of the future configuration of the University. The Committee needs to consider in 60 days what the future of the University should be given the reduced financial circumstances of long term. Alternatives need to be examined, pros and cons, and the consequences of a possible RIF need to be made clear. More study is required and will need more time than what is given in the 60 days.

MOTION: Jenkins/McConnellogue moved to invite the President to the next meeting to ask questions.

VOTE: The motion passed unanimously by a voice vote.

Gavin and Dinges will help get information that the Committee requests. Questions and requests for data are to be e-mailed to Temkin who will collate them and forward to the appropriate people.

Regarding expenses, the Committee can ask for things that cost money to a point that does not exceed State or Federal funding. Section 2-3-1301(5)(b)(II)(C) of the Policy states, "To retain such outside experts and professional assistance as may be reasonably necessary to facilitate its duties; provided, however, that any requests for funding in excess of the amount allowed by the State fiscal policies shall first be submitted to, and approved by a person or group having authority to approve such expenditures (i.e., the President, the BOT, the Faculty Senate, etc.)." Schoneck noted that some one-time funds would be identified for copies and other various things.

As it seems the President is asking the Committee to consider what UNC's mission ought to be, copies of the most current statutory and internal mission statements will be distributed to the Committee members. It's unclear whether the Committee should reconsider suggestions for changing the statutory mission or just the internal interpretation of it.

The Committee has a long-term active role; it is to stay in place throughout the RIF process including the recall period. The retrenchment time is a long-term plan that is going to affect all kinds of things. The Committee is charged with not only developing criteria but also identifying programs and individuals, both in consultation with the President. The question is what is the most desirable configuration of programs, faculty and staff to retain or improve the academic quality and reputation of UNC in the face of the permanently reduced State general fund levels. It was noted that the Policy seems to say that the earliest money can be saved by doing a RIF is 2005-2006.

Future meetings will be held in McKee 423. The President will be invited to the next meeting. Members who can not attend should give his/her proxy to another member.

The meeting adjourned at 1:47 p.m.

Jack Temkin  
Chair

Vicki Garcia  
Recording Secretary