



UNC
GREENSBORO
Board of Trustees

Full Board Meeting
March 24, 2022
8:30 a.m.

MINUTES

MEMBERS PRESENT: Betsy Oakley, Chair; Mona Edwards, Vice Chair; Anita Bachmann, Elizabeth Phillips (joined remotely at 9:07 am); Mae Douglas, Margaret Benjamin, Ernest Grant, George Hoyle, Hazael Mengesha, Dean Priddy, Tim Rice

MEMBERS ABSENT WITH NOTICE: Brad Hayes, Linda Sloan

OTHERS PRESENT: Chancellor Frank Gilliam; Provost Debbie Storrs; Bob Shea, Vice Chancellor for Finance and Administration; Cathy Akens, Vice Chancellor for Student Affairs; Jerry Blakemore, General Counsel; Richard Campbell, Vice Chancellor for Strategic Communications; Beth Fischer, Vice Chancellor for University Advancement; Brian Mackin, Director of Athletics; Jeanne Madorin, Associate Vice Chancellor and Chief Human Resources Officer; Tina McEntire, Vice Chancellor for Enrollment Management; Terri Shelton, Vice Chancellor for Research and Engagement; Kristen Bonatz, Deputy General Counsel; Juliette Bianco, Director of the Weatherspoon Art Museum; Andrew Cagle, Director of State and External Affairs; Waiyi Tse, Chief of Staff; Kelly Harris, Assistant Secretary to the Board of Trustees, and other members of faculty, staff, and the general public.

Chair Betsy Oakley called the meeting to order at 8:30 a.m. and read the Conflict-of-Interest statement. Trustee Margaret Benjamin identified a conflict with agenda item UAC-6 and indicated that she would not participate in or be present for the discussion of or vote on that item.

Roll call was taken, and a quorum was confirmed.

OPEN SESSION

Chair's Remarks

Oakley announced that alumna Jeanne Tannenbaum established a significant operational endowment for the new Millennial Campus facility referred to as Tate & Gate, a new arts and culture space at the intersection of Tate Street & Gate City Boulevard that will serve as a significant landmark signaling entrance to campus and the beginning of the Arts District that runs down Tate Street. Tannenbaum's generous gift will provide vital support to strengthen, sustain, and uplift this space in perpetuity. It will be a hive for creative activity and collaboration, utilizing cutting edge technology; and will serve as a catalyst for innovation, bringing academics, community members, and luminaries together.

In recognition of her generous gift, the Board of Trustees approved naming the new facility the Jeanne Tannenbaum Center for Creative Practice. Committed to the betterment of the community, Tannenbaum is a prolific volunteer and advocate, having served UNCG for decades in various capacities. Notably, she has held roles on numerous UNCG boards including the Excellence Foundation Board, Weatherspoon Art Museum Foundation Board, School of Nursing Advisory Board, Friends of the Library Board, and the Light the Way Campaign Cabinet. In addition, she has played key leadership roles with numerous organizations ranging from arts to education.

On behalf of the Board of Trustees, UNCG students, faculty, and staff, Oakley thanked Tannenbaum for her incredible investment and generosity, noting that her name and legacy will be part of the campus forever.

Chancellor Frank Gilliam also thanked Tannenbaum, adding that the Center will advance three main objectives: to foster creativity and academic innovation, serving as an incubator for impactful new and existing work; to attract and enroll new students because of the unique leadership and hands-on learning opportunities it provides; and, to serve as a catalyst for innovation, bringing academics, community members, and luminaries together to create solutions to local and global challenges. Gilliam noted that Tannenbaum bought into the vision for the naming opportunity, saw the potential in the space, and understood what it could mean for UNCG students, the University, and the Greensboro community. She also understood how it would complement UNCG's wonderful art museum, College of Visual and Performing Arts, as well as other programs and disciplines around the campus.

Tannenbaum, who earned a Bachelor of Arts in economics from UNCG and a master's in hospital administration from Duke University, gave brief remarks, noting that she is a proud UNCG alumna who found her path toward graduate school and professional achievement at the university. She added that the Center will encourage students, faculty, and the Greensboro community to collaborate in new ways of learning and engaging with one another and expressed that she is honored to have a legacy at the University that has meant so much to her.

Committee Reports

Finance and Administration Committee

Acting Chair Mae Douglas reported on the Finance & Administration Committee meeting from March 22, 2022.

Associate Vice Chancellor Sameer Kapileshwari reviewed with the Committee the details of several capital improvement projects in various phases, some involving expenditures of the historically high number of dollars the university is receiving as a result of the recently enacted state budget. Following review and discussion, the Committee approved the following items:

- Selection of RMF Engineering as designer for the Campus Chilled Water Infrastructure & Equipment Improvement Project,
- Selection of LS3P of Raleigh as the designer for the Jackson Library Addition and Renovation Project,
- Advance planning in the amount of \$129,640 for the Phillips Hawkins and Moore Strong Phased Residence Halls HVAC Replacement, and

The Committee also approved recommended appointments to the Board of Directors of the Capital Facilities Foundation. All are recommended for approval of the full board via consent agenda.

Vice Chancellor Bob Shea gave an update on the All Funds Budget project, which is an initiative by the UNC System. All UNC campuses have been directed to develop a comprehensive budget beginning fiscal year 2023 that includes fund sources other than state appropriations and tuition. These sources include auxiliary enterprises, federal grants and contracts, donor funds, and student fees, collectively known as “Institutional Trust Funds” which now comprise half of System revenues.

The System has maintained that operating under these circumstances without a formal budgeting process is an enterprise risk that needs to be addressed, and has been working with the campuses to develop a common budget template and standard budgeting conventions all 17 campuses will use.

The framework for the All Funds Budget has been developed by a working group including system office staff and representatives from ten institutions, including six CFOs and four budget officers. The group began meeting in December 2020 and has met regularly since then.

Bob and Chancellor Gilliam reported that this should be a good thing for UNCG, in that it will allow us to show how our budget aligns with our strategic priorities and with UNC System strategic priorities. UNCG has a strong history of transparency around fiscal matters, so this project is an extension of what we have done for years.

The Board will meet in April to review the template as it relates to UNCG.

The Committee also received informational updates on the progress of the university’s facilities design and construction projects since the November 30, 2021 meeting, an update on the University Investment Fund, and on the designer selected for the Bestway Refrigeration Study pursuant to authority delegated to the Chancellor.

Compliance, Audit, Risk Management, & Legal Committee

Committee Chair Mona Edwards reported on the CARL Committee meeting from March 22, 2022. The Committee heard from Interim Director of Internal Audit Kathy Qualls, who reported on the results of two internal audits completed since the November 30, 2021 CARL meeting. The first was the NCAA procedures audit, which examines operating revenues and expenses of Division I athletics programs. Kathy reported that it was a clean audit -- no exceptions were found.

The second was an audit of the University’s compliance with federal laws related to employment eligibility. This audit resulted in one minor finding related to completing I-9 forms within three days of hire. Twenty-five of 1,220 I-9 forms – approximately 2% - were not submitted within the three-day completion period. Associate Vice Chancellor for Human Resources Jeanne Madorin advised the Committee that this minor finding was likely the result in part of remote working necessitated by the pandemic. HR has implemented a new electronic system to track the status of I-9 filings, which will help the University’s compliance.

Qualls also provided an update of the University's efforts to address the recommendations from the QAR report. The remaining recommendations to be addressed include enhancing the Internal Audit Charter, updating the policy manual, and ensuring that the next audit plan is risk-based. These recommendations are in progress and will be finalized when a new Director of Internal Audit is hired.

Title IX Coordinator and Assistant General Counsel Murphie Chappell provided the Committee with an overview of the activities and priorities of the Title IX Office, including its procedures for the intake and handling of cases, challenges with funding the Office, and the services provided to students by both the Title IX Office and the Campus Violence Response Center, or "CVRC." Given the evolution of the Title IX Office and the CVRC since their inception several years ago, the University has transitioned the CVRC to the Division of Student Affairs to better coordinate the services each provides and to transition the Title IX Office to the Office of General Counsel to capitalize on the synergy between the various regulatory functions now within the Office of General Counsel. Chappell also advised that a draft of a new Title IX rule is expected within the next few months, and the Office of General Counsel will have an opportunity to provide comments on the draft rule.

The North Carolina Office of the State Auditor completed the University's annual financial statement audit for the fiscal year ended June 30, 2021, in December 2021. No exceptions were found. The Committee acknowledged receipt of the report from the State Auditor's Office and no further action was required.

The Committee was provided with informational materials regarding an update on the activities of the University's name, image and likeness working group and an NCAA compliance update.

Academic Affairs Committee

Chair Dean Priddy gave the report of the Academic Affairs Committee meeting from March 22, 2022. Enrollment has been down at UNCG, obviously impacted by COVID, with significant budget implications. As a result, System universities were directed to make 4% cuts across the board, followed by another 2% reduction. Decisions were made in a very thought-out process with the academic community, and Provost Storrs and Vice Chancellor Bob Shea have presented numerous 'university budget 101' talks for multiple groups, including the Board of Trustees at the August 2021 retreat, in order to educate the campus community on how the university receives funding. BOT used to have opportunity to use tuition to buffer cuts, but can no longer do so. Priddy applauded the university for their approach to implementing the cuts and expressed concern about the impact of the impending new funding model, particularly on graduate programs and students.

The Committee also heard data around the impact of COVID on student success, particularly on incoming freshmen. Approximately 1/3 are having difficulty maintaining a GPA sufficient to stay in good academic standing, thereby creating a circular reference: students enroll, struggle, and drop out, which in turn causes enrollment to drop, which in turn causes a drop in funding.

Priddy noted that given the critical nature of student success, the Academic Affairs Committee will hear updates on student success at every meeting of the Committee.

The Committee heard sobering data involving a significant spike in grades of D, F, and W in the Fall term for new freshmen: the proportion of grades that were Fs jumped from 7% in 2019 and 2020 to over 13% in 2021. The faculty report that the largest driver of grade-performance challenges has to do with students being unable to confront the work. Most of these students by far regularly attend class, but are not turning in assignments. Also noted that faculty are conducting outreach to support the many students who do not regularly attend class. All indications are that this challenge has been brought about by the pandemic, and especially by the difference in expectations (and consequences) at UNCG compared to the interrupted high school experience students are bringing with them. We are hearing similar reports from other System schools, especially those that enroll vulnerable students. Because our most vulnerable students are struggling disproportionately, we believe that the challenge here is deep and complex, rather than just a matter of more students than usual not doing what is required. The teams in Student Success, Student Affairs, the University Teaching and Learning Center, and the academic units are working hard to help affected students find their way back to good academic standing, while planning for a similar cohort to arrive in Fall 2022. Much of the work being undertaken focuses on helping students transition academically and psycho-socially from pandemic high school to post-pandemic college, and in particular on developing good academic citizenship habits early in their first semester as college students. These efforts include redesigning courses so there is more work due early in the term, embedding peer mentors who can model and encourage appropriate academic behavior, and making changes to how students are oriented.

Priddy noted that this is a very complex problem with no simple solution, applauded the university for the work being done to help, and pledged the support of the Board in those endeavors.

Bryan School faculty members Bill Brown and Erick Byrd on the eSports Management concentration in the Bryan School. They were joined by Greg Grieve and John Borchert in the Department of Religious Studies, who presented a very engaging presentation on the emerging field of eSports and its intersection with religion, video games, and the ways in which religious practices and media technologies intersect across American religious histories. The new curricula and classes created around eSports are a great showcase for the university stepping up in a growing area and getting first to market in terms of new opportunities for students.

Vice Chancellor Terri Shelton updated the Committee on Research and Engagement. Priddy noted that she and her organization and the fine researchers at UNCG are doing an excellent job of submitting research applications and achieving research awards.

University Advancement Committee

Committee Chair Elizabeth Phillips gave the report of the University Advancement Committee meeting from March 22, 2022.

Kris Davidson, Associate Vice Chancellor for University Advancement, reported on the current status of fundraising at the University. As of March 21st, \$18.5 million toward the \$25.5 million goal has been raised, with \$6.9 million left to raise by June 30th. We are currently at \$11.2 million of our \$12 million outright giving goal. Davidson reported that Carletta Simmons has been hired as Director of Development for the Bryan School Business, and updated the committee on the searches for the Executive Associate Athletic Director for External Operations, the Senior Director of Development for the School of Education, and the Director of Development for Student Success and Campus Libraries.

Kevin Williamson has been hired as the new Associate Vice Chancellor for Development and will succeed Davidson as of May 2nd. Williamson joins UNCG after six years as A&T's Assistant Vice Chancellor for Major Gifts & Constituent Giving. Prior to that, he spent time with UNCW, UNCG, WSSU, and the Boy Scouts. Williamson holds a degree in English from A&T.

Assistant Vice Chancellor for Operations Rob Saunders will depart on April 14th.

The committee heard from Rachel Kelly, Director of Advancement communications, on the 9th *Believe in the G* event, which consisted of 1891 minutes of giving from March 15 to March 16, representing the founding year of the University. This year's goal was \$1 million, a 20% increase from last year and a 10% increase in the number of donors. The focus was "Give Now." The giving days also served as the launch of the new annual giving initiative with the "Spartan Storytellers," a

group of students who created video content telling their UNCG stories to be sent out to donors, volunteers, and other community members. *Believe in the G* also included an in-person component that encouraged not only our faculty and staff to give back, but also the students. There were 166 student givers and over 1,500 thank you notes written by students for our donors.

In accordance with the University's naming policy, Vice Chancellor Fischer reported that the Chancellor approved the following namings: The N. Frank Woods Library, honoring the intellectual and creative legacy of the African American and African Diaspora Studies Program's longest-serving faculty member and director of the program; the Lorenzo "Logie" Meachum Office, to honor the educational and creative legacy of one of the African American and African Diaspora Studies' longest-serving lecturers, a Greensboro native, lifetime blues musician of the piedmont, and community-engaged educator of Greensboro area children; and the Ponder Classroom, given by Mrs. Carrie Davis Ponder, class of 1958, and Dr. Reginald Ponder in memory and in honor of the Davis sisters, all educators; Elizabeth '38, Katherine '44, Hilda '56, and Carrie '58.

The meeting closed with a discussion around “Engagement”- how to best leverage travel and alumni engagement programs outside of North Carolina to be most effective and garner the best possible return on investment. Several committee members suggested offering alumni attractive experiences would be the most appealing. Faculty speakers on hot topics, using a sought-after venue, engaging local alumni to present on their field of expertise, or even a fashion show leveraging our talented CARS students! The committee agreed leveraging Arts and Athletics could be a draw. As always, the conversation was fruitful and full of robust ideas.

The Committee is also recommending approval of a donor naming proposal for consideration by the full board in closed session.

Athletics Committee

Committee Chair George Hoyle gave the report of the Athletics Committee meeting from March 22, 2022. New Athletic Director Brian Mackin discussed his 100 Day Plan at the 72 day mark. During that time, he has met with University and Athletics Staff, community members, and donors; and joined the Spartan Club, making a financial commitment.

Mackin noted the many strengths he has observed at UNCG, including great people and facilities and strong support for/buy-in to goals. He also noted that UNCG student-athletes’ academic performance is the best he has seen, with 65% having a GPAs of 3.3 or higher.

Next steps include focusing on fundraising per program as a means for offsetting operating expenses. To that end, Excellence Funds are being created per program – funds have already been established for men’s soccer, baseball, and men’s golf. There are also plans to revamp the annual fund, which is the mechanism to cultivate future gifts.

Next steps also include athletics staff completing a Strengths, Weaknesses, Opportunity, and Threat (SWOT) analysis to determine what they do well and where they need to improve. This will help inform the development of a new departmental strategic plan, which will be crafted to align with the university’s strategic plan.

The Committee also heard an update on the Executive Associate Athletic Director for Development position. Following a national search, three excellent candidates have been interviewed on campus. The top candidate has been identified and the process is in final stages.

Mackin shared his core values and vision around compliance. Core values are academic excellence, integrity and compliance, student-athlete welfare, fiscal responsibility, and competitive excellence.

A quick update on Name, Image and Likeness was mentioned, with no changes from the last meeting. Student-athletes are participating as social media influencers, in photography, and in non-profit organization.

The Committee also approved closed session personnel items being recommended to the full board for approval in closed session.

Moss Street Partnership School Update

Mae Douglas, Board of Trustees Liaison to the Moss Street Partnership School Advisory Board, reported that enrollment has increased from 333 students in September 2020 to 369 students in March of 2022. The current enrollment of 369 is consistent with the target enrollment of 370. Kindergarten enrollment is at an all-time high, with 73 students enrolled.

In alignment with the UNC System, Rockingham County schools, other area school districts, and consistent with Governor Cooper's wishes, MSPS transitioned to a mask optional policy effective March 7. To date, no clusters have been identified, however since August at least 100 staff/students have reported being exposed and/or confirmed positive.

While the pandemic created a large disruption for student testing and the associated measurement of student learning, assessment systems have been reintroduced and providing consistent evidence of desirable levels of student learning.

(a) First, recently released results of state-wide standardized state assessments administered in the Spring of 2021 indicated that MSPS students had above average growth over the period of spring 2019 to spring 2021 in each of the three content areas assessed: reading, math, and science.

(b) Second, in addition to state-wide standardized assessments, MSPS is using other assessments across K-5 to measure student progress in reading and math across the school

year. Using the Qualitative Reading Inventory, the percentage of K-5 students identified as meeting or exceeding grade-level expectations in reading increased from 25% at the beginning of the year to 47% midway through the year. A similar increase in the percentage of students meeting grade-level proficiency has been observed for math.

Laboratory Schools are approved for an initial term of five years. MSPS is currently in the fourth year of operation and will be considered for renewal for an additional five-year term by the UNC Board of Governors Subcommittee on Lab Schools at the May meeting. The renewal report has been submitted to the UNC System Office, and our on-site meeting with the UNC System Team is scheduled for April 5.

OPEN SESSION

Action Items

BOT-1 Consent Agenda

- 1.1 Approval of Minutes from December 2, 2021
- 1.2 Approval of Minutes from December 17, 2021

- 1.3 Campus Chilled Water Infrastructure & Equipment Improvements - Designer Selection
- 1.4 Jackson Library Addition & Renovation - Designer Selection
- 1.5 Phillips Hawkins & Moore Strong Phased Resident Halls HVAC Replacement - Approval for Advance Planning
- 1.6 Recommended Reappointments to the Board of Directors of the Capital Facilities Foundation, Inc.

Oakley reviewed the items on the consent agenda; all were included in the trustees' pre-meeting materials. There being no questions or requests to discuss any of the items individually, Oakley invited a motion to approve items 1.1 and 1.2. Vice Chair Mona Edwards made the motion; trustee Haz Mengesha seconded. On roll call vote, the motion carried unanimously.

Oakley invited a motion to approve the remaining items on the consent agenda. Trustee Mae Douglas made the motion; Trustee Margaret Benjamin seconded. On roll call vote, the motion carried unanimously.

BOT-2 *Paths to Prosperity* N.C. Leader Messaging Campaign Overview

Vice Chancellor for Strategic Communications Richard Campbell presented an overview of the recently launched *Paths to Prosperity* messaging campaign, designed to address the fact that many North Carolina leaders and influencers are unaware of UNC Greensboro's vital role in providing paths to prosperity to more first-generation and lower-income students than any other public university in the state. As a result, the University is not top of mind among legislators and business and community leaders when it comes to supporting and investing new funds in UNCG academics, initiatives, and student success programs. The *Paths to Prosperity* leader and influencer messaging campaign will inform and reinforce UNCG's role in building the people that make North Carolina better for all. The campaign underscores our work to help exemplary students soar while improving first-generation and lower-income students' social and economic outcomes through world-class academic offerings, real-world research, and community outreach.

Key audiences include elected officials, economic development and community leaders, partners such as healthcare providers, school systems, and the business community; alumni, donors, prospects, and granting agencies, media influences and thought leaders, and internal stakeholders at both the campus and System level. Campaign components include digital and social media ad placement, print ads, and the Chancellor's higher education op ed in Raleigh, Charlotte, and the Triad. Additional components includes ad placement in 70 newspapers statewide with a combined circulation volume of more than 1.1 million, PR opportunities such as one-pagers, events, and activities, and targeted email blasts to some 25,000 public officials and community and education leaders with focus on key messaging and the Chancellor op-ed. A three-month bill board campaign within a 50+ mile radius of Raleigh will generate some 4 million impressions, and TV and radio public service announcements will run for six months.

BOT-3 *Light the Way* Campaign Update

Beth Fischer, Vice Chancellor for University Advancement, shared updates on the status of the recently launched *Light the Way* Campaign. The Campaign is well on its way, having reached almost \$129M of the \$ 200M goal. The funds raised per pillar are: \$53.6M of the \$ 100M Access pillar, aimed at funding more scholarships to provide a vast array of gifted students access to high-quality, low-cost public education; \$7.73M of the \$ 40M Excellence pillar, aimed at raising support for endowed professorships to attract and retain high-quality faculty; and \$67.7M for the Impact pillar, surpassing the \$60M goal to create powerful new academic programs, invest in research and development, support intercollegiate athletics, engage deeply with the community, and strengthen our presence regionally and beyond. Positive fundraising statistics by unit were shared, as was additional information on the *Believe in the G* event.

Campaign efforts also include ad placement featuring prominent alumni such as Phaedra Grove, Vice Chair of the UNCG Foundation Board. Grove and her Alpha Kappa Alpha sisters collectively created an endowment in support of the campaign. Donor travel and alumni engagement information was reviewed, along with information about upcoming advancement events.

BOT-4 Reaffirmation of Mission Statement

Provost Debbie Storrs and Chief of Staff Waiyi Tse reviewed with the Board the current UNCG Mission Statement:

The University of North Carolina at Greensboro will redefine the public research university for the 21st century as an inclusive, collaborative, and responsive institution making a difference in the lives of students and the communities it serves. UNCG is ...

- A learner-centered, accessible, and inclusive community fostering intellectual inquiry to prepare students for meaningful lives and engaged citizenship;
- An institution offering classes on campus, off campus, and online for degree-seeking students and life-long learners;
- A research university where collaborative scholarship and creative activity enhance quality of life across the life-span;
- A source of innovation and leadership meeting social, economic, and environmental challenges in the Piedmont Triad, North Carolina, and beyond; and
- A global university integrating intercultural and international experiences and perspectives into learning, discovery, and service.

Given the pending changes to the UNC System-wide Strategic Plan (which ties into the new System funding model), UNCG will ultimately have to adjust its own strategic plan to meet the System's mandated goals. Mission statements are typically reviewed during a strategic planning process. As such, the Administration recommended that the current Mission Statement be affirmed as it currently stands in connection with Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) accreditation requirements and considered for revisions as part of a process that will include broad stakeholder input at the campus and community level once the UNC System strategic plan changes are final and the campus strategic planning process begins.

Oakley invited a motion to reaffirm the current mission statement and table substantive review until the process can be adaptive to the new UNC System Strategic Plan. Vice Chair Mona Edwards made the motion; Trustee George Hoyle seconded. On roll call vote, the motion carried unanimously.

Chancellor's Report

Chancellor Gilliam introduced Dr. Audrey Snyder, Associate Dean in Nursing, to discuss efforts on behalf of the School of Nursing to train nurses in Moldova, who are receiving thousands of refugees fleeing from bordering Ukraine to escape the invasion by Russian forces. Through a series of zoom webinars, UNCG nursing faculty are educating Moldovan nurses on the common infectious diseases, managing chronic conditions, special conditions for vulnerable populations, and unique needs of the refugee population. Board members expressed their gratitude for these tremendous service efforts with critical international impact.

Gilliam continued with remarks around possible secondary impacts from the war in Ukraine, such as cybersecurity. Our campus networks carry a diverse array of sensitive information—intellectual, social, financial, and personal data—that must be protected from bad actors. Based on what we learned in the pandemic on the value of collaboration, we have created a cross functional team that meets weekly to identify, mitigate and close risks to our network. As a result, increased security on our network such as multi factor authentication on all UNCG user accounts has been implemented.

Gilliam then gave an update on the campus COVID response. In light of the continued decline of COVID-19 cases on campus and within the community, and in alignment with UNC System Office mandates and guidance from the Governor, CDC, and NC Department of Health and Human Services, face coverings on campus were made optional in most indoor locations as of March 7. However, members of the community are encouraged to wear them in instructional settings. We are no longer requiring mandatory testing, though we will continue to provide voluntary testing throughout the rest of the semester. This decision was made because the campus positivity rate was less than 1%; and the vaccination rate on campus is high – 88% of employees, residential students, and commuter students are vaccinated. UNCG's COVID team, led by Zach Smith and Debbie Storrs, remains vigilant and continues to meet on a weekly basis to monitor the situation.

The Chancellor mentioned the new funding model the Board of Governors plans to implement. System institutions continue to negotiate with the Board of Governors and System Office on this matter, and Trustees will hear a comprehensive update at the next meeting.

Gilliam concluded with remarks around freedom of speech and freedom of expression. UNCG routinely affirms freedom of speech – we have defended students' right to express unpopular points of view that other students have asked us to disallow, and leadership believes there is no better place than a college campus for thought-provoking discussions. As a public university, we cannot regulate free expression on the basis of content, whether we agree or disagree. Our Student Government Association has also routinely affirmed this right. As an organization, they most recently passed a resolution in support of free speech on March 1 and as a body have not prohibited any formally recognized student group to invite any speaker to campus. When a student group would like to bring in a speaker, Student Affairs routinely meets with organizers, attendees, and relevant campus staff (including the UNCG Police Department) to address logistics to ensure a

smooth and safe event. UNCG has a history of successful events, irrespective of political viewpoint, most recently Dinesh prior to COVID and Westboro Baptist Church's protest on the edge of campus in 2019. We employ the same process irrespective of the speaker. The University routinely receives a "green" rating from FIRE, an external watchdog group that monitors campus free speech policies.

Particularly for events that may affect and impact our students, faculty, and staff, Student Affairs staff are available to provide support resources and answer questions. Gilliam reassured the Board that UNCG recognizes and protects the constitutional right of all members of the campus community to express their views, whether they be in support of or in opposition to a particular viewpoint or speaker.

Transition to Closed Session

Oakley noted that the next several agenda items required closed session discussion. She announced that the live stream would remain active for members of the public until the board returned to the open session, that the only items to be discussed in closed session were items UAC-6, ACC-3, AThH-3, and BOT 5, and that the board would not vote on items that require action until open session resumed.

Oakley then moved that the Board convene in closed session pursuant to Section 143-318.11(a)(2), (5), and (6) in order to:

- prevent the premature disclosure of an honorary degree, scholarship, prize, or similar award;
- consider the amount of compensation and other material terms of an employment contract or proposed employment contract, and
- consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an employee or prospective employee.

Vice Chair Mona Edwards seconded the motion. On roll call vote, the motion carried unanimously.

Trustee Margaret Benjamin left the meeting room given her conflict with agenda item UAC-6.

CLOSED SESSION

General Account of Closed Session Discussion

Members Present: Betsy Oakley, Chair; Mona Edwards, Vice Chair; Anita Bachmann, Elizabeth Phillips Mae Douglas, Margaret Benjamin (recused for agenda item UAC-6), Ernest Grant, George Hoyle, Hazael Mengesha, Dean Priddy, Tim Rice

Others Present: Chancellor Frank Gilliam; Provost Debbie Storrs; Vice Chancellor Bob Shea; Jerry Blakemore, General Counsel; Beth Fischer, Vice Chancellor for University Advancement (for UAC-6 and AAC-3); Juliette Bianco, Director of the Weatherspoon Art Museum; Brian Mackin, Director of Athletics (for ATH-3); Jeanne Madorin, Associate Vice Chancellor and Chief Human Resources Officer (for ATH-3 and BOT-5); Waiyi Tse, Chief of Staff; Kelly Harris, Assistant Secretary to the Board

Discussion Items

UAC-6 Recommendation for Approval of Donor Naming Proposal

In the absence of Trustee Margaret Benjamin, the Board discussed a donor naming proposal, as recommended by the University Advancement Committee.

Following discussion, Trustee Margaret Benjamin returned to the meeting.

AAC-3 Candidate for Honorary Degree

The Board discussed a nominee for receipt of an honorary Doctor of Humane Letters as recommended by the Academic Affairs Committee.

ATH-3 Personnel Matters

- 3.1 Head Coach Contract Approval
- 3.2 Head Coach Contract Extension
- 3.3 Non-Salary Compensation Approval

As recommended by the Athletics Committee, the Board discussed a proposed head coach contract, the extension of an existing head coach contract, and a request to award non-salary performance-based compensation to a member of athletics staff.

BOT-5 Personnel Matters

- 5.1 Approval of Personnel Report dated March 7, 2022
- 5.2 Approval of Annual HR Compliance Report
- 5.3 Chancellor Annual Review and Planning

The Board discussed a personnel report dated March 7, 2022, an annual HR Compliance Report, and planning around the Chancellor's review.

Information Item

BOT-6 EHRA Quarterly Salary Action Reports

Quarterly EHRA Salary Action Reports were included with the Board's pre-meeting materials as information items. In closed session, there were no questions or comments about the reports.

OPEN SESSION

Vote on Closed Session Discussion Item UAC-6

Chair Oakley invited a motion to approve the donor naming proposal presented in item UAC-6. Trustee Ernest Grant made the motion, which was seconded by Trustee Anita Bachmann. On roll call vote (excluding Trustee Margaret Benjamin), the motion carried unanimously.

Vote on Closed Session Discussion Item AAC-3

Chair Oakley invited a motion to approve the candidate recommended for an honorary Doctor of Humane Letters as discussed in agenda item AAC-3. Vice Chair Mona Edwards made the motion, which was seconded by Trustee Margaret Benjamin. On roll call vote, the motion carried unanimously.

Vote on Closed Session Discussion Item ATH-3

Chair Oakley invited a motion to approve the athletics related personnel matters as presented in agenda item ATH-3. Trustee George Hoyle made the motion, which was seconded by Trustee Tim Rice. On roll call vote, the motion carried unanimously.

Vote on Closed Session Discussion Item BOT-5

Chair Oakley invited a motion to approve agenda items BOT-5.1 and 5.2. Trustee Dean Priddy made the motion, which was seconded by Vice Chair Mona Edwards. On roll call vote, the motion carried unanimously.

No vote was taken on agenda item BOT-5.3, which was presented as information only.

Adjourn

There being no further business, the meeting was adjourned at 12:17 pm.

Respectfully submitted,



Kelly Harris
Assistant Secretary to the Board of Trustees