



UNC
GREENSBORO
Board of Trustees

Retreat and Special Called Meeting
May 13, 2025

MINUTES

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

MEMBERS ABSENT WITH NOTICE: Ernest Grant, Dean Priddy, Tim Sessoms

OTHERS PRESENT: Chancellor Frank Gilliam; Dr. Alan Boyette, Provost and Executive Vice Chancellor; Jerry Blakemore, Vice Chancellor for Institutional Integrity and General Counsel; Beth Fischer, Vice Chancellor for University Advancement; Brian Mackin, Director of Athletics; Tina McEntire, Vice Chancellor for Enrollment Management; Sherine Obare, Vice Chancellor for Research and Engagement; Juan Pleitez, Director of External Affairs; 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

Chancellor Session:

Chancellor Gilliam updated the Board on the current state of higher education, including the impacts of research funding cuts and related strategy sessions the Division of Research and Engagement is providing to faculty and research scholars. Funding changes and potential changes in student loans and Pell grant eligibility were also discussed, as was the NC Senate's proposed budget, which directs the Board of Governors to review campus centers and institutes in order to cut at least \$33.6M, and to review non-faculty vacant positions to reduce staff by \$12M. Vice Chancellors Obare, McEntire, and Fischer joined the Chancellor in discussing strategy around enrollment, research funding, and community partnerships, all with the goal of continuing to ensure opportunity and excellence for students from all backgrounds and provide a path for upward mobility. Trustees offered their insight and input on strategies for moving forward in the current climate.

Business Meeting Proceedings

Chair Hoyle called the business meeting to order at 12:50 pm and read the conflict-of-interest statement; none were identified. Roll call was read, and a quorum was confirmed.

Approval of Minutes – April 3, 2025

The minutes of the April 3, 2025, meeting of the Board of Trustees were approved without additions or corrections.

BOT – 1 Requests for Approval of Capital Project Designer Selections

Associate Vice Chancellor Sameer Kapileshwari presented requests for approval of designer selections for the Moore Building Renovation and Tower Village Elevator Replacement projects.

The Moore Building project is a comprehensive, transformational renovation that will enhance the building's use and future sustainability. Interior demolition and abatement will occur as necessary to ensure the Moore Building functions as a 'new' facility while maximizing space for academic and institutional purposes. During the project's development, LEED certification will be evaluated and considered. The renovation will plan to house Health and Human Services (HHS) programs, including Advising, and dedicated space for a proposed Doctor of Occupational Therapy program with an instructional lab, offices, and flexible support spaces. Existing classroom spaces will be retained and modernized where feasible. The remaining assignable square footage will be evaluated during programming to determine change-in-use and future flexibility to align with evolving program needs. Following advertising via the UNC System, four firms were selected to present their qualifications to the campus Designer Selection Committee. Of those, Vines Architecture of Raleigh was recommended. Vines delivered the most comprehensive and detailed approach to effectively address goals and constraints of the project, presented the highest level of familiarity with the campus and the Moore Building, and best illustrated qualitative and quantitative responses and approaches to the requested selection criteria topics.

The Tower Village Elevator project will replace two hydraulic elevators and includes necessary upgrades to related building systems. A designer is required to assess the existing elevator system, determine requirements for new hydraulic elevators, and prepare detailed construction documents for contractor bidding. The project will also evaluate the existing ventilation and cooling systems serving the elevator mechanical rooms, with replacements or enhancements made as required to meet current standards. Fire and life safety compliance will be addressed and electrical wiring, control panels, mechanical components, and emergency lighting will be replaced. The project will also include upgrades to ADA-compliant guide rails and cab interiors where necessary. Following advertising via the UNC System, three firms were selected to present their qualifications to the campus Designer Selection Committee. Of those, WHN Architects of Charlotte was recommended. WHN demonstrated extensive experience with State Construction Office (SCO) projects, presented a proven record of successfully delivering projects within the guidelines and requirements of SCO processes, presented the greatest depth of elevator project specialized knowledge and technical expertise, and offered the most well-rounded approach.

Following discussion, Chair Hoyle invited a motion to approve the designer selections presented in agenda item BOT – 1. Trustee Bachmann made the motion, which was seconded by Trustee Coleman. The motion carried unanimously.

BOT – 2 Alternative Compensation Policies

Deputy General Counsel Kristen Bonatz and Interim CHRO Patricia Lynch presented Non-Salary and Deferred Compensation and Bonus Policies to the Board in alignment with UNC System Policy 300.2.14, which has recently been amended and requires all constituent institutions, regardless of management flexibility status, to have a policy concerning the granting of non-salary compensation for all personnel exempt from the North Carolina Human Resources Act (with the exception of the chancellor).

Policy 300.2.14 further outlines parameters for the granting of non-salary compensation, including sign-on, retention, and performance-based bonuses, and provides that institutions may adopt additional supplemental policies related thereto, consistent with 300.2.14 and applicable state or federal law.

The proposed UNCG policies account for additional discretion provided to the institutions and align with the System’s philosophical shift to performance-based compensation. Non-salary compensation includes moving expenses, club memberships, and vehicle allowances. The proposed bonus policy permits sign-on bonuses as a recruitment tool, retention bonuses for stability, and performance bonuses to reward achievement tied to annual performance appraisal goals measured by contribution, collaboration, creativity, and commitment.

Following the presentation and discussion, Chair Hoyle invited a motion to approve the policies presented in BOT – 2. Vice Chair Douglas made the motion, which was seconded by Trustee Phipps. The motion carried unanimously.

BOT – 3 Annual Athletics Summary Report

The university’s comprehensive athletics summary report was submitted to the UNC System and included on the meeting agenda as an informational item. The report covered information on student-athlete recruiting, academic profiles, indicators of academic success among student-athletes, academic integrity, and departmental financial data.

BOT – 4 Slate of Officers for 2025-2026

The proposed slate of board officers for 2025-2026 was presented as an informational item.

Chair:	George Hoyle
Vice Chair:	Anita Bachmann
Secretary:	Linda Sloan
Executive Committee:	Mae Douglas
Executive Committee:	Tim Rice

Pursuant to UNC Code, the slate will be voted on at the first board meeting held after June 30, 2025; in the interim, additional nominations may be submitted.

Transition to Closed Session

Before transitioning to closed session, Chair Hoyle reminded members that closed session discussion would be limited to agenda items BOT – 5, 6, 7, and 8, that votes would not be taken until the board reconvened in open session, and that no vote was required for item BOT – 8.

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; establish 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.

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, Tim Rice

OTHERS PRESENT: Chancellor Frank Gilliam; Dr. Alan Boyette, Provost and Executive Vice Chancellor; Beth Fischer, Vice Chancellor for University Advancement (BOT- 5 and 6); Brian Mackin, Director of Athletics (BOT – 5 and 6); Waiyi Tse, Chief of Staff; Kelly Harris, Associate Chief of Staff and Assistant Secretary to the Board of Trustees.

Closed Session began at 1:40 pm.

Discussion Items

BOT – 5 Request for Naming Removal

Athletics Director Mackin presented a request to remove an honorific name from a campus facility.

BOT – 6 Donor Naming Proposals

6.1 Naming Proposal for Athletics

Athletics Director Mackin presented a donor naming proposal for an athletics facility.

6.2 Naming Proposal for School of Education

Vice Chancellor Beth Fischer presented a donor naming proposal for the School of Education.

BOT – 7 Non-Salary Compensation Recommendation (SAAO)

Chancellor Gilliam presented a request for non-salary compensation for a Senior Academic and Administrative Officer (SAAO).

Information Item

BOT – 8 Contribution Based Benefit Cap Report

As required by the North Carolina Contribution-Based Benefit Cap legislation, the Board received an informational report of UNCG employee participants in the Teachers and State Employees' Retirement System who are eligible for retirement within the next 12 months and whose retirements within that time frame would obligate the university to make additional contributions to the retirement system.

The closed session concluded at 2:06 pm.

OPEN SESSION

Following return to open session, Chair Hoyle confirmed that closed session discussion was limited to agenda items BOT – 5, 6, 7, and 8.

BOT – 5 Request for Naming Removal

Chair Hoyle invited a motion to approve the naming removal presented in agenda item BOT – 5. Trustee Phipps made the motion, which was seconded by Trustee Sloan. The motion carried unanimously.

BOT – 6 Donor Naming Proposals

6.1 Naming Proposal for Athletics

Chair Hoyle invited a motion to approve the donor naming proposal presented in agenda item BOT – 6.1. Vice Chair Douglas made the motion, which was seconded by Trustee Bachmann. The motion carried unanimously.

6.2 Naming Proposal for School of Education

Chair Hoyle invited a motion to approve the donor naming proposal presented in agenda item BOT – 6.2. Trustee Phipps made the motion, which was seconded by Trustee Coleman. The motion carried unanimously.

BOT – 7 Non-Salary Compensation Recommendation (SAAO)

Chair Hoyle invited a motion to approve the non-salary compensation recommendation as presented in agenda item BOT – 7. Trustee Coleman made the motion, which was seconded by Trustee Bachmann. The motion carried unanimously.

The business meeting was adjourned at 2:07 pm.

Afternoon Sessions with Preston Yarborough, Senior Faculty, Center for Creative Leadership

Following the business meeting, Dr. Yarborough continued conversation with the trustees, including an after-action review from the May 2024 retreat as well as discussion of the trustees' roles as ambassadors and advocates for the university, with particular focus on community and corporate engagement and legislative advocacy.

The retreat concluded at 4:00 pm.

Respectfully submitted,



Kelly Harris
Assistant Secretary to the Board of Trustees