



UNC GREENSBORO

Board of Trustees

**Retreat
May 21, 2024**

DRAFT MINUTES

MEMBERS PRESENT: George Hoyle, Chair; Mae Douglas, Vice Chair; Linda Sloan, Secretary; Anita Bachmann, Margaret Benjamin, David Brown, Oita Coleman, Dale Phipps, Dean Priddy, Tim Rice, Tim Sessoms

MEMBERS ABSENT WITH NOTICE: Ernest Grant

OTHERS PRESENT: Chancellor Frank Gilliam; Dr. Alan Boyette, Interim Provost and Executive Vice Chancellor; Bob Shea, Vice Chancellor for Finance and Administration; Beth Fischer, Vice Chancellor for University Advancement; Wade Maki, Chancellor's Fellow for Strategic Planning and Principal Lecturer of Philosophy; Dr. Andrew Hamilton, Associate Vice Provost and Dean of Undergraduate Studies; Waiyi Tse, Chief of Staff; Kelly Harris, Associate Chief of Staff and Assistant Secretary to the Board of Trustees; Preston Yarborough, Senior Faculty, Center for Creative Leadership

Strategic Planning and Priorities with Chancellor Gilliam

Chancellor Gilliam updated the Board on the development of a refreshed strategic plan in the context of the state of higher education and related trends, with focus on the UNC System's strategic plan and performance metrics, the funding model, enrollment patterns and demographics changes, and the priorities of the State of North Carolina. As a public research institution, the university's vision has been to be a national model for how to blend access and excellence to transform students, the institution, and the community. Discussion was had around whether to adapt that vision to the current landscape and focus our investments on strengths such as leading the state in social mobility, affordability, and value. The current and substantive focus areas of the existing plan were considered, as was the probability that in 2025, the university's Carnegie classification will change from R2 to R1 in recognition of its community-engaged practice, significant public impact, and commitment to engaging students in research and creative scholarship. The Board will continue to be engaged in the plan refresh as the process moves forward.

Direction, Alignment, Commitment – BOT Self-Assessment

Dr. Preston Yarborough, Senior Faculty with Center for Creative Leadership (CCL) in the Societal Advancement – Higher Education Practice, reviewed the results of the Board's April 2024 self-assessment Direction, Alignment, and Commitment study.

Yarborough led a discussion around defining trustee roles, the resources they bring to the table, and applying those resources to move the group forward as ambassadors for the University and advisors to the Chancellor.

Business Meeting Proceedings

Chair Hoyle called the business meeting to order at 12:53 pm and read the conflict-of-interest statement; none were identified. Roll call was read, and a quorum was confirmed.

BOT – 1 Minutes – April 11, 2024

The minutes of the April 11, 2024 meeting of the Board of Trustees were approved without additions or corrections.

BOT – 2 UNCG Policy and Regulations on Faculty Workload

On August 17, 2023, the UNCG Board of Governors revised the UNC Policy on Faculty Workload, and thereafter on February 21, 2024, revised the associated Regulation on Faculty Workload calling for each UNC institution to develop a faculty workload policy and for each campus Board of Trustees to approve the institutional policy by June 30, 2024. These campus policies are effective Fall 2024.

Dr. Alan Boyette, Interim Provost and Executive Vice Chancellor reviewed the proposed policy, which addresses the three traditional categories of faculty activity (teaching, research and/or creative activity, and service) as well as an optional category referred to as Directed Professional Activity (primarily administrative or other staff-like assignments given to faculty).

The proposal establishes a normally expected percentage of faculty effort devoted to teaching (80%) in comparison to all other responsibilities, but also grants significant flexibility to Deans and Department Heads/Chairs to assign differentiated workloads that advance the mission of the unit and emphasize the strengths of each individual faculty member. This flexibility is contingent upon meeting the instructional needs of the University, including support of student success, and must consider financial realities and implications (e.g., mandating minimum course sizes for reasons of financial efficiency while also considering the impact of course size or delivery method on student success). Unit criteria for differentiated workloads must be described in the unit's faculty workload policy, which is subject to approval by the Dean and Provost. Examples include the following: a faculty member with a consistent record of attracting substantial external funding for research may be assigned a higher than typical percentage of time devoted to research and a lesser percentage for teaching and/or service; faculty demonstrating diminished research productivity may be assigned a higher percentage of effort dedicated to teaching,

and faculty with exceptionally high service obligations (such as serving as Chair of the Faculty Senate) might receive a reduced research or teaching assignment.

As a result of extensive collaboration among UNC System chief academic officers, UNCG's proposed faculty workload policy closely mirrors proposals from across the System.

Pursuant to the UNC System Workload Policy, effective 2025, the Chancellor will submit an annual report for the Board's approval by September 30 of each year. The report will document quantitative information on faculty workload, such as course sections taught, credit hours produced, faculty contact hours, measures of research/creative activity, service rendered in the previous academic year, and an analysis of faculty FTE allocations by teaching, research/creative activity, and service at the department, unit, and University levels.

Approved policies must be reviewed and potentially revised at least every five years.

Following discussion, Trustee Phipps moved to approve the UNCG Policy and Regulations on Faculty Workload as presented. The motion was seconded by Trustee Coleman and carried unanimously.

BOT – 3 UNC System Annual Athletics Summary Report

A comprehensive aggregate athletics summary report compiled by the UNC System was provided as an informational item. Incorporating UNCG data, the report provided system-wide information on student-athlete recruiting, academic profiles, indicators of academic success among student-athletes, academic integrity, and departmental financial data.

Transition to Closed Session

Before transitioning to closed session, Chair Hoyle reminded members that closed session discussion would be limited to agenda items BOT-4 and 5, that a vote on item BOT – 4 would not be taken until the board reconvened in open session, and that no vote was required for agenda item BOT – 5.

Motion to Enter Closed Session

Pursuant to North Carolina General Statute Section 143-318.11(a)(1), (2), and (6), Chair Hoyle moved that the Board convene in closed session to prevent the disclosure of information that is privileged or confidential or not considered a public record within the meaning of Chapter 132 of the North Carolina General Statutes, prevent the premature disclosure of an honorary degree, scholarship, prize, or similar award, and consider the qualifications, competence, performance, character, fitness, conditions of appointment or conditions of initial employment of an individual employee or prospective employee.

Trustee Coleman seconded the motion, which carried unanimously.

General Account of Closed Session Discussion

MEMBERS PRESENT: George Hoyle, Chair; Mae Douglas, Vice Chair; Linda Sloan, Secretary; Anita Bachmann, Margaret Benjamin, David Brown, Oita Coleman, Dale Phipps, Dean Priddy, Tim Rice, Tim Sessoms

OTHERS PRESENT: Chancellor Frank Gilliam; Dr. Alan Boyette, Interim Provost and Executive Vice Chancellor; Bob Shea, Vice Chancellor for Finance and Administration; Beth Fischer, Vice Chancellor for University Advancement; Wade Maki, Chancellor's Fellow for Strategic Planning and Principal Lecturer of Philosophy; Dr. Andrew Hamilton, Associate Vice Provost and Dean of Undergraduate Studies; Waiyi Tse, Chief of Staff; Kelly Harris, Associate Chief of Staff and Assistant Secretary to the Board of Trustees.

BOT – 4 Donor Naming Proposal

Vice Chancellor Beth Fischer presented the terms of a donor naming proposal requiring approval by the Board pursuant to the University's Naming Policy.

BOT – 5 Annual Summary Report of Personnel Items Approved by the Chancellor per Delegated Authority

An annual summary of personnel actions approved by the Chancellor pursuant to delegated authority was included with the meeting materials as an information item. There were no questions or comments about the report.

OPEN SESSION

Following return to open session, Chair Hoyle confirmed that closed session discussion was limited to agenda items BOT – 4 and 5.

BOT – 4 Donor Naming Proposal

Chair Hoyle invited a motion to approve the donor naming proposal as presented in agenda item BOT – 4. Trustee Sloan made the motion, which was seconded by Vice Chair Douglas. The motion carried unanimously.

Information Item

BOT – 6 Slate of Officers for 2024-2025

A proposed slate of Board Officers for academic year 2024-2025 was included on the meeting agenda as an informational item. The slate will be voted on at the first meeting of the Board following June 30, 2024. Additional nominations may be submitted in the interim.

The business meeting was adjourned at 1:54 pm.

Assessment Discussion Continued, Exploring UNCG's Vision and the Role of the Board of Trustees

Following the business meeting, Dr. Yarborough continued conversation with the trustees around the Board's role in developing and implementing the new strategic plan and as ambassadors and advocates for the university. Enhanced communications practices and engagement opportunities were discussed as key components of the Board's ability to fulfill those roles most effectively and will be implemented routinely moving forward.