



Meeting of the Full Board

April 3, 2025

8:30 am

Oakley Family Reception Room, UNCG Alumni House

DRAFT MINUTES

Members Present: George Hoyle, Chair; Linda Sloan, Secretary; Margaret Benjamin, David Brown, Oita Coleman, Amber Fairchild, Ernest Grant, Dale Phipps, Dean Priddy, Tim Rice, Tim Sessoms

Members Absent with Notice: Mae Douglas, Vice Chair; Anita Bachmann

Others Present: Chancellor Frank Gilliam; Alan Boyette, Provost and Executive Vice Chancellor; Bob Shea, Vice Chancellor for Finance and Administration; Cathy Akens, Vice Chancellor for Student Affairs; Jerry Blakemore, Vice Chancellor for Institutional Integrity and General Counsel; Beth Fischer, Vice Chancellor for University Advancement; Donna Heath, Vice Chancellor for Information Technology; Andrea Hunter, Chancellor's Fellow for Campus Climate; Patricia Lynch, Interim Associate Vice Chancellor and Chief Human Resources Officer; Brian Mackin, Director of Athletics; Wade Maki, Chancellor's Fellow for Strategic Planning; Tina McEntire, Vice Chancellor for Enrollment Management; Sherine Obare, Vice Chancellor for Research and Engagement; 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 8:43 am and read the Conflict-of-Interest Statement; none were identified. Roll call was read, and a quorum was confirmed.

Chair Hoyle welcomed Women's Basketball Head Coach Trina Patterson and team member Nia Howard, recognizing them for an outstanding season that culminated in a Southern Conference Tournament title and earned them a spot in the NCAA tournament as one of the top 64 teams in the country. Coach Patterson and Miss Howard shared reflections on their experience with the Board.

Hoyle also announced two significant gifts, beginning with one from the Warmath family, continuing their legacy of over 60 years of dedication to the Weatherspoon Art Museum. Led by Sarah and the late Jack Warmath, the family played early roles in raising funds for and promoting the influence of the Weatherspoon, helping lead its transformation from a small campus gallery to one of the most prominent museums on a university campus in the United States. The family's commitment to service continues today through their son Tim Warmath and his recent leadership as co-chair of the Weatherspoon Art Museum Council. In recognition of their recent gift and decades of generous support, the atrium space in the Weatherspoon will be named the Warmath Commons. The Warmaths have been inextricably linked to the atrium thanks to their generous support of the acquisition of *The Frieze* by acclaimed American artist Tom Otterness, which graces the atrium walls and is dedicated to the memory of Sarah's parents, Sarah Ford and Henry Worsham Dew.

Hoyle also announced A \$3M commitment to the School of Nursing from the Bedford Falls Foundation, a renowned supporter of nursing programs across the eastern United States.

Following a visit to campus, the Foundation committed to investing \$3 million in the School of Nursing to support our work to increase access to excellent nursing education while addressing the critical nursing shortage. The gift will establish the Joanne and William Conway Nursing Scholarship and offer additional support for student success in traditionally challenging nursing courses. The scholarship will assist prelicensure BSN students who are North Carolina residents. It will also offer funding for students in the innovative Veterans Access Program, which helps veterans, active reservists, and active-duty military earn a baccalaureate degree in nursing. Hoyle congratulated Dean Debra Barksdale and the School of Nursing for their outstanding work securing the gift, and thanked trustees Bachmann and Grant for their efforts to bring it to fruition.

Chancellor's Remarks

Chancellor Gilliam officially welcomed Dr. Joy Bhadury as Dean of the Bryan School of Business and Economics and thanked him for his months of service as Interim Dean. The searches for a new dean for the College of Arts and Sciences and a Vice Chancellor for Strategic Communications are drawing to a close and we expect to make announcements on those in the coming weeks. Gilliam also made several announcements:

- Dean Debra Barksdale and Dr. Hemali Rathnayake, Professor of NanoScience have received Triad Business Journal's Women in Business award.
- UNCG recently became an Unreal Academic Partnership with Cary-based Epic Game, becoming one of 36 universities in the U.S. and three in North Carolina to gain this designation, which recognizes that UNCG has met a certain level of expertise with the technology and that it has been integrated into our university.
- Dr. Andrea Hunter, Chancellor's Fellow for Campus Climate and Professor of Human Development and Family Studies, will retire after 26 years at UNCG. During her five years as the Chancellor's Fellow, she helped design and lead a leadership development program for high performing faculty and staff; was lead author on an inclusive excellence article published by the Coalition of Urban and Metropolitan Universities journal; and has been a resource for senior leadership and faculty, all while teaching and mentoring students.

Gilliam reported that leadership is closely monitoring ongoing developments at the federal, state, and System levels, including several federal directives tied to diversity, equity, and inclusion which have significantly impacted the campus. Faculty and staff are doing their best to comply while ensuring students are well supported.

A budget cut of 1.99% will be implemented for next year. This is necessitated by several factors:

- Enrollment for next year is forecasted to be down slightly at 1.5%, and consequently state appropriations and tuition and fees will also decline.
- With our enrollment challenges over the past six years, the university has not permanently reduced its state-funded budget to the level necessary to achieve equilibrium between enrollment and resource commitments.
- Inflation remains a pressing issue impacting the university and presenting significant challenges for operations and financial planning.
- Political uncertainty requires that we continue to take a fiscally conservative approach to budgeting. Loss of federal funding has major ramifications in terms of research, personnel, and programming.
- There is also some uncertainty at the state level over the funding of a new performance enrollment model, which will affect our base state budget. UNCG was the top-performing campus on the System-wide metrics, which accounted for \$3.8 million over the biennium.
- The need to make strategic investments in innovative strategies to increase enrollment, offer programs of study in high demand by both students and employers, and provide institutional resources for student success programs and retention.

Our difficult and fiscally responsible decisions have prevented the need for hiring and spending freezes that other institutions have enacted. In the months ahead, we will continue to work together and provide updates about further investments, strategic planning initiatives, reallocations, and any other actions to be taken.

Committee Reports

Finance and Administration Committee

Chair Tim Rice gave the report of the April 1, 2025 Finance and Administration Committee meeting.

Following the conflict-of-interest statement, Chair Rice disclosed that he will join the Board of Sigma Engineered Solutions of Raleigh, the top ranked designer selected for agenda item FAC – 2 and, as such, would abstain from voting on that item.

The Committee approved requests for approval of designers selected for two capital improvement projects.

FAC-1 Selection of Designer – Campus Steam and Condensate Infrastructure Improvements

The Designer Selection Committee reviewed letters of interest submitted through the UNC System website and invited three firms to present their qualifications for the Campus Steam and Condensate Infrastructure Improvements Project, which will replace and renew critical portions of the existing steam distribution system. Many of these piping systems are over 50 years old and need replacement. Construction will be sequenced to limit the overall disruption to the campus. The total funding approved for this project is \$16,330,438. Of those three, RMF Engineering Inc. of Raleigh was recommended as the designer. RMF had the best understanding of the project phases and was most familiar with the campus underground utilities. RMF’s team demonstrated expertise and success in working on similarly complex, phased projects and presented the strongest approach for maximizing value for the authorized budget. They also presented the most cohesive approach for minimizing disruption to the campus while construction is underway.

The Finance and Administration Committee approved the selection and authorized the administration to negotiate terms with the other two firms in ranking order if agreeable terms cannot be met with RMF.

FAC – 2 Designer Selection – Spring Garden Apts. HVAC and Roof replacement

The Designer Selection Committee reviewed letters of interest submitted through the UNC System website and invited three firms to present their qualifications for the Spring Garden Apartments HVAC and Roof Replacement project, which will replace the aging heat pumps in the building’s HVAC system along with the roof, which is 20 years old and shows significant degradation. Of those three, Sigma Engineered Solutions of Raleigh was recommended as the designer. Sigma demonstrated the highest level of preparation related to budget analysis and presented cost management ideas and realistic budget expectations. The team also illustrated the most significant familiarity with schedule constraints on state university housing projects as well as the most experience with similar mechanical renovations. The project will be conducted so as to limit building disruption as much as possible, with construction in the summers of 2026 and 2027 when the apartments are unoccupied. The total funding approved for this project is \$4,615,000.

The Finance and Administration Committee approved the recommended designer selection and authorized the administration to negotiate terms with the other two firms in ranking order if agreeable terms cannot be met with Sigma Engineering Solutions. Chair Rice abstained from the vote.

Vice Chancellor Shea closed the meeting with a preview of the all-funds budget for fiscal year 2026 and an update on the status of the transition from Cambridge Associates to Blackrock, which was completed on March 3, 2025 and was very successful.

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

Acting Committee Chair Dale Phipps gave the report from the April 1, 2025, meeting of the CARL Committee.

Director of Internal Audit Katherine Skinner provided an update on campus and UNC System internal audit activities from July 2024 through March 2025. She noted that UNCG's internal audit activities during this time

frame were in line with the UNC System internal audit activities and included charter updates, strategic plan development, an ongoing purchasing card audit, and an upcoming emergency communication and alert system audit. Skinner also reviewed highlights of the Internal Audit Department's five-year Strategic Plan for January 2024 through December 2029, including the plan's strategic objectives and requirements per internal audit Standards.

UNCG Police Chief Chris Jasso gave a presentation on risk and compliance topics related to campus safety, beginning with an update on "ZeroEyes," which is the University's weapons detection platform implemented in 2024. The system has successfully used existing campus security cameras to detect when a firearm has been drawn and has decreased the amount of time it takes to receive notification of a potential incident and dispatch officers to the scene. All detections to date have been "non-lethal," meaning they were not real firearms or were law enforcement officers responding to burglar alarms or participating in training exercises. Chief Jasso also reviewed the periodic inspections, inventories, and audits conducted to ensure the UNCG Police Department's evidence and property control system is in good order as well as compliance procedures for information requests from state and federal agents. These established procedures have been in place for some time and are also followed for local law enforcement requests.

Vice Chancellor Donna Heath introduced the University's new Chief Information Security Office, Damal Raval, who joined the ITS department last month. Associate Vice Chancellor Casey Forrest updated the Committee on phishing and malware activity and network intrusion attempts. ITS conducted a second simulated phishing campaign for faculty and staff in the first quarter of 2025. Approximately 10% of participants failed to recognize the phishing attempt and are receiving remedial training. Forrest also reported that ITS received the final report from a Microsoft Copilot readiness assessment an external vendor conducted in February 2025 at the request of ITS. The assessment and final report provide guidance on best practices for security-related features and functions that will help protect the University's infrastructure and systems from risks related to AI.

Jerry Blakemore, Vice Chancellor for Institutional Integrity and General Counsel, and his team provided an update on the significant legal, regulatory, and programmatic impact of recent federal, state, and UNC System compliance initiatives, reviewing recent Presidential Executive Orders impacting higher education. Deputy General Counsel Kristen Bonatz discussed the guidance provided by the US Department of Education Office for Civil Rights, which has broadly interpreted the US Supreme Court's decision prohibiting use of race as a factor in admissions, extending it to all aspects of campus life. She also reviewed UNC System Office guidance regarding institutional neutrality and the suspension of mandatory DEI-related course requirements. UNCG is currently compliant with all Executive Orders and related guidance, and efforts are ongoing to review and monitor UNCG programs, policies, and practices to ensure continuing compliance. Associate General Counsel Enyonam Williams reported that the University's Compliance Committee and its members across campus are actively monitoring, tracking, and analyzing compliance with changes at the federal and state level.

University Advancement Committee

Committee Chair Margaret Benjamin gave the report of the April 1, 2025 University Advancement Committee.

Vice Chancellor Fischer reported that the *Light the Way Campaign* has raised \$215.8M, with giving up 65% over the last five years.

Associate Vice Chancellor David Mays reported that \$21,683,512 of our \$27M goal this fiscal year has been raised. Undergraduate alumni giving is up 12% (1,900 donors), and total alumni giving is up 15% (over 2,400 donors).

Fischer also highlighted the success of Corporate and Foundation Relations, noting that several organizations have visited UNCG, creating and strengthening valuable partnerships. Amy Newland, Director of Advancement Communications, shared that the annual *Believe in G* event is on track to meet its \$1.2M goal, with a projected 10% increase in donor participation.

Alejandra Merheb, Executive Director of Alumni Engagement and Advancement Communications, provided an update on this year's alumni activities, including staffing updates, engagement efforts such as Minerva Mentors and Career Fairs, and events like Alumni Reunion Weekend, Coffee with Vets, and Regional Alumni gatherings. Digital engagement has seen impressive growth, with Facebook reach up 295%, Instagram reach up 279%! The Committee also heard from Dominic Lombardi, Assistant Vice Chancellor for Advancement Operations, who gave an update on the process of selecting a new Client Relationship Management (CRM) database.

The Committee then convened in closed session to discuss recommendations for donor namings. No action was taken.

Academic Affairs Committee

Committee Chair Dean Priddy gave the report of the April 3, 2025 Academic Affairs Committee

Provost Alan Boyette updated the Committee on actions taken to achieve compliance with federal Executive Orders and UNC System policy guidance around curricular and research adjustments. In response to a February 2025 System Office memorandum requiring suspension of general education and major-specific requirements related to DEI, the university removed "Diversity and Equity" as one of 11 required competencies in the general education program. Students were instructed on how to withdraw without penalty, and the Faculty Senate voted to replace that competency beginning Fall 2025 with "Civics and Community," which will include the System's required Foundations of American Democracy content.

The university also implemented a three-step process to identify courses required for each major and evaluate them for compliance. Some of these courses with DEI content must continue to be offered due to accreditation requirements or their centrality to the subject matter of the associated major. The Chancellor will ultimately determine which of these courses meet these criteria and therefore require a waiver from the System Office prohibition. The Chancellor's waiver requests will be submitted to the President and reviewed by the Board of Governors in May. This complex process involved associate deans and deans from every school and college as well as the Dean of Undergraduate Studies, senior staff in the Office of Institutional Integrity and General Counsel, the Provost, and the Chancellor.

Uncertainty remains around federal directives related to research compliance. UNCG was prime awardee on one grant that has been terminated. The university was a subaward recipient on two grants that have received "Stop-DEI work orders" and on three other awards that were terminated at other institutions.

The Committee heard an inspiring presentation on a pilot leadership program the School of Health and Human Sciences launched this year. The program is aimed at preparing undergraduate students for post-graduation success through building confidence to navigate professional settings and developing communication, project management, and collaboration skills. Three student participants shared their experiences, discussing what they have learned and how they have been impacted by the opportunities.

Vice Chancellor Sherine Obare gave an update on developments in research and engagement. As of the end of February, funded awards were up by 8.8%, with funding for submissions up by 49%. Due to several changes in the federal research funding landscape, we have seen the lowest amounts in the last two months since 2018 and are projected to end FY 2025 with performance similar to that in FY 2022.

Obare also reported on recent modifications and terminations in awarded grants as well as the various support mechanisms being provided to faculty, whose career trajectories are heavily dependent upon research and publishing.

Associate Vice Provost Jodi Pettazzoni presented four undergraduate teacher education programs that require more than 120-hour credit hours for completion.

Each requires students to have competency in the field and prepares them to qualify for licensure exams. The Committee voted to grant credit hour exceptions for each program and is recommending approval by the full board.

Provost Boyette closed the meeting with a review of the Chancellor's recommended set of national peer institutions effective July 1 for a period of five years.

Recognition of Trustee Dean Priddy

Following the Academic Affairs Committee report, Chair Hoyle recognized and thanked Trustee Dean Priddy, whose time on the Board of Trustees runs June 30, 2025 after ten years of service. In 2015, Priddy became the inaugural chair of the Academic Affairs Committee and has served in that position ever since. Trustee Priddy has been a steadfast champion of academic excellence at UNCG, guiding the Committee with a deep sense of purpose, integrity, and an unwavering commitment to our mission. His tenure has been marked by thoughtful stewardship and a vision that has strengthened the foundation of our academic programs, enhanced the student experience, and elevated the university's reputation for scholarship and innovation. Under his leadership, the Academic Affairs Committee has addressed some of the most significant challenges and opportunities facing higher education, and he has been a key architect of progress, always putting the needs of the institution and her students at the forefront. A double alumnus of the university, Priddy and his family have been generous financial benefactors, establishing multiple funds aimed at supporting student success, including a need-based scholarship fund and dean's funds in the Bryan School, a student mental health initiative, and the Chancellor's Greatest Needs Fund. Chancellor Gilliam joined Hoyle in thanking Trustee Priddy for his service and dedication to the university and the community.

OPEN SESSION

BOT – 1 Consent Agenda

Chair Hoyle reviewed the consent agenda at BOT – 1, consisting of approval of minutes from the February 6, 2025 board meeting and the following items recommended for approval by standing committees.

- Finance and Administration Committee: Designer selections for the Campus Steam and Condensate Infrastructure (FAC – 1) and Spring Garden Apartments Roof & HVAC Replacement (FAC – 2) projects
- Academic Affairs Committee: 120 Hour Exemptions for the following programs:
 1. Biology (BA), Comprehensive Science High School Teacher Licensure concentration
 2. Chemistry (BA), Comprehensive Science High School Teacher Licensure concentration
 3. Drama (BFA), Teacher Education K-12 Teaching Licensure concentration
 4. History, Secondary Education (BA)

There being no requests to remove any of the items, Chair Hoyle requested a motion to approve the consent agenda. Trustee Fairchild made the motion, which was seconded by Trustee Priddy. The motion carried unanimously.

BOT – 2 From Strategy to Success: Positive Trends in Performance Metrics

Karen Blackwell, Director of Institutional Research and Enterprise Data Management and Dean of Undergraduate Studies Dr. Andrew Hamilton gave an update on the university's ongoing efforts to meet and exceed the UNC System's performance-based metrics.

Director Blackwell gave a broad review across all the metrics, including progress relative to threshold and stretch goals and projections for academic year 2025-2026, while Dean Hamilton reviewed the progress of four years of work to improve several key outcomes for first-year students.

The university's core metrics are 1) Four-year Graduation Rate, 2) Undergraduate Degree Efficiency, 3) First Time Student Debt at Graduation, 4) Transfer Student Debt at Graduation, 5) Education and Related Expenses per Degree, and 6) Average Credits Earned per Year. In addition, the university selected Sponsored Research and Licensing Income as its final metric. Goals are based on historical performance, data, national benchmarks, and System Office strategic objectives.

Director Blackwell reviewed performance metrics in relation to both threshold and stretch goals for Performance Period One (2021–2023) and the first year of Performance Period Two (2024), as well as projections for the remaining two years of Period Two (2025 and 2026). During Performance Period One, UNCG achieved the highest composite score in the UNC System, earning a final score of 88.45 out of 100, which qualifies the university to receive 88.5% of its eligible performance-based funding. Additional funding could also be awarded if the university exceeds its stretch goals.

Dean Hamilton discussed the methods used during the last several years to achieve this performance. In summary, our students are graduating faster while borrowing less money at the same time the university is spending less money per degree per student. Various initiatives have been implemented to drive success, including pedagogy training for faculty, curricular changes, policy changes such as implementation of mid-term grades, strategic use of rescue funds for students in enrollment trouble, and external fundraising to support those funds. Given these intentional, data-driven efforts, students are earning higher grades without relaxing rigor and successfully completing more attempted credit hours, which positively impacts retention rates and results in students spending fewer dollars towards degree completion. Hamilton attributed the significant successes to a mission driven, dedicated team collaborating across the university and the intentional culture of care that exists for students.

Discussion about the need for the NC Legislature to fund performance for UNC System schools, noting that lower revenues have been projected at the state level this year.

BOT – 3 Enrollment and Budget Update

Vice Chancellors Tina McEntire and Bob Shea gave a presentation focused on new enrollment projections for 2025-2027 and the impact of the projections on budget planning. Developing projections is a data-driven and very collaborative effort between undergraduate admissions, enrollment management leadership, the Graduate School, deans, academic affairs, and graduate program coordinators. Vice Chancellor McEntire discussed how the projections were developed and provided an update on current enrollment numbers for Fall 2025, along with a progress report on new enrollment pipelines. Enrollment projection is a data-driven process based on national, state, and county-level statistics used to determine data such as the number of high school graduates, national and state college-going rates, state-to-state migration rates, community college enrollment, competitor analysis, and the university's historical data. From there, modeling is done for return rates from different class levels, factoring in retention and graduation rates and the impacts of cohort drag.

The projections do not include an expected decline in graduate enrollment due to grant funding rescission, economic changes, or the impact on financial aid due to the closing of the federal Department of Education.

UNCG ten-year actual to projected enrollment from 2017 through 2027 was shared, illustrating high and low marks, as well as projected growth from total enrollment estimates of 17,790 for fall 2025, followed by .09% growth for 2026 and 1.5% for 2027. McEntire stressed that while we are projecting positively, we are proceeding with caution, given unknowns in the economy and the new administration, the competitive landscape in North Carolina, the enrollment cliff, and cohort drag which compounds over time. She reported that application numbers are up 11.5%, 8% in admits, and 11% in commitments. We have also already “packaged” 1,191 more students for financial aid than in 2023 (2024 numbers aren’t comparable due to the FAFSA issues that delayed financial aid). Orientation registrations are also up 14%.

Commitment numbers are up due to recruiting, partnerships with community colleges, and an expanded enrollment pipeline through System-level programs such as North Carolina College Direct, Choose NC and Direct Admissions. At the institution level, pipeline expansion is happening through UNCG’s Education at Work Program, which streamlines the employer-to-university partnership, positively impacting the employee education pipeline and employer return on investment for tuition assistance. Undergrad-to-Grad programs such as Dual Enrollment, Accelerated Master’s, and Direct Admissions also play a role.

Vice Chancellor Shea then discussed how the enrollment projections provide a foundation for budget planning. Everything in the UNC system is dependent on enrollment, which translates into revenue. As enrollment numbers decline, state appropriations are impacted, as are revenues from auxiliaries such as housing and dining. As such, enrollment tracking is essential to budgeting, and leadership must take a careful look at strategies to offset the financial impacts of enrollment decline. Employee headcount is one area the university has taken steps to right size. At UNCG, more than 60% of expenses come from employee salary and benefits, at an average of \$100,000 per employee. Over the past four years, employee head count has decreased over that time by some 380 people, primarily by attrition. This correlates to more than \$38M the university is not spending. As vacancies occurred, leadership evaluated the need to fill only those deemed essential to operations. A dual approval process was implemented, requiring approval by both the Provost and Vice Chancellor for Finance and Administration, in consultation with the Chancellor. This type of fiscal discipline has enabled UNCG to avoid being in the position many other colleges and universities have been and are in. Shea reviewed financial data illustrating the impact of enrollment decline on state appropriations and auxiliaries, noting that increases in appropriations since 2022 have been pass-through dollars for state-mandated raises, salaries, and benefits. The university has done a good job of tracking enrollment and of financial reporting, using the data to inform fiscal decision-making.

BOT – 4 All Funds Budget FY 2026

In September 2021 the Board of Governors directed all UNC System campuses to develop a comprehensive, all-funds budget for FY 2023 and annually thereafter, as a means of accounting for both General Fund (state appropriations and tuition) revenues and the Institutional Trust Funds (revenues from auxiliary enterprises, federal grants and contracts, donor funds, and student fees) which now comprise half of System revenues. The System and campuses collaborated to develop a common budget template and standard budgeting conventions for this annual all-funds budget requirement.

Vice Chancellor Shea reviewed the components of UNCG’s FY26 All Funds Budget, which uses a hybrid of cash and accrual accounting.



FY2026 All Funds Budget

UNC Greensboro FY 2025-26 All-Funds Budget

		General Fund	Auxiliary & Other Trust Funds	Overhead/F&A Receipts	Restricted Trust Funds	Total
Revenues	State Appropriations	\$ 208,216,000	\$ -	\$ -	\$ -	\$ 208,216,000
	Tuition & Fees	\$ 88,545,000	\$ 32,714,000	\$ -	\$ -	\$ 121,259,000
	<i>Less Discounts and Allowances</i>	\$ (10,321,000)	\$ (5,561,000)	\$ -	\$ (47,620,000)	\$ (63,502,000)
	Sales & Services	\$ 94,000	\$ 74,946,000	\$ -	\$ 492,000	\$ 75,532,000
	Patient Services	\$ -	\$ -	\$ -	\$ -	\$ -
	Contracts & Grants	\$ 139,000	\$ 2,634,000	\$ 8,429,000	\$ 122,371,000	\$ 133,573,000
	Gifts & Investments	\$ -	\$ 7,247,000	\$ -	\$ 8,932,000	\$ 16,179,000
	Other Revenues	\$ 2,010,000	\$ 2,534,000	\$ -	\$ 310,000	\$ 4,854,000
Revenues Total		\$ 288,683,000	\$ 114,514,000	\$ 8,429,000	\$ 84,485,000	\$ 496,111,000
Expenses	Salaries and Wages	\$ 184,655,000	\$ 35,132,000	\$ 1,195,000	\$ 26,044,000	\$ 247,026,000
	Staff Benefits	\$ 53,038,000	\$ 11,240,000	\$ 397,000	\$ 7,986,000	\$ 72,661,000
	Services, Supplies, Materials, & Equip.	\$ 39,150,000	\$ 36,036,000	\$ 6,837,000	\$ 35,641,000	\$ 117,664,000
	Scholarships & Fellowships	\$ 10,321,000	\$ 5,561,000	\$ -	\$ 62,434,000	\$ 78,316,000
	<i>Less Discounts and Allowances</i>	\$ (10,321,000)	\$ (5,561,000)	\$ -	\$ (47,620,000)	\$ (63,502,000)
	Debt Service	\$ -	\$ 19,808,000	\$ -	\$ -	\$ 19,808,000
	Utilities	\$ 11,840,000	\$ 4,598,000	\$ -	\$ -	\$ 16,438,000
	Other Expenses	\$ -	\$ 511,000	\$ -	\$ -	\$ 511,000
Expenses Total		\$ 288,683,000	\$ 107,325,000	\$ 8,429,000	\$ 84,485,000	\$ 488,922,000

Following the presentation and related discussion, Chair Hoyle invited a motion to approve the proposed All Funds Budget for fiscal year 2026. Trustee Linda Sloan made the motion, which was seconded by Trustee Oita Coleman. The motion carried unanimously.

Transition to Closed Session

Chair Hoyle announced that the final items on the agenda required discussion in closed session. He reminded the board that closed session discussion would be limited to agenda items BOT – 5 and 6, and that votes would not be taken until open session resumed.

Hoyle also advised members of the public viewing the meeting online that the livestream would remain active during the closed session and would resume after.

Motion to Enter Closed Session

Chair Hoyle moved to convene in closed session pursuant to Section 143-318.11(a)(1) 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,
- Prevent the premature disclosure of confidential personnel information pursuant to Chapter 126 of the North Carolina General Statutes, and
- Consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer or employee or prospective public officer or employee.

As seconded by Trustee Phipps, the motion carried unanimously. Closed session began at 11:49 am.

General Account of Closed Session Discussion

Members Present: George Hoyle, Chair; Linda Sloan, Secretary; Margaret Benjamin, David Brown, Oita Coleman, Amber Fairchild, Ernest Grant, Dale Phipps, Dean Priddy, Tim Rice, Tim Sessoms

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

BOT – 5 Non-Salary Bonus Compensation (Athletics)

Athletics Director Brian Mackin presented a request for bonus compensation for basketball assistant coaches.

BOT – 6 Personnel Reports dated March 14, 2025

The Board received a personnel report consisting of recommendations for award of tenure and of emeritus status as well as informational personnel updates.

The closed session ended at 12:09 am.

OPEN SESSION

Following resumption of open session, Chair Hoyle confirmed that discussion during the closed session was limited to agenda items BOT – 5 and 6.

Vote on Closed Session Items

BOT – 5 Non-Salary Bonus Compensation (Athletics)

Chair Hoyle invited a motion to approve the bonus compensation requests presented in BOT -5. Trustee Coleman made the motion, which was seconded by Trustee Sloan. The motion carried unanimously.

BOT – 6 Personnel Reports dated March 14, 2025

Chair Hoyle invited a motion to approve the action items included in the personnel reports presented in agenda item BOT – 6. Trustee Sloan made the motion, which was seconded by Trustee Rice. The motion carried unanimously.

Adjourn

There being no further business, the meeting was adjourned at 12:11 am.

Respectfully submitted,

Kelly Harris
Assistant Secretary to the Board of Trustees