



July 13, 2022

11:00 am

Live Stream

MINUTES

Members Present: Betsy Oakley, Chair; Anita Bachmann, Margaret Benjamin, Mae Douglas, Mona Edwards, Ernest Grant, Brad Hayes, George Hoyle, Elizabeth Phillips, Dean Priddy, Tim Rice, Linda Sloan

Members Absent with Notice: Hazael Mengesha

Others Present: Chancellor Frank Gilliam; Provost Debbie Storrs; Bob Shea, Vice Chancellor for Finance & Administration; Jerry Blakemore, General Counsel; Donna Heath, Vice Chancellor for Information Technology; Beth Fischer, Vice Chancellor for University Advancement; Andrea Hunter, Chancellor's Fellow for Campus Climate; 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; Waiyi Tse, Chief of Staff; Kelly Harris, Assistant Secretary to the Board of Trustees; James Lyons, Technology Support Analyst, and other members of staff and the general public.

Chair Betsy Oakley called the meeting to order at 11:03 am. She then read the conflict-of-interest statement; none were identified.

Roll Call was read and a quorum was confirmed.

Open Session

Action Items

BOT-1 Consent Agenda

1.1 Approval of Minutes – April 25, 2022

1.2 Election of Officers for 2022-2023

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 either item individually, Oakley invited a motion to approve the consent agenda. Trustee Ernest Grant made the motion; trustee Mona Edwards seconded. On roll call vote, the motion carried unanimously.

BOT-2 Capital Improvement Project Requests

Associate Vice Chancellor for Facilities Sameer Kapileshwari presented agenda item BOT-2, requests for various phases of previously approved capital improvement projects.

2.1 Approval of Construction Manager at Risk (CMR) for Jackson Library Addition and Renovation

The Jackson Library, which opened in 1950 and was modified with the tower addition in 1973, does not reflect the evolving definition of a modern-day library: a dynamic, technology-rich learning environment and intellectual community hub. Growth in enrollment, new academic programs, and library support activities have generated a need for an increase in programmatic space, making it critical to renovate the existing areas. The library revitalization will innovatively and strategically support the University's institutional mission and enhance and strengthen the library's connection in the heart of UNC Greensboro's Main Campus. The project's scope will consist of a comprehensive, transformative renovation of the existing building and new addition. The renovation will include updating the existing mechanical, electrical, plumbing, life safety, and audiovisual systems. The project also includes addressing ADA issues and an IT Core Distribution Facility.

The selected Construction Manager at Risk (CMR) firm will closely work with the Architects and Engineers to provide a construction perspective and expertise to the design process. The CMR will be responsible for providing constructability reviews, market-based cost estimates, and realistic schedule development. At the appropriate point in the design process, the CMR will provide a guaranteed maximum price (GMP) for the project, ensuring the work can be accomplished within the budget. The selected CMR firm will be retained for pre-construction services and, at the discretion of UNC Greensboro, be contracted through construction.

The University of North Carolina System website advertised the request for qualifications and letters of interest for this project's construction manager at-risk services. Six (6) firms submitted letters of interest, two of which were (2) from Guilford County. The Construction Manager at Risk Selection Committee reviewed the letters of interest and invited three (3) firms to an interview on June 16, 2022, to present their qualifications and recommended the following in ranking order.

1. Skanska
2. LeChase
3. Blum

Skanska, a General Construction firm, was recommended as the Construction Manager at Risk for the following reasons:

- Skanska presented the most detailed plan for managing the project's construction phase to cause the least disruption to the building occupants; they best addressed the critical need to closely coordinate with the building occupants, the Design Team, and State Construction, with their approach to phasing strategy during the various stages of construction.
- They demonstrated a clear understanding and presented the most thorough approach to mitigate risk in the multiple challenges that will need to be considered during the Design

and Construction Phases of the project, including material procurement, cost escalation, Sub Contractor Bidding, and HUB participation.

- The Skanska team best illustrated the depth of experience and breadth of resources that will be required to handle a project of this scale and complexity. The key members of the Skanska Team also live locally in the Greensboro area.

Based on the above information, it was recommended that the Board of Trustees of the University of North Carolina at Greensboro approve the Skanska firm and authorize the administration to negotiate terms with the other firms in ranking order if agreeable terms with Skanska cannot be met.

2.2 Approval of Construction Manager at Risk (CMR) for Campus Chilled Water Infrastructure & Equipment Improvements

This project will complete the main campus chilled water loop, allowing for better hydraulics and redundant pathways for delivering chilled water to campus and lowering operating and energy costs. Construction is envisioned to be sequenced to limit the overall disruption to the central campus's highly visible and occupied portion. The University currently has buildings not tied to the campus chilled water loop. These buildings utilize remote chilled water systems, many of which are at or beyond their useful life. The project will connect a minimum of four (4) of these campus buildings to the chilled water loop to provide redundancy and overall energy savings. It will also examine the feasibility of replacing an aging chiller at the McIver Deck and potentially adding capacity to the plant. All work will be fully integrated with the campus Building Automation Systems (BAS).

The selected Construction Manager at Risk (CMR) firm will closely work with the Architects and Engineers to provide a construction perspective and expertise to the design process. The CMR will be responsible for providing constructability reviews, market-based cost estimates, and realistic schedule development. At the appropriate point in the design process, the CMR will provide a guaranteed maximum price (GMP) for the project, ensuring the work can be accomplished within the budget. The selected CMR firm will be retained for pre-construction services and, at the discretion of UNC Greensboro, be contracted through construction.

The University of North Carolina System website advertised the request for qualifications and proposal for construction manager at-risk services for this project. Five (5) firms submitted letters of interest; none were from Guilford County. The Construction Manager at Risk Selection Committee reviewed the Request for Proposals and invited three (3) firms to an interview on June 21, 2022, to present their qualifications and recommend the following in ranking order.

1. Balfour Beatty
2. Greenland Enterprises
3. LeChase

General Construction firm Balfour Beatty was recommended as the Construction Manager at Risk for the following reasons:

- The Balfour Beatty team provided the most thorough approach to pre-planning the project, which will be critical in defining the issues and constraints that must be addressed for successful outcomes in construction.
- The core team presented the greatest depth of experience and understanding of the workings of this campus, as well as the most substantial local presence.
- The project examples discussed most closely aligned with our project and demonstrated the successful navigation of similar challenges.

Based on the above information, it was recommended that the Board of Trustees of the University of North Carolina at Greensboro approve the firm of Balfour Beatty and authorize the administration to negotiate terms with the other firms in ranking order if agreeable terms with Balfour Beatty cannot be met.

2.3 Increase in Authority Request for the \$100,000 grant from the Museum for Cone Art Building Lighting and Controls Replacement Phases 2 and 3

The Art Museum's 2015 Facility Condition Assessment Program (FCAP) report noted that the lighting infrastructure, including the dimming controls and track systems, is obsolete and damaged. UNCG completed the first phase of the lighting project. The project's subsequent phases will address the remaining galleries and public spaces (Auditorium, Lobby, Atrium). The project scope includes replacing lighting fixtures, controls, and new gallery ceiling areas and window shades. Phased implementation will be necessary to accommodate the Museum's exhibit schedule and minimize disruption to occupants. The project goal is to improve visitor experience at the Museum, address electrical safety issues, and enhance the art collection's presentation and long-term preservation. The lighting and controls upgrades will reduce energy consumption, provide annual savings, and reduce greenhouse gas emissions.

On December 15, 2021, the UNC System Board of Governors approved the 2021-2022 Capital R&R Allocation for Maintenance Repair and Renovation Projects, including \$861,750 to the Cone Art Building Lighting and Controls Replacement Phases 2 and 3 Project. Since that time, the Weatherspoon Art Museum applied for and, on July 22, 2021, was awarded a \$100,000 grant from the Helen Frankenthaler Foundation, Inc. to supplement the project and complete the desired scope of upgrades.

The addition of that \$100,000 to the total project authority requires approval from the Board of Governors on the recommendation of the Board of Trustees. As such, it was recommended that the UNCG Greensboro Board of Trustees approve requesting the \$100,000 in additional authority from the Board of Governors at their September 21, 2022 meeting, thereby increasing the total authority for the Cone Art Building Lighting and Controls Replacement Project Phases 2 and 3 from \$861,750 to \$961,750.

2.4 Approval of Designer Selection Cone Art Building Lighting and Controls Replacement Phases 2 and 3

The University of North Carolina System website advertised a request for qualifications and letters of interest for design services for this project. Three (3) firms submitted letters of interest; one (1) was from Guilford County. The Designer Selection Committee reviewed the letters of interest and invited the three (3) firms to an interview on June 8, 2022 to present their qualifications. The Committee recommended the following in ranking order.

1. SKA/Strada
2. AEI/Pivotal
3. McKim Creed

Engineering and Architectural firm SKA/Strada was recommended as the Designer for the following reasons:

- They presented the most client-focused and collaborative approach to the project, and the Committee was most engaged by the enthusiasm and details of their presentation.
- SKA/Strada assembled the most comprehensive team to meet the project's requirements.
- They most effectively demonstrated risk mitigation strategies to address issues in design and construction.

Based on the above information, it was recommended that the Board of Trustees of the University of North Carolina at Greensboro approve the firm of SKA/Strada and authorize the administration to negotiate terms with the other firms in ranking order if agreeable terms with SKA/Strada cannot be met.

2.5 Approval of Designer Selection for Phillips Hawkins and Moore Strong Phased Residence Halls HVAC Replacement

The UNC System Board of Governors has delegated authority to the constituent institutions' Boards of Trustees to proceed with Advance Planning through Schematic Design. The total budget for this project is estimated at \$10.6M; the full construction funding amount will be determined before the onset of design development. A capital request for full authority will be submitted to the Board of Governors for approval after the project's scope and budget have been clearly defined in the Schematic Design Submission.

This project's scope is to replace the aged mechanical systems in both residence halls (including fan coil units, AHUs, and mechanical piping) and update mechanical rooms to provide chilled and hot water to HVAC units and add redundancy to the HVAC system. The current units are well past their expected useful life and now need to be updated with high efficiency equipment. These project schedules are tied together so UNCG Housing can phase the construction and schedule occupancy in the most beneficial way to meet student needs.

The UNC System website advertised a request for qualifications and letters of interest for design services for this project. Ten (10) design firms submitted letters of interest; two (2) were from Guilford County. The Designer Selection Committee reviewed the letters of interest and invited three (3) firms to an interview on June 30, 2022 to present their qualifications.

The Committee recommended the following in ranking order.

1. Sigma Engineering
2. Optima Engineering
3. McKim & Creed

The firm Sigma Engineering was recommended as the Designer for the following reasons:

- They presented the most significant understanding of and familiarity with the mechanical systems typical to UNC Greensboro's Residence Halls, and best demonstrated success on similar replacement and renovation projects.
- Sigma's team illustrated the most expertise in working on complex, phased projects with similar issues and presented the strongest plan on how to approach and sequence the work.
- Sigma presented the most comprehensive and appropriate team for this specific project and thoroughly addressed risk management issues and challenges during design and construction.

Based on the above information, it was recommended that the UNCG Board of Trustees approve the Sigma Engineering firm and authorize the administration to negotiate terms with the other firms in ranking order if agreeable terms with Sigma Engineering cannot be met.

After discussion, Oakley asked if there were any requests to vote on any of the BOT-2 sub-items individually. There being none, Oakley invited a motion to approve the capital improvement projects presented in agenda item BOT-2. Trustee Time Rice made the motion, which was seconded by Trustee Anita Bachmann. On roll call vote, the motion carried unanimously.

BOT – 3 Delegation to Expand Authority to the Chancellor for Certain Salary Actions for Employees Exempt from the State Human Resources Act (EHRA)

In April 2022, and consistent with N.C.G.S. 116-11(13), the UNC System Board of Governors approved changes to Sections 200.6 and 600.3.4 of the UNC Policy Manual in order to raise the thresholds and increase the flexibility for proposed salary increases for EHRA employees and authorized the President to delegate all or a portion of such authorities to the constituent Boards of Trustees. Thereafter, the President determined that it was necessary and prudent to delegate to the Boards of Trustees the authority to approve individual EHRA employee salary adjustments within the following limits:

- For Tier II Senior Academic and Administrative Officer positions, permanent nonpromotional base salary increases up to a new base salary of \$125,000 that do not exceed 10% of the June 30 base salary or exceed the 75th percentile of the salary range and all promotional salary increases.
- For EHRA Instructional, Research, Information Technology (IRIT) positions, all permanent promotional and non-promotional salary increases within established salary ranges.

- For Head Athletic Coaches and Associate/Assistant Athletic Coaches, all promotional salary increases and permanent non-promotional salary increases that do not exceed 25% of the June 30 base salary and do not exceed \$25,000.
- For Faculty, all promotional salary increases, permanent non-promotional salary increases within established ranges, academic department chair or academic department head increases not greater than \$50,000 annually above June 30 total compensation.
- For all EHRA employees, temporary salary increases for staff related to interim, acting, or other time-limited assignments or appointments, or temporary salary increases for faculty, with a duration of up to 36 months or up to \$50,000 annually above June 30 base salary.

The President also authorized the boards of trustees to further delegate that authority.

Jeanne Madorin, Associate Vice Chancellor and Chief Human Resources Officer, reviewed the adjustments with the Board, noting that the salary actions completed under the delegations will continue to be provided to the Board as informational reports. The Board of Trustees also retains authority over SAAO Tier I appointments and salary actions, including direct reports to the Chancellor, and deans. Madorin noted that the expanded authority allows more flexibility on promotional opportunities, athletics positions, and faculty and staff increases, enabling the university to respond quicker on compensation issues when competing for new employees and trying to retain key employees.

Oakley invited a motion to approve the resolution as presented in agenda item BOT-3. Trustee Mae Douglas made the motion, which was seconded by Trustee Margaret Benjamin. On roll call vote, the motion carried unanimously.

BOT-4 Annual Diversity and Inclusion Report to System Office FY 2020-21

In accordance with the UNC Policy Manual Sections 300.8.5 and 300.8.5[R], “Regulation on Diversity and Inclusion,” UNCG’s annual written report on the institution’s diversity and inclusion (D&I) operations and activities for the previous fiscal year was included as an informational item on the meeting agenda.

Chair Oakley, Trustees Douglas and Edwards, and Chancellor Gilliam commented on the thoroughness of the report, the very impressive work touching many across campus, including the board, and raising the profile of the university, thanking Hunter for all her time and effort over the last several years. The Chancellor specifically noted that Dr. Hunter has been able to programmatically produce DEI outcomes in a difficult environment across broad range of diversity indicators, as detailed in the report. Trustee Edwards noted that in June, UNCG hosted the first meeting of the Triad DEI Collaborative, sharing UNCG’s Action Framework with attendees who were from companies throughout the Triad, further expanding UNCG’s visibility and position as a role model in these efforts.

Transition to Closed Session

Oakley noted that the final 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 BOT 5, 6, 7, 8 and 9, and that the board would not vote on the action items until open session resumed.

Motion to Enter Closed Session

Pursuant to Section 143-318.11(a)(1) (5) and (6) of the North Carolina Open Meetings Law, Oakley moved to convene in Closed Session to prevent the disclosure of information that is privileged or confidential pursuant to the law of this State or of the United States, or not considered a public record within the meaning of Chapter 132 of the General Statutes; establish the amount of compensation and other material terms of an employment contract or proposed employment contract, and to consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual employee.

Trustee Brad Hayes seconded the motion. On roll call vote, the motion carried unanimously.

General Account of Closed Session Discussion

Members Present: Chair Oakley, Anita Bachmann, Margaret Benjamin, Mae Douglas, Mona Edwards, Ernest Grant, Brad Hayes, George Hoyle, Elizabeth Phillips, Dean Priddy, Tim Rice, Linda Sloan

Others Present: Chancellor Frank Gilliam; Provost Debbie Storrs; Vice Chancellor Bob Shea; Jerry Blakemore, General Counsel (following agenda item BOT-5); Jeanne Madorin, Associate Vice Chancellor and Chief Human Resources Officer, Brian Mackin, Director of Athletics (for agenda item BOT-6); Kristen Bonatz, Deputy General Counsel; Waiyi Tse, Chief of Staff; Kelly Harris, Assistant Secretary to the Board

Discussion Items:

BOT-5 SAAO Tier I Personnel Action

In closed session, Chair Oakley recognized Chancellor Gilliam to review agenda item BOT-5, a proposed SAAO Tier I personnel action.

BOT-6 Athletics Personnel Matters

6.1 Coach Contract Extension

6.2 Non-salary Bonus Compensation

Oakley recognized Director of Athletics Brian Mackin to present agenda item BOT-6.1, a recommended extension of a head coach contract, and BOT-6.2, requests for approval of non-salary bonus compensation.

BOT-7 Faculty Personnel Report dated June 27, 2022

Provost Storrs reviewed a personnel report focused on faculty members.

Information Items:

BOT-8 Staff Personnel Report dated June 27, 2022

BOT-9 FY22 Salary Actions February to May 2022

The Board was provided with informational reports related to staff personnel actions and salary actions for EHRA employees that took place between February and May, 2022.

The Board then returned to open session.

Open Session

BOT-5 SAAO Tier I Personnel Action

Chair Oakley resumed the meeting in open session and requested a motion to approve the SAAO Tier I personnel action discussed in agenda item BOT-5. Trustee George Hoyle made the motion, which was seconded by Trustee Mona Edwards. On roll call vote, the motion carried unanimously.

BOT-6 Athletics Personnel Matters

Oakley requested a motion to approve the head coach contract extension and the non-salary compensation requests presented in BOT-6. Trustee Mae Douglas made the motion, which was seconded by Trustee Elizabeth Phillips. On roll call vote, the motion carried unanimously.

BOT-7 Faculty Personnel Report dated June 27, 2022

Oakley requested a motion to approve the faculty personnel report presented in agenda item BOT-7. Trustee Mae Douglas made the motion, which was seconded by Trustee Ernest Grant. On roll call vote, the motion carried unanimously.

Informational Legislative Update

At Chair Oakley's request, Andrew Cagle, Director of State and External Affairs, gave a brief update on the legislative short session. The Legislature has adjourned but plans to return four more times before the end of the calendar year. Regarding UNCG, the budget that was signed by Governor Cooper made official a 3.5% salary increase for employees. The original budget granted a 2.5% increase, but an additional 1% was added due to inflationary issues. The budget also includes \$250M to address inflationary costs being experienced with capital projects. The funds have to be applied for; UNCG is ready to submit our request and will do so as soon as guidance on the process is issued. Cagle also noted that \$80M was added to a retention fund to be used for salary issues, which will help with recruitment and retention. Overall, the UNC System did not receive much in the budget. The Legislature is planning on a recession, so a significant amount was set aside for the rainy-day fund. They also declined to enact previously proposed tax cuts.

Adjourn

There being no further business before the board, the meeting adjourned at 12:22 pm.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Kelly Harris", written in dark ink.

Kelly Harris
Assistant Secretary to the Board of Trustees