



Meeting of the Full Board

August 29, 2024

8:30 am

Oakley Family Reception Room, UNCG Alumni House

MINUTES

Members Present: George Hoyle, Chair; Mae Douglas, Vice Chair; Linda Sloan, Secretary; Anita Bachmann, Margaret Benjamin, David Brown (participated remotely), Oita Coleman, Ernest Grant, Dale Phipps, Dean Priddy, Tim Rice, Tim Sessions, Amber Fairchild

Others Present: Chancellor Frank Gilliam; Interim Provost Alan Boyette; Bob Shea, Vice Chancellor for Finance & Administration; Jerry Blakemore, Vice Chancellor for Institutional Integrity and General Counsel; Cathy Akens, Vice Chancellor for Student Affairs; Beth Fischer, Vice Chancellor for University Advancement; Donna Heath, Vice Chancellor for Information Technology; 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; Wade Make, Chancellor's Fellow for Strategic Planning; Sherine Obare, Vice Chancellor for Research and Engagement; Kisten Bonatz, Deputy General Counsel; Waiyi Tse, Chief of Staff; Kelly Harris, Assistant Secretary to the Board of Trustees; and other members of the faculty, staff, and general public.

Welcome, Conflict of Interest Statement, and Roll Call

Chair George Hoyle called the meeting to order at 8:32 a.m. He read the Conflict-of-Interest Statement; none were identified. Roll call was read, and a quorum was confirmed.

Chair's Remarks

Chair Hoyle recognized SGA President Amber Fairchild, ex officio member of the Board of Trustees, and welcomed her to the Board. He shared positive statistics related to residence hall occupancy as well as successes in research-related external funding, which brought in more than \$60M for only the second time in UNCG history, an increase of almost 54% compared to five years ago. UNCG has also received 7-figure awards such as the \$1M Google grant to support the Bryan School's CyberGuardian Academy and the \$5M Mellon grant for Humanities at Work. Faculty have also brought in 7-figure awards from the North Carolina Department of Health and Human Services and the UNC System. Four students were named fellows in the prestigious National Science Foundation Graduate Research Fellowship Program, which recognizes outstanding graduate students who have demonstrated potential to be high-achieving scientists and engineers. Only 16% of applicants are selected for this fellowship.

Hoyle congratulated Dr. Sherine Obare, Vice Chancellor for Research and Engagement, for her leadership since taking on the role in April 2024.

Chancellor's Remarks

Chancellor Gilliam reflected on the beginning of his tenth academic year at UNCG. The semester kicked off with several annual events for students, faculty, and staff, including the NAVIGATE event for first-year students, Campus Kickoff for faculty and staff, and the Faculty Convocation and Reception for new members. He also welcomed Dr. Sherine Obare as Vice Chancellor for Research and Engagement.

Gilliam also reviewed several notable accomplishments, including a record year in fundraising, which resulted in \$31 million in gifts and commitments, one-third of which was allocated to student success efforts. This number puts us over 90% of our campaign goal, which we expect to easily reach, and likely surpass, this year. He congratulated Vice Chancellor Beth Fischer and her team for their success.

Research also had a strong year, with total awards in the amount of \$65,220,900, down only 2% from last year's historic high. This marks the second time in UNCG history with awards surpassing \$60 million. It also puts us up 25.5% over FY22 and 53.8% more than five years ago.

Gilliam also announced that we have exceeded enrollment goals, congratulating Vice Chancellor Tina McEntire and the entire enrollment management team, who have worked extremely hard to produce these excellent results. Faculty and staff have made fundraising and enrollment a focus and share in the success.

The rate of first-year student retention is also substantially up for the second consecutive year, hitting 80%. While we won't have final numbers until later this week, we are now within half a percentage point of our best numbers in well more than a decade.

The University is also meeting the moment with the UNC System's annual metrics. We've made incremental and sustainable progress in every category: degree efficiency, lowering cumulative student debt at graduation, and driving down what we spend for each degree we award.

Gilliam continued with updates on the searches for a new provost and deans of the College of Arts and Sciences, the Bryan School of Business and Economics, and the Joint School of Nanoscience and Nanoengineering, and thanked search chairs Bob Strack, Debra Barksdale, Carl Mattacola, and Greg Bell for their leadership.

The goal is to have a new provost named by March. Although this person will not start until the summer, having a named provost means they will be able to interview dean search finalists, who will want to know who they will report to as they consider accepting the positions.

Search firm Isaacson, Miller has completed listening sessions for the dean searches and will conclude sessions for the provost search next week.

Gilliam also gave an update on the plan for communications moving forward. The Task Force on Financial Sustainability recommended consideration of centralizing key functions to improve quality and efficiency, including within Communications and Marketing. The university worked with consulting firm Segal, which spent the past spring interviewing a broad array of stakeholders, including members of the Board of Trustees. A working group is currently being formed to discuss an implementation plan to centralize these functions. A search for a new Vice Chancellor for Strategic Communications will launch in January.

Gilliam mentioned the State of the Campus address scheduled for Tuesday, September 3, during which he will outline strategy for moving forward and preview a draft of the strategic plan that will be made available for feedback from campus stakeholders. He closed by stating that we are on the right track, and he is optimistic for the future.

Committee Reports

Finance and Administration Committee

Committee Chair Tim Rice gave the report of the August 27, 2024, Finance and Administration Committee meeting.

The Committee heard informational updates from AVC Sameer Kapileshwari on capital improvement projects for the Moore Humanities Building, Spring Garden Apartments, and UNCG Auditorium. The Chancellor approved these projects pursuant to delegated authority. We were also updated on the selection of Strada Architecture of Chapel Hill as the designer for the Jeanne Tannenbaum Center for Creative Practice, also pursuant to delegated authority.

Kapileshwari also gave an in-depth update on several ongoing Facilities Design and Construction projects including the Undergraduate Admissions Center, Bryan School classroom upgrades, and the campus chilled water infrastructure and equipment improvements. Collectively, these projects address more than \$200M in much-needed deferred maintenance.

Vice Chancellor Bob Shea reported on the University Investment Board's decision to move from Cambridge Associates to Blackrock as our Outsourced Chief Investment Officer provider for the university's endowment, which has a current value of \$420M. This decision was made after a competitive RFP process, and the target transition date is October 31 of this year.

Chair Hoyle represents the Board of Trustees on the Investment Board. Moving forward, the BOT chair will be joined by the Finance and Administration Committee chair as ex officio voting members on the Investment Board.

The meeting concluded with a budget update from Vice Chancellor Bob Shea, who discussed the multiple levers UNCG management is using to address our overall enrollment decline since 2019.

The levers discussed include:

- Continued expense control discipline via the dual approval process and other administrative and academic program efficiencies
- Early retirement incentive savings
- Savings as a result of the APR
- Limited use of reserves
- Faculty workload policy changes, and
- A dean level review of graduate program efficiencies.

UNCG continues to have a strong balance sheet and adequate reserves which yield a middle of the road investment (middle A's) grade bond rating from both Moody's and Standard and Poor's. Both ratings agencies applaud UNCG for its diligent efforts toward expense control – the university has reduced overall employee headcount by approximately 385 positions over the last five years, which has been a prudent and responsible adjustment in light of the enrollment decline.

Compliance, Audit, Risk Management, & Legal Committee (CARL)

Committee Chair Anita Bachmann gave the report from the August 27, 2024, meeting of the CARL committee.

The Committee considered and approved a consent agenda consisting of the April 9, 2024, meeting minutes, the 2024-2025 CARL Committee Work Plan, and the 2024-2025 Internal Audit Work, Resource, and Budget Plans.

Director of Internal Audit Katherine Skinner provided a status update on the Quality Assessment Review, which is in its final stage of completion. The independent team that conducted the review is working on the final report and Katherine expects to have it prior to the next meeting of the Committee. She will provide the Chancellor and the Committee with a copy of the report upon receipt. Katherine indicated that there may be a recommendation related to post-audit surveys, but she does not anticipate any adverse findings or recommendations.

The annual Weatherspoon Art Museum inventory audit has been completed. The results of the audit were that inventory reports are accurate, and there are no findings or recommendations. Katherine reported that the staff of the Weatherspoon has identified additional ways to provide enhanced protection for the Museum's assets, which continue to have normal growth in value each year. The Museum's collection value is among the top 1 or 2 within the UNC System.

Internal Audit also recently completed two internal consulting engagements, collaborative engagements with University departments where Internal Audit provides advice and guidance with respect to compliance with laws, regulations, and policies, or implementation of controls to improve the effectiveness or efficiency of operations.

The first engagement was with Procurement Services, with the objective of assessing potential risks of noncompliance with Statewide procurement laws and regulations. Internal Audit determined that the risk is low because strong controls are in place.

The second was with Information Technology Services (ITS) to assist with monitoring and documenting corrective actions related to the May 2022 state audit. Internal Audit reported that corrective actions to address all findings have been implemented and documented, and ITS is continuing to monitor IT security risks to ensure they are identified and remediated in a timely manner.

Vice Chancellor Donna Heath informed the Committee that Casey Forrest has been promoted to Associate Vice Chancellor for Enterprise Infrastructure. A committee consisting of senior IT leadership has begun a search for a new Chief Information Security Officer.

Forest updated the Committee on Information Technology Services projects. Among other topics, he reported that:

- “Bad actor” activity, such as malware and phishing attempts, has normalized since its uptick at the beginning of the year.
- A Memo of Completion for the corrective actions from the State Auditor’s May 2022 audit report has been submitted to the State Auditor’s Office.
- ITS is conducting reviews to ensure distributed technology staff (IT employees who don’t report directly to ITS), are in compliance with security controls.
- The North Carolina National Guard Cyber Security Response force will conduct a simulated cyber-attack in September to check for vulnerabilities in the University’s systems.
- ITS is planning for its annual cyber security seminar for UNCG students in October, which will cover cyber security basics, digital footprint, and the risks of social media; and
- ITS will be conducting quarterly simulated phishing campaigns beginning in September that will help University faculty and staff to recognize and avoid phishing threats.

Lastly, the Committee was provided with a summary of 2023-2024 audit activities versus the work plan and a memorandum regarding the new Title IX rule as informational items.

Joint Meeting of the CARL and Athletics Committees

Bachmann also gave the report from the August 27, 2024, joint meeting of the CARL and Athletics Committees.

Vice Chancellor for Institutional Integrity and General Counsel Jerry Blakemore and Associate General Counsel Murphie Chappell provided a summary of the history of the NCAA and its significant growth in revenue. They also gave an overview of recent litigation against the NCAA around Name, Image, and Likeness (NIL) compensation, the known and unknown financial implications of the various litigation matters, and a major settlement that is in development.

Director of Athletics Brian Mackin discussed the possible impact of the litigation on college athletics programs generally and the expected impact on UNC Greensboro. There is a pending \$2.8B settlement that, if approved by the court, may bring significant changes to the University's revenue sharing structure and athletic scholarship program. In particular, the cost of the settlement to UNCG is likely to be about \$275,000 in lost NCAA revenue per year for the next 10 years. It may also bring changes to "Spartans Unite," an NIL Collective, which is a third-party entity that raises money that can be paid to student-athletes as NIL compensation. The University continues to monitor the litigation and will work to make decisions that are in the best interests of its student athletes. The General Counsel's office will provide a summary of the approved settlement once the court has taken final action on the proposed settlement.

Athletics Committee

Board Chair George Hoyle gave the Athletics Committee report on behalf of Committee Chair Ernest Grant.

The meeting opened with administration of the Oath of Office to new Trustee Amber Fairchild, who serves as SGA President. NC Superior Court Judge Robby Hassell administered the Oath.

The Committee then convened in closed session, during which Athletics Director Brian Mackin reviewed head coach contracts and non-salary bonus compensation requests for Athletics.

Following the closed session discussion, the Committee returned to open session and voted to approve the head coach contracts and bonus compensation requests. Those items are recommended for approval by the full board.

The Committee's meeting materials included three informational updates on 2024 Spring and Fall sports, an impressive summary of student athletes' academic achievements for spring semester 2024, strong fundraising numbers and donor participation, and a Spartan Club update forecasting athletics events planned for this year.

University Advancement Committee

Trustee Dale Phipps gave the University Advancement Committee report on behalf of Committee Chair Margaret Benjamin.

Vice Chancellor Fischer updated the Committee on the University Advancement division, beginning with introduction of the student-designed Minerva pin that was sent this summer to donors who have given for three or more consecutive years.

Fischer also reviewed the division's updated organizational structure, including a newly posted Associate Vice Chancellor of Development position.

The Committee also heard an update on this fiscal year's outright giving and the *Light the Way* Campaign, which stands at \$197.5M toward the \$200M goal. Last year was a record year with \$31.8M in total gifts and new commitments.

VC Fischer announced that nominations for the Distinguished Service Awards, Charles Duncan McIver Medal, and Adelaide F. Holderness/H. Michael Weaver Award are due September 14th. Committee and Board members are encouraged to submit nominations for deserving candidates. Trustees should have received the call for nominations via email; a reminder will go out next week.

We also heard from Alejandra Merheb, Executive Director of Alumni Engagement and Advancement Communications, who reviewed five initiatives for increasing Alumni giving and engagement this year: building the Alumni team, building Alumni groups, increasing volunteer opportunities, expanding signature events, and increasing outreach through multiple sources such as monthly newsletters and digital engagement.

Merheb also shared plans for Homecoming on October 4th and 5th. Due to campus construction, Homecoming is evolving into the "Spartan Street Festival" along College Avenue. This will include all the usual activities, along with a band, DJ, food trucks, Reunions, Alumni Awards, and our amazing Bonfire in a new location, the UNCG Recreational field next to the baseball stadium.

The meeting concluded with information about UNCG's Alumni tent at the NC Folk Festival on September 7th from 10:00 a.m. to noon. Executive Director Merheb encouraged everyone to come by and have some fun with the prize wheel, yard games, and special giveaways.

Academic Affairs Committee

Committee Chair Dean Priddy gave the report of the August 27, 2024, Academic Affairs Committee meeting.

Interim Provost Alan Boyette updated the Committee on the Academic Affairs division, highlighting the provost and dean searches that will take place this year, a significant expansion grant awarded to the School of Nursing, the Board of Governors approval of the university's APR decisions, and faculty workload plans.

Andrew Hamilton and Regina McCoy gave an informative update on student success initiatives. The 2021-22 year brought pandemic-induced difficulties for our undergraduates, especially those in their first year. We saw many more students dropping or failing courses than in previous years, which drove poor retention. The campus responded with a suite of projects, initiatives, and programs to support student learning and well-being.

We have now seen two consecutive years of significant improvements in grade performance, with DFW rates now lower than before the pandemic began. The 2023 cohort is returning for their sophomore year at near record levels. We anticipate continued improvement in student success metrics due to the hard work of our faculty and staff.

McCoy reported on achievements from our Spartans Thrive Quality Enhancement Plan (QEP), particularly the Spartans' First Mentoring Program. Mentoring is a cornerstone of the university's commitment to student success. It provides our new Spartans with invaluable support, guidance, and a sense of belonging from peers who have navigated the same path. McCoy reported that this year, over 40% of first-year transfer students and first-time in college students have been successfully paired with returning UNCG Spartan mentors. This connection helps ease the transition into university life, fosters academic and personal growth, and strengthens our vibrant UNCG community.

The Committee also heard an exciting presentation on the \$1M grant Google has awarded to the Bryan School's Department of Information Systems & Supply Chain Management. The funds will be used to open and operate the Spartan Cyber Guardian Academy. UNCG is the first institution in North Carolina to receive this award. With it, we join the Consortium of Cybersecurity Clinics in the U.S., with prior members including UC-Berkeley, Indiana University and MIT.

The Academy will provide cybersecurity training and education for UNCG students, some of whom will also receive financial assistance to obtain Google Cybersecurity Certification. Local high school and community college students will also be able to participate.

Through the Academy, local nonprofits will be provided with Cybersecurity training, assessments, and customized mitigation recommendations. Local partners include the Guilford Non-Profit Consortium, Guilford County Schools, and Forge Greensboro.

The meeting closed with a research and engagement update from Vice Chancellor Sherine Obare.

OPEN SESSION

Approval of Minutes – July 16, 2024

The minutes of the July 16, 2024, special called meeting of the Board were approved without additions or corrections.

Discussion Items:

BOT – 1 Enrollment Update

Vice Chancellor Tina McEntire gave a presentation on the current status of enrollment, announcing that after cancellations, total head count stands at 18,030, marking the second consecutive year enrollment goals have been exceeded and the first growth in total head count since 2019.

Key highlights include increases in new transfer students by 9.7% over last year, which indicates we are pulling in more than our market share given efforts by other System institutions to grow their new transfer classes. A 2.9% rise in continuing undergraduate enrollment is also notable and indicates retention efforts are working. Graduate enrollment is also up by 5% in light of focused resources and marketing efforts to grow those numbers. All told, we are seeing a 1.5% increase in student credit hours, which drives how we're funded.

Applications for undergraduate admission to UNCG were 7% higher for this year than last, and graduate applications were 16% higher, with corresponding increases in the numbers of students admitted (5% and 8% respectively). The FAFSA issue has had a significant role in impacting the numbers of admitted students who "melt," meaning they indicated intent to enroll but were not enrolled at census. Non-consumerism likely plays a role there as well.

McEntire reviewed class statistics from 2022 to 2024, which remain steady in terms of students' GPAs, test scores, and first-generation status. There is a notable increase in the percentage of enrolled students receiving Pell grant funding – 61% of the 2024 class qualified, which is a 7% increase over 2022. Admissions of in-state vs. out-of-state students has also held steady at 90%/10%. Out-of-state admissions are desirable in terms of broadening and diversifying the student experience, but given the resources required to recruit out-of-state, the return on investment is not there. We do see ROI in dedicating resources to recruiting from Wake and Mecklenburg Counties; maintaining our market share in those regions is critical to meeting our class goals.

We are also seeing significant ROI from the successful Transfer Promise program, started in 2022 by Associate Vice Chancellor Joel Lee. This partnership with nine regional community colleges guarantees admission to UNCG as third-year students. Thanks to funding provided by the Chancellor, UNCG Enrollment Management has grown the team, enabling us to maintain a significant presence on those campuses, which bolsters recruitment. Students who transfer to UNCG through the program do well once here, and that performance data is reported back to the community colleges each semester, strengthening the partnership.

Online programs are also key to enrollment success. UNCG's enrollment of students in fully online programs has increased 12.6% year over year. Data shows students are increasingly looking for flexible course offerings. In response, UNCG is focusing on 7-to-8-week courses, which are more manageable, particularly for nontraditional students. This is one of many supplemental pipelines that will be critical for future growth.

Applications to graduate programs also increased, from 4,631 in 2023 to 5,061 for 2024 – the first time the number of applications topped 5,000. We are also offering graduate students more services, such as Degree Works, where they can monitor their degree audit to make sure they're on track for their program, and First Day Complete, which reduces the cost of textbooks.

McEntire discussed the impact of the Department of Education's FAFSA failures. First Time in College (FTIC) FAFSA submissions were down 12%, and our freshman class numbers correlate directly with those submissions. Students who did submit had difficulty completing their FAFSAs. As a result of FAFSA delays and submission completion issues, UNCG could not offer financial aid packages until late spring, and there was an almost 17% decline in the number of FTIC packages awarded.

FTIC enrollment projections moving forward suggest that UNC Chapel Hill, NC State, UNC Charlotte, and Appalachian State ("the top four") will continue to admit more students from their waitlists to offset cohort drag and decreases in state funding. As a result, they will collectively take higher percentages of market share, leaving the remaining UNC institutions to compete for the remainder. The Promise Schools will impact that as well, as will the trending rise in non-consumerism, which is now UNCG's top competitor. All told, this leaves UNCG a diminished market share for which to compete. UNCG focuses efforts on reaching out to admitted students who did not enroll anywhere, and McEntire has led a System-wide project designed to do the same.

McEntire discussed enrollment strategies for 2024 and beyond. We will focus on small pockets of new students we can recruit. Dual enrollment is one pocket – high school students who take college coursework before they graduate. UNCG is in talks with several surrounding counties to pilot dual enrollment programs to not only provide an additional revenue stream, but also increase recruitment/enrollment by bringing prospective students to campus and into our academic community. Direct Admissions is another. UNCG is one of five campuses participating in a UNC System pilot program called "NC College Connect." Beginning Fall 2025, the program will provide proactive admissions offers to each of the five campuses to all qualified high school seniors in North Carolina. Choose NC is another program launched by UNC Chapel Hill whereby students who apply there but are not admitted (47,000 in Fall 2023) will be able to direct UNC Chapel Hill to send their application materials to UNCG or four other participating campuses. UNCG is also piloting with GTCC and FTCC to proactively admit their associate degree holders who may not otherwise elect to continue their education.

The UNCG Education at Work Program is another supplemental pipeline that can provide another pocket of students. We are already an Amazon School of Choice, meaning Amazon promotes UNCG to its employees and streamlines the application and payment process. UNCG in turn provides student employee performance data back to Amazon. We are currently working with Triad-area employers already investing in employee education to follow suit for their adult learner employees by offering a streamlined, documented process for tuition assistance payment or reimbursement and delivery of outcome data to assist employers in gauging return on investment of tuition assistance and employee education.

BOT – 2 Fundraising and Light the Way Campaign Update

Vice Chancellor Fischer discussed initiatives and activities her unit has engaged in around the start of the new academic year, beginning with student send-off events in both Raleigh and Charlotte for high school graduates from those areas who are attending UNCG. Trustee Oita Coleman spoke at the Raleigh send-off. Students attending shared the reasons behind their decisions to attend UNCG.

Fischer also reviewed fall semester kick-off activities such as NAVIGate for students new to UNCG, the daisy chain tradition, and the student organization information day held on the first day of class.

Transitioning to fundraising, Fischer reported that fiscal year 2024 was the best fundraising year in 52 years. UNCG brought in \$31.8M in total gifts and new commitments for the year, marking an 18% increase year over year. Non-alumni giving also increased 36%, equaling \$17.9M. There was an 8.4% decrease in giving among alumni donors, which is lower than the 11% decrease nationally as reported by EAB for FY23. Faculty and staff giving was down 16.8%, but donations from graduating students increased 31.7%, possibly attributable to the introduction of Google Pay and Apple Pay; 40% of gifts via those electronic platforms were from new donors. Community giving has also risen, bringing in a total of \$66M, including some corporate and foundation donations.

Fischer reviewed several highlights for FY24, including two significant naming gifts totaling \$9.68M, positive movement in potential partnerships with UnitedHealthcare and Toyota Battery Manufacturing. University Advancement also implemented the UNCG Foundation Board's first strategic plan. The unit also partnered with UNCG Campus Enterprises to sponsor free stoles designating all first-generation students graduating in May 2024. This effort will continue this year through crowdfunding.

The update closed with the status of the *Light the Way* campaign, which stands at \$197,333,995 from 23,417 unique donors, which is 98.7% of the \$200M goal. The areas of Access and Excellence are still below goal and efforts are being focused in those areas. Fischer reported that six of nine units have met or exceeded their goals. Alumni have been the strongest supporters, contributing 48.5% of the total raised, followed by friends (20.8%), foundations (16.9%), corporations (7.8%), and other organizations (6%). To date, 177 endowed scholarships have been established, as have eight endowed professorships, and 226 program-specific funds have been established during the campaign. Between gifts and pledges, \$101M has been contributed to the endowment, ensuring our long-term sustainability and success.

Fundraising for FY25 is well underway, with gifts and new commitments standing at \$2.4M, a 38.2% increase over this time last year. Alumni fundraising stands at \$1.895M, 61.1% higher than this time last year. Fischer reviewed new developments for FY25, including the introduction of the Thankview platform, which enables personalized and customized fundraising outreach. The Jeanne Tannenbaum Center for Creative Practice is also moving ahead, with a groundbreaking set for September 10. Plans for Homecoming 2024 were reviewed, and upcoming events and activities of note were as well.

Action Item:

BOT – 3 Post-Tenure Review Policy

The UNC Board of Governors recently revised the UNC System policy on *Performance Review of Tenured Faculty (Post-Tenure Review)* and called upon constituent campus Boards of Trustees to approve changes to campus post-tenure review policies, effective Fall 2024. Accordingly, the proposed revision of the *UNCG Post-Tenure Review Policy for Faculty* is presented to the UNCG Board of Trustees for approval.

The revised UNC System policy specifies the process by which faculty who hold tenure undergo a performance review at least every five years. It mandates a cumulative, holistic, and comprehensive review process and requires faculty to establish five-year goals at the beginning of the review cycle and to engage in a self-assessment of their work in relation to these goals at the end of the review cycle. It stipulates the implementation of a faculty success plan for each faculty member who does not meet expectations and mandates appropriate recognition for each faculty member who exceeds expectations.

To align with the UNC System policy, UNCG’s proposed policy includes the following notable revisions:

- The addition of a self-assessment component to the review, in which faculty must address the five-year goals established at the beginning of the post-tenure review cycle (e.g., upon promotion to Associate or Full Professor, and upon completion of a post-tenure-review).
- The inclusion of four items in the post-tenure review dossier: (1) annual reports during the five years covered by the review; (2) a current curriculum vitae; (3) five-year goals; (4) a self-assessment statement.
- The removal of the stipulation that a post-tenure review with a “does not meet expectations” outcome can only occur if there have been at least two (2) annual reviews in the current post-review cycle with a “does not meet expectations” outcome.
- A language change from “improvement plans” to “faculty success plans.”

Following discussion, Hoyle invited a motion to approve the policy. Vice Chancellor Douglas made the motion, which was seconded by Trustee Ernest Grant. The motion carried.

Transition to Closed Session

Chair Hoyle noted that the final agenda items required closed session discussion. He reminded all that the only items to be discussed during the closed session were agenda items BOT-4, 5, and 6, and that votes would not take place until resumption of open session. Hoyle also noted that the livestream of the meeting would remain active while the Board convened in closed session.

Thereafter, Hoyle moved to convene in closed session pursuant to Section 143- 318.11(a)(1), (5), and (6) of the North Carolina Open Meetings Law 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; 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 individual employee or prospective employee.

As seconded by Trustee Coleman, the motion carried.

General Account of Closed Session Discussion

Members Present: George Hoyle, Chair; Mae Douglas, Vice Chair; Linda Sloan, Secretary; Anita Bachmann, Margaret Benjamin, David Brown (via Teams), Oita Coleman, Ernest Grant, Dale Phipps, Dean Priddy, Tim Rice, Amber Fairchild

Others Present: Chancellor Frank Gilliam; Interim Provost Alan Boyette; Bob Shea, Vice Chancellor for Finance & Administration; Waiyi Tse, Chief of Staff; Jeanne Madorin, Associate Vice Chancellor and Chief Human Resources Officer; Brian Mackin, Athletics Director (BOT – 4 and 5); Jerry Blakemore, Vice Chancellor for Institutional Integrity and General Counsel; Kelly Harris, Assistant Secretary to the Board of Trustees

BOT – 4 Athletics Head Coach Contracts

As recommended by the Athletics Committee, AD Brian Mackin presented three head coach contract extensions and two new head coach contracts for the Board’s consideration.

BOT – 5 Non-Salary Bonus Compensation

Mackin and Chancellor Gilliam presented requests for non-salary bonus compensation.

BOT – 6 Personnel Report dated August 9, 2024

The Board discussed a personnel report consisting of tenure and emeritus status requests and informational personnel updates.

OPEN SESSION

Following return to open session, Chair Hoyle confirmed that discussion during the closed session was limited to agenda items BOT-4, 5 and 6.

Vote on Closed Session Items

BOT - 4 Athletics Head Coach Contracts

Chair Hoyle invited a motion to approve the head coach contracts presented in agenda item BOT – 4. Trustee Grant made the motion, which was seconded by Trustee Bachmann. The motion carried.

BOT – 5 Non-Salary Bonus Compensation

Chair Hoyle invited a motion to approve the head coach contracts presented in agenda item BOT – 4. Trustee Coleman made the motion, which was seconded by Trustee Grant. The motion carried.

BOT – 6 Personnel Report dated August 9, 2024

Chair Hoyle invited a motion to approve the faculty personnel report presented in agenda item BOT- 10. Trustee Benjamin made the motion, which was seconded by Trustee Coleman. The motion carried.

There being no further business, the meeting was adjourned at 11:40 a.m.

Respectfully submitted,



Kelly Harris
Assistant Secretary to the Board of Trustees