



UNC GREENSBORO

Board of Trustees

Meeting of the Full Board November 13, 2025

MINUTES

MEMBERS PRESENT: George Hoyle, Chair; Mae Douglas, Vice Chair; Anita Bachmann, Margaret Benjamin, David Brown, Fox Brown, Oita Coleman, Ernest Grant (via Teams), Matthew Rankin, Tim Rice, Tim Sessoms

MEMBERS ABSENT WITH NOTICE: Linda Sloan, Secretary; Dale Phipps

OTHERS PRESENT: Chancellor Frank Gilliam; Dr. 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 (via Teams); Beth Fischer, Vice Chancellor for University Advancement; Donna Heath, Vice Chancellor for Information Technology Services; Diana Lawrence, Vice Chancellor for Strategic Communications; Patricia Lynch, 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; 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, and other members of the faculty, staff, and general public.

Proceedings

Chair Hoyle called the meeting to order at 10:03 am and read the conflict-of-interest statement; none were identified. Roll call was read, and a quorum was confirmed.

Chair's Remarks

Chair Hoyle highlighted recent namings in recognition of significant gifts to the university and underscored the importance of giving regardless of monetary amount. He encouraged participation in a food drive in support of the Spartan Open Pantry, as well as 100% trustee giving to the *Light the Way* Campaign, which formally closes on December 31. Fiscal year giving continues through June 30, 2026. Hoyle closed by thanking Chancellor Gilliam for his October State of the Campus address and the "athletic stance" theme, noting that the need to be balanced, centered around mission and vision, and to remain nimble were essential to being at the forefront of transformational change in higher education.

Chancellor's Report

The Chancellor opened the meeting with brief remarks and noted recent campus and community engagement. He announced that Vice Chancellor Bob Shea will retire in December after 5½ years of service. He recognized Shea for his leadership in strengthening financial discipline, advancing data-driven decision-making, centralizing operations, and overseeing the transition to BlackRock, as well as for his role as a trusted advisor and thought partner.

Several advancement milestones were highlighted, including the naming of Warmath Commons in the Weatherspoon Atrium and the historic gifts behind the naming of the Marcus T. Johnson Alumni House and the Bodford Arena. The Chancellor reported that the comprehensive campaign has reached \$244.5 million, surpassing its \$200 million goal.

Gilliam reiterated the strategic theme of maintaining an “athletic stance,” emphasizing institutional agility and readiness. Recent examples included operational centralization efforts and ITS-led initiatives that have generated efficiencies and cost savings.

Updates were provided on student success and career readiness initiatives, including the launch of a university-wide task force, hosting The Washington Center Career Launch Boot Camp, and expanded partnerships with BlackRock, including internship opportunities for students.

Academic, research, and innovation efforts were noted, including continued investment in creative and media production facilities, a strategic approach to artificial intelligence, and hosting elected officials for campus visits featuring iCOMMAND and its defense innovation initiatives. Gilliam has also met with the NC Innovation board, and we are strategically aligning our efforts with theirs.

The Chancellor announced that UNCG has been designated a JED Campus, underscoring UNCG’s ongoing commitment to student mental health as a significant driver of student success. He reported that the next step is to develop a three-year strategic plan to build on this strong foundation and continue advancing mental health and well-being across our community. On campus, the Jackson Library renovation and the forthcoming Jeanne Tannenbaum Center for Creative Practice have been designed with student success in mind, and will provide state-of-the-art spaces for students to collaborate, research, and create. Gilliam concluded by noting that UNCG ranks first in the UNC System for overall performance metrics and first in North Carolina for social mobility, and emphasized the importance of remaining agile, mission-focused, and prepared to lead amid ongoing change.

Committee Reports

Finance and Administration Committee

Chair Tim Rice gave the report of the November 11, 2025 Finance and Administration Committee meeting.

Vice Chancellor Bob Shea provided an update on the Finance and Administration division, highlighting his confidence in the leadership of AVCs Sameer Kapileshwari, Scott Milman, and Zach Smith, as the search for Bob’s successor begins after his December retirement.

AVC Kapileshwari presented four action items for the committee’s consideration:

1. FAC-1: Designer Selection – Campus Elevator Replacements,
2. FAC-2: Quad Electrical Duct Bank Replacement – New Capital Project,
3. FAC-3: Moore Strong Plumbing Renovation – New Capital Project; and
4. FAC-4: Taylor Theatre Infrastructure Renovation – Request for Budget Increase.

All were approved and recommended for approval by the full board via the consent agenda.

The Committee also received informational updates on the Coleman Concessions Alterations and Moran Commons Locker Installation projects, both approved by the chancellor pursuant to delegated authority. Informational updates were also provided on the designer selected for the Campus Transportation Master Plan Update, a routine Facilities Design and Construction update, and an update on a clean audit of the University Investment Fund.

Compliance, Audit, Risk Management and Legal Affairs (CARL) Committee

Chair Anita Bachmann gave the report of the November 11, 2025 CARL Committee meeting.

Director of Internal Audit Katherine Skinner presented summaries of the Youth Programs Background Checks Audit and the Weatherspoon Art Museum FY 2025 Inventory Audit. The youth programs review found strong compliance, with 97% of staff having current background checks and 91% completing checks prior to employment. She reported that minor follow-up actions are underway to address the small percentage of cases that did not meet full compliance, including improved communication and additional training. The Weatherspoon audit confirmed accurate records, physical verification of high-value, new, and randomly selected items, and effective internal controls for the museum's \$28.6 million collection, with no findings or recommendations. Inventory verification procedures were completed successfully, and recent security enhancements were noted.

Jerry Blakemore, Vice Chancellor for Institutional Integrity and General Counsel, and Enyonam Williams, Associate General Counsel/Compliance Director, provided an update on policy administration and compliance functions. Ms. Williams reviewed her work overseeing policy development and maintenance and outlined the responsibilities of the University Compliance Committee, including training, communication, monitoring, and corrective action. She reported that the compliance program has made progress in areas such as associated entity oversight and protection of minors. The confidential reporting system launched in 2024 continues to serve as an effective tool for anonymous reporting.

Associate Vice Chancellor Casey Forrest and Chief Information Security Officer Damal Raval briefed the Committee on current ITS initiatives. They reviewed October network intrusion attempts and described forthcoming improvements to threat-blocking capabilities.

Additional updates included:

- A September simulated phishing campaign in which approximately 5% of participants required remedial training.
- An October network security and vulnerability assessment conducted with the NC National Guard, with a detailed report forthcoming and a penetration test planned for March 2026.
- Cyber Security Awareness Month activities including annual training, a phishing simulation, and weekly cybersecurity webinars.

General Counsel Blakemore led a discussion on freedom of expression, including summaries of relevant federal and state laws and related UNC System guidance. The Committee discussed the responsibilities of board members, faculty, and staff, and the Chancellor emphasized the role of higher education in fostering civil dialogue. Updates were provided on recent faculty and staff engagement efforts, including memorandums, presentations, and forums on free expression. In addition, HR is finalizing virtual training on the topic.

The meeting concluded with a brief update on plans for an educational forum addressing rights and responsibilities of students and UNCG Police regarding police-civilian interactions.

University Advancement Committee

Chair Margaret Benjamin gave the report of the November 11, 2025 University Advancement Committee meeting.

She reported that due to the absence of quorum, approval of September 9, 2025 meeting minutes was tabled. They will be considered at the March 2026 meeting.

Vice Chancellor Fischer reported that the *Light the Way* campaign has reached \$244.5 million. She highlighted several major events from the semester, including the naming of the Marcus T. Johnson Alumni House; the renaming of Fleming Gymnasium to Bodford Arena; the dedication of Warmath Commons; the naming of Woman's College Way; and the beam signing for the Jeanne Tannenbaum Center for Creative Practice.

Brad Morton, Chair of the UNCG Foundation Board, provided an overview of his Board's mission, leadership, and progress on its 2023–2026 Strategic Plan. The Foundation Board includes 26 members and several student ambassadors and is seeking additional candidates with diverse backgrounds. Trustees wishing to recommend potential members were encouraged to contact Vice Chancellor Fischer. Trustees were also reminded of the Annual Boards Reception on November 20.

Sam Logan presented an update on the Spartans Give crowdfunding platform, which experienced a 109% increase in support last year. Notable campaigns included Pass the Tassel, Active Girls Healthy Girls, and the Pop-up Professional Clothing Closet, which supplied attire to more than 400 students.

Benjamin recognized Trustee Sloan, her husband/former trustee Tom Sloan, and former Trustee David Sprinkle for receiving the Community Foundation of Greater Greensboro's Legacy Award. She reminded trustees that *Believe in the G*, the annual day of giving, will take place March 3–4, 2026, and that match and challenge gifts secured by December 31 will support the *Light the Way* campaign. Chair Hoyle's goal of 100% board giving participation was reiterated, with outreach to trustees by December 15.

Academic Affairs Committee

Chair Mae Douglas gave the report of the November 11, 2025 Academic Affairs Committee meeting.

Provost Boyette announced upcoming leadership transitions within Academic Affairs: University Libraries Dean Mike Crumpton will retire in summer 2026 after 18 years of service, and Dean of Students Brett Carter will retire in August 2026 after 30 years. Search planning is underway.

Vice Chancellor Obare reported that the federal shutdown has paused new awards, renewals, supplemental funding, and peer review panels, likely affecting FY26 research awards. Proposal submissions continue where portals remain open, and contingency plans are in place to support active projects. Despite challenges, several positive developments were noted: congressional visits highlighting UNCG research strengths; a \$3.66M grant to Dr. Gideon Wasserberg (Biology); reinstatement of the SERVE Center's \$11.3M U.S. Department of Education grant; and recognition of forty UNCG faculty among the top 2% of scholars worldwide. UNCG's research enterprise continues to demonstrate resilience and national visibility.

The Provost reported that the first cycle of UNCG's new seven-year academic program review process concluded for the School of Nursing's B.S., M.S., and D.N.P. programs. All three received "no action" outcomes, indicating strong performance and appropriate resource use.

Graduate School Dean Greg Bell gave an overview of the annual 3MT (three-minute thesis) competition, which tasks participants with explaining their research and its impact to a lay audience in only three minutes using one static slide. This year, ten finalists advanced from an initial pool of 30 participants to present their 3MT to a panel of judges, who selected Victoria Fonville as runner up and Praveen Pasupathi as winner. Fonville, a PhD student in Nutrition, presented her 3MT examining lactation and milk donation following infant loss. Pasupathi, PhD student in Kinesiology, presented his 3MT on neurocognitive effects of mindfulness and exercise on symptoms of anxiety, particularly in children and older adults. Both exemplified UNCG's commitment to advancing high-impact research and fostering academic excellence with real world impact.

The Committee entered closed session to discuss three honorary degree nominations. Following return to open session, all were approved, and they will be considered by the full board in closed session.

Thereafter, the roster of August degree and certificate recipients was noted, and the meeting was adjourned.

Action Items

BOT-1 Consent Agenda

- 1.1 Approval of Minutes – September 11, 2025
- 1.2 Items Recommended by Finance and Administration Committee
 - Campus Elevator Replacements, Renovations & Upgrades Project - Approval of Designer Selection (FAC - 1)
 - Quad Electrical Duct Bank Replacement – New Capital Project (FAC - 2)
 - Moore Strong Plumbing Replacement – New Capital Project (FAC - 3)
 - Taylor Theatre Infrastructure Improvement Project - Approval of Increase in Authority to the Board of Governors (FAC - 4)

Chair Hoyle reviewed the items on the consent agenda; all were included in the trustees' pre-meeting materials. There being no questions or requests to discuss any of the items individually, Hoyle invited a motion to approve. Trustee Coleman made the motion, which was seconded by Trustee Rankin. The motion carried unanimously.

BOT – 2 Tuition and Fee Recommendations for 2026-2027

Associate Vice Chancellors Joel Lee and Scott Milman presented the recommendations of the University committee on Tuition & Fees for academic year 2026-2027. Co-chaired by the Associate Vice Chancellor Lee and the Vice President of the Student Government Association, the Chancellor-appointed committee consisted of six students (inclusive of the committee co-chair), two members of the University's professional staff (representing Financial Aid and Finance), and three faculty members (the Chair of the Faculty Senate, Chair of the Faculty Budget Committee, and the Faculty Athletics Representative), with the Vice Chancellors for Finance and Administration, Student Affairs, and Institutional Research; the Dean of the Graduate School, and the Director of Cashiers and Student Accounts also serving ex officio.

To arrive at its recommendations, the Tuition & Fees Committee examined budget and other background information supplied by Finance and Administration, Institutional Research, and the UNC System, recommendations from the Provost and Vice Chancellors, and information from discussions with appropriate administrators who oversee fee-funded functions. The Committee also hosted two student forums to gather feedback from current students, and based its recommendations on an understanding of needs of fee funded units to support university infrastructure and student success. Inflationary impacts such as changes in costs of goods and services to maintain a thriving campus were also considered.

The UNC System provided the following guidance for 2026–27 tuition and fee planning across undergraduate, graduate, and professional programs.

- Institutions may propose resident undergraduate tuition increases of up to three percent, while ensuring that combined tuition and fees remain in the bottom quartile of their public peer institutions.
- Proposals will be evaluated based on demonstrated administrative cost restraint, ongoing academic program alignment and efficiency efforts, limited growth in mandatory fees, coordination with housing and dining rate changes, support for academic quality, and consistency with inflationary trends.

- Institutions may also propose non-resident undergraduate tuition increases, provided they are market-driven, fully justified, and not expected to negatively affect enrollment.
- For graduate and professional programs, the Board will consider both school-based and campus-initiated tuition changes that align with Board policy and include justification of need as well as evidence that the increases will not harm enrollment.
- Mandatory fee increases will be considered only when they are critical to sustaining core fee-supported activities and fall within the three percent statutory cap. The Board will not consider fee increases intended for service expansion or nonessential purposes. Proposals may include offsetting adjustments across fees, except in cases involving debt-service fees scheduled to sunset. Each proposed increase must include an expenditure plan demonstrating the necessity for additional revenue and outlining why alternatives or cost reductions are insufficient.
- Special fees may be increased only to cover inflationary costs associated with existing fees or established for new programs; they may not supplement general academic revenues.

Based on those parameters, the UNCG Tuition and Fees Committee recommended a three percent increase in tuition for resident and nonresident undergraduate and graduate students, with no increases to mandatory fees, as shown in the table below.

Tuition	Current Annual Rate	Proposed Annual Rate	Change Percentage
	2025-2026	2026-2027	'25-'26 to '26-'27
Undergraduate In-State Tuition	4,422	4,555	3.0%
Undergraduate Out-of-State Tuition	21,396	22,038	3.0%
Graduate In-State Tuition	5,375	5,536	3.0%
Graduate Out-of-State Tuition	20,692	21,313	3.0%
Required Fees	Current Annual Rate	Proposed Annual Rate	Change Percentage
	2025-2026	2026-2027	'25-'26 to '26-'27
Athletics Fee	843	843	0.0%
Student Activities Fee	639	639	0.0%
Health Services Fee	421	421	0.0%
Education & Technology Fee	513	513	0.0%
Student Facilities Fee	707	707	0.0%
Security Fee	60	60	0.0%
Student Government Fee	1	1	0.0%
Total Required Fees	3,184	3,184	0.0%

These recommendations reflect comparisons with UNC System peers, consideration of student financial impact, and feedback from students, faculty, and staff. The recommended increases are intended to address inflationary pressures and mandated labor-market and FLSA-related salary adjustments for fee-funded positions rather than to support new programs or positions. UNCG is expected to remain a low net-cost institution, and the proposed changes are not anticipated to negatively affect enrollment. The tuition adjustments will support maintaining high-quality student experiences and advancing student success outcomes.

Following discussion, Trustee Rice moved to approve the tuition and fee recommendations for 2026-2027. Vice Chair Bachmann seconded. The motion carried unanimously.

Transition to Closed Session

Before transitioning to closed session, Chair Hoyle reminded members that closed session discussion would be limited to agenda items BOT – 3 and 4, and that votes would not be taken until the board reconvened in open session.

Motion to Enter Closed Session

Pursuant to North Carolina General Statute Section 143-318.11(a)(2) and (6), Chair Hoyle moved that the Board convene in closed session to prevent the premature disclosure of an honorary degree, scholarship, prize, or similar award, and to 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.

Closed Session began at 11:51 am.

CLOSED SESSSION

General Account of Closed Session Discussion

MEMBERS PRESENT: George Hoyle, Chair; Anita Bachmann, Vice Chair; Margaret Benjamin, David Brown, Fox Brown, Oita Coleman, Mae Douglas, Ernest Grant (via Teams), Matthew Rankin, Tim Rice, Tim Sessoms

OTHERS PRESENT: Chancellor Frank Gilliam; Dr. Alan Boyette, Provost and Executive Vice Chancellor; Bob Shea, Vice Chancellor for Finance and Administration; Patricia Lynch, Interim Associate Vice Chancellor and Chief Human Resources Officer, Jerry Blakemore, Vice Chancellor for Institutional Integrity and General Counsel, Enyonam Williams, Associate General Counsel; Waiyi Tse, Chief of Staff (BOT – 4); Kelly Harris, Associate Chief of Staff and Assistant Secretary to the Board of Trustees.

Discussion Items

BOT – 3 Academic Affairs Committee Recommendations for Honorary Degrees

As recommended by the Academic Affairs Committee, Provost Boyette presented, and the board discussed, three nominations for conferral of honorary degrees.

BOT – 4 Faculty Personnel Report dated October 27, 2025

Chair Hoyle opened the floor for questions or comments about the faculty personnel report dated October 27, 2025 that was included with the trustees' pre-meeting materials. There were no questions or comments.

Following discussion, Chair Hoyle invited a motion to return to open session. Trustee Rice made the motion, which was seconded by Trustee Sessoms. The motion carried unanimously.

The closed session concluded at 11:58 am.

OPEN SESSION

Following return to open session, Chair Hoyle confirmed that closed session discussion was limited to agenda items BOT – 3 and 4.

BOT – 3 Academic Affairs Committee Recommendations for Honorary Degrees

Chair Hoyle invited a motion to approve the recommendations for conferral of honorary degrees upon nominees one, two, and three. Trustee Rankin made the motion, which was seconded by Trustee Coleman. The motion carried unanimously.

BOT – 4 Faculty Personnel Report dated October 27, 2025

Chair Hoyle invited a motion to approve the faculty personnel report dated October 27, 2025. Trustee Benjamin made the motion, which was seconded by Trustee Rice. The motion carried unanimously.

There being no further business, the meeting was adjourned at 11:59 am.

Respectfully submitted,

Kelly Harris

Assistant Secretary to the Board of Trustees