



**Minutes of the Meeting of the University of North Carolina at Asheville
BOARD OF TRUSTEES**

**Friday, December 4, 2015
Overlook Hall, 011**

The following Trustees were present:

Pat Smith, Chair
King Prather, Vice Chair
Kennon Briggs, Secretary
JW Davis
Bob Long, Jr.
Richard Lutovsky
Maya Newlin, Student Trustee
Piyush Patel
Ron Paulus
Wilma Sherrill
Cissie Stevens
Robby Russell
Oscar Wong

Others present:

Mary Grant, Chancellor
Joseph Urgo, Provost and Vice Chancellor for Academic Affairs
Gwen Ashburn, Academic Affairs
Buffy Bagwell, Vice Chancellor for Advancement
Vollie Barnwell, Student Affairs
Elizabeth Becker, Chancellor's Office
Laura Bond, Academic Affairs
Rebecca Bruce, Academic Affairs
Suzanne Bryson, Administration and Finance
Luke Bukoski, Director of Communication and Marketing
Chelsey Burke, Executive Assistant to the Chancellor
Greg Carter, Associate Vice Chancellor of External Relations
Patrick Chitwood, Chair, Osher Life-Long Learning Institute (OLLI) Steering Council
Janet Cone, Senior Administrator for University Enterprises / Athletics Director
Catherine Frank, Executive Director, Osher Life-Long Learning Institute (OLLI)
William Haggard, Vice Chancellor for Student Affairs
Amy Jessee, Communication and Marketing
Jeff Konz, Academic Affairs
Keith Krumpe, Academic Affairs
Joan Mitchell, Board of Governors
Nicole Norian, Director of Human Resources
Heather Parlier, General Counsel

John Pierce, Vice Chancellor for Administration and Finance
Susan Reiser, Academic Affairs
Brent Skidmore, Academic Affairs
Robert Straub, Student Affairs
Monique Taylor, Internal Auditor
David Todd, Administration and Finance
Darin Waters, Special Assistant to the Chancellor for Community Outreach
Clifton Williams, Chancellor's Office
Nathanael Brothers, student
Zachary Sequin, student
Emily Baell, student
Shanna Blake, student
Sara Sanders, alumna
Eli Buckner, student

The meeting was called to order by Chair Smith at 9 a.m.

Ethics Reminder

Chair Smith reminded the Board of the duty, imposed by the State Government Ethics Act, to avoid conflicts of interest and appearances of conflict, and allowed members to declare any conflicts. No conflicts stated.

Approval of the Minutes of the October 9, 2015, Meeting of the Board of Trustees

Upon a motion duly made and seconded, it was

VOTED: To approve the minutes of the October 9, 2015, meeting of the Board and all actions contained therein.

Report of the December 1, 2015, Meeting of the Academic Affairs Committee

Trustee Paulus delivered the report on behalf of the Academic Affairs Committee.

The committee looked at surveys and data interpretation for both the students and faculty. The results of the survey were informative, and Trustee Paulus reported that we are doing well against our peer groups: Carnegie, UNC System, and public and private Liberal Arts Colleges and Universities.

Our faculty were asked if they had to begin their careers again, would they still work here? 80% of faculty reported they would still work here. Our students were asked about whether campus provided them with high impact experiences. 9% of freshman said yes, however 81% of seniors said yes. This large increase could be that the student is not readily aware of the experiences they have when they first come to UNC Asheville. Compared to the UNC System, 18% of freshman said they have high impact experiences – 70% of seniors said they did.

Trustee Paulus noted that we are below our peer groups in the area of diversity by seven points. He also noted that although we are below, we are 24 points ahead of our peers in including diverse perspectives in coursework.

Report of the December 3, 2015, Meeting of the Audit Committee

Chair Smith delivered the report on behalf of the Audit Committee.

The Audit Committee reviewed the Financial Audit ending June 30, 2015. Once again there were no audit findings for this year. The committee had an executive session with the auditor, and he was complimentary of Mary Hall and the entire Administration and Finance team.

Mary Hall elaborated on the Financial Statements in the committee meeting and explained that the balance sheet is impacted with the new rules regarding pension. Other institutions are affected by these new rules as well, so this is not specific to UNC Asheville.

The committee was introduced to two new student interns. John Browning and Megan Odom spoke about projects they are working on with Monique Taylor, and the experience they are gaining.

Report of the December 3, 2015, Meeting of the Administration and Finance Committee

Trustee Patel delivered the report on behalf of the Administration and Finance Committee.

Trustee Patel reported that the Chancellor is doing a great job of making sure we are reviewing compensation and developing plans to compensate our faculty and staff more competitively. Trustee Patel asked Nicole Norian and Jeff Konz to give an overview of this process.

Nicole Norian, Director of Human Resources, presented an overview of a recent comprehensive analysis of faculty and staff compensation. This analysis was used to ensure that employees are being paid a more competitive market rate in order to have a long-term approach to attract and retain these individuals. Over the past 6 years, the state has not consistently provided funds for pay increases. In 2014, one of the key priorities of our students was to increase the hourly rate for student employees (\$10/hr) and for a significant portion of the tuition funding to be allocated specifically for faculty and staff increases. Nicole Norian added that 2007 was the last time employee salaries were significantly increased. We took in to consideration recent work by the city of Asheville to determine a living wage of \$26,000/year.

Jeff Konz, Dean of Social Sciences presented an overview of the faculty portion of compensation. He noted that UNC Asheville has kept pace with merit increases. He wants to continue to pay new hires a competitive market rate and wants to pay current faculty more competitively. The University underwent a large study using national data to take a look at how salaries compare to various peer groups. The data verified that, generally, in hiring, compensation is competitive, however the greatest gaps are with full professors. UNC Asheville looked at the 75th percentile of the salary at designated peer institutions as the benchmark for market equity adjustments for faculty. Salaries for faculty were raised via a cohort of rank and discipline by the same amount, meaning all faculty at the same level would receive equal raises regardless of merit increases. Approximately half of eligible faculty received a market equity adjustment with the largest portion going to full professors. The average increase was close to \$2,000.

Trustee Patel noted that the university has not had this type of extensive research before. He believes it is a great start and needs to be a priority to attract the best. The committee voted to bring these increases to the board. Trustee Patel asked the board to review and approve the following:

- Approve the methodology to establish SAAO Tier II and IRPS salary ranges
- Approve the recommended SAAO Tier II pay ranges, effective 12/1/2015
- Authority to establish future ranges based on the same methodology, without requiring prior Board of Trustees approval. The Board of Trustees will receive an annual report on the salary ranges.

Chancellor Grant noted that this work is important so our faculty and staff can do their best work, raise a family, and work in Asheville. We need to recruit and retain the good, hard working employees that we have.

Upon a motion duly made, it was

VOTED: To approve the methodology to establish SAAO Tier II and IRPS salary ranges, approve the recommended SAAO Tier II pay ranges, effective 12/1/2015, and allow authority to establish future ranges based on the same methodology, without requiring prior Board of Trustees approval.

Debt Service Fee and Application Fee

The committee also reviewed the debt service fee and application fee that were discussed at the joint Student Affairs and Administration and Finance committee meeting on November 18, 2015. The committees approved and recommended to the board an increase of \$143 to the debt service fee for 2016-2017 and an increase of \$15 to the Admission application fee.

Upon a motion duly made, it was

VOTED: To approve the debt service fee increase and the application fee increase.

River Arts Makers Project (RAMP)

Trustee Patel updated the board on the River Arts Makers Project (RAMP). A final estimate was received from the architect. While we cannot use state funds for leasehold improvements, NC State University provided \$100,000 for the project and the Windgate Foundation will provide another \$500,000 allowing us to move forward with funding the up fit costs and design plans. Trustee Patel stated it is not just about the dollar amount, it is about the relationship with NC State that is so great.

Bond Update

Trustee Patel gave a Bond Update. He noted that three schools are eligible for the bond proceeds to fund capital repairs and renovations as appropriated by the Board of Governors. UNC Asheville is eligible for \$21.1 million for the renovation of Owen Hall. There will be more public conversation and discussion on these projects prior to the public vote in March.

Report of the December 3, 2015, Meeting of the Advancement Committee

Trustee Stevens delivered the report on behalf of the Advancement Committee.

General Administration set a goal of \$3.5 Million - We already met this goal. (\$4,850,028.97)

Cash	\$2,920,581.93
Pledges	\$279,447.04
New Planned Gifts	\$750,000.00
Matured Bequest	\$900,000.00

Naming Values

The Advancement Committee discussed the Naming Values Guidelines that is under development. It includes input from all divisions on campus, as well as reflects guidelines of other UNC System universities. The internal document organizes all the named spaces so there is more structure when looking at naming a building or space on campus.

Partnerships

Admissions and Advancement developed a strategic partnership that enhances alumni, parent, and friend support from current recruiting areas. With the two departments working collaboratively, the intended outcomes are to build a circle of support through student recruitment, alumni and parent engagement, and increased scholarship funding. Trustee Stevens applauded the great job of team building through this combined effort.

Board Challenge

Chair Stevens reminded the board of the Board Challenge and encouraged all members to make a pledge by June 30, 2016. She stated that funding should not stand in the way of keeping students from attending UNC Asheville.

Report of the December 3, 2015, Meeting of the Student Affairs Committee

Trustee Prather delivered the report on behalf of the Student Affairs Committee.

The Student Affairs Committee had two presentations during their committee meeting. Jill Moffitt, associate vice chancellor for student affairs, presented a Title IX update on the sexual assault and reporting guidelines. Trustee Prather noted the strong leadership provided by Dr. Moffitt.

The second presentation was by Trustee Newlin on recently passed SGA Legislation seeking to improve and strengthen diversity on campus. Trustee Prather asked Trustee Newlin to give an overview to the board. Trustee Newlin referred to the board packets. She spoke on four topics: events, fundraisers, sustainability in new projects, and the Black Lives Matter movement. Trustee Prather thanked Trustee Newlin for her leadership on these important matters.

Chair Smith also noted Trustee Newlin's leadership and commitment. She commented on how responsible our students were during the movement.

Chancellor Grant informed the Board that the Senior Staff is reviewing the legislation and this will be an ongoing conversation.

Report of the December 3, 2015, Meeting of the Athletics Committee

Trustee Briggs delivered the report on behalf of the Athletics Committee.

Trustee Briggs gave an update on the women's and men's basketball teams. The women are off to a great start at 5-1, and the men's team just returned from a successful trip to Alaska. Trustee Briggs thanked Trustee Sherrill and Trustee Davis for supporting the men's team during their travels.

Trustee Briggs spoke about the Leaders for Leaders Program, which pairs a community leader with student athlete. The community leader serves as a mentor to the student athlete on and off the playing field/court. There are currently 30 pairs.

Athletic Director Cone updated the Board on the Big South Conference Basketball Championships for this season. She noted UNC Asheville put in a bid to host the men's and women's championship, and was selected to host the Women's Championship in March.

Chancellor's Report

As part of the Chancellor's Report, faculty and students from the engineering and art departments spoke to the Board about the program and the relationship between the two departments. Twenty art students partnered with twenty engineering students to collaborate on design and functionality. This is a great partnership between students, the faculty, and the departments.

Brent Skidmore (Assistant Professor of Art), Gwen Ashburn (Dean of Humanities), Laura Bond (Professor of Interdisciplinary Studies), Rebecca Bruce (Professor of Computer Science), and Susan Resier (Professor of Computer Science) represented the faculty for this discussion.

Eli Buckner '16 said that he is a big supporter of the class. He was able to work with other engineers that modeled the work on the computer and paired with an art student to design and structure the product.

Another student noted how confident he had become because of this program. Collaborating with so many people on projects encouraged each other to follow their creative vision and work together to achieve success.

Chancellor Grant stated that this is liberal arts in action: problem solving, working with others, and critical thinking.

[The Board took a 10 minute break at 10:48 a.m.]

Approval to go into Closed Session

Upon a motion duly made and seconded, it was

VOTED: To go into Closed Session for the following reasons:
- To prevent the premature disclosure of honorary award or scholarship
- To consider the qualifications, competence, performance, or condition of appointment of a public officer or employee or prospective public officer or employee, as allowed by sections 143-318.11 (a) (2), (5), and (6) of the North Carolina General Statutes.

Closed Session ended at 11:18 a.m.

Chancellor's Report (continued)

Admissions

Chancellor Grant updated the Board on what is happening around campus and in the community. She noted that Admission Open Houses are successful, and we are ahead on applications from this point last year. She also noted that this is a diverse group of students.

Events – Fall 2015

Chancellor Grant also highlighted a few events that took this place this past semester (African Americans in Western North Carolina, Dexter Squibb Lecture, etc.) and stated she was going to give a presentation at the Trustee Emeritus luncheon following the board meeting.

Bond Update

Chancellor Grant provided an update on the bond. January 5th has been set as the Campaign Kick-Off date, and the Chancellor will provide the Board with more information as she receives it. The \$21 million is an investment in the excellence of this institution.

Trustee Prather noted that other UNC System Boards' of Trustees have passed a resolution to support the bond and he would like to propose the following resolution:

WHEREAS, the Connect NC Bond Act has been approved in a strong bipartisan vote of the North Carolina General Assembly; and

WHEREAS, the last statewide general obligation bond to support the State's educational infrastructure was issued in 2000 and since then the State's population has grown by approximately 2 million; and

WHEREAS, with interest rates at historic lows, now is the time to borrow money to make vital 21st century investments in education, parks, recreation, transportation, safety and water and sewer infrastructure projects; and

WHEREAS, a significant portion of the Connect NC Bond proceeds will benefit the University System for long postponed repairs and renovations; and

WHEREAS, the Bond is subject to voter approval on March 15, 2016; and

WHEREAS, the Board of Governors of the University of North Carolina has determined that approval of the Bond is in the best interest of the UNC System; and

NOW THEREFORE BE IT RESOLOVLED THAT, the UNC Asheville Board of Trustees strongly supports the Connect NC Bond package because it is essential to the advancement of the state's infrastructure, especially in regards to education.

BE IT FURTHER RESOLVED THAT, the UNC Asheville Board of Trustees encourages all North Carolinians to vote "YES" for the Bond on March 15, 2016.

This the 4th day of December, 2015

Upon a motion duly made and seconded, it was

VOTED: To approve the resolution.

Chancellor Grant thanked the board for their support and passing a resolution for this.

Alumni

Chancellor Grant acknowledged several alumni. Ko Barret '94 was elected to serve as vice chair of the United Nations Intergovernmental Panel on Climate Change (IPCC). William Wells '73 is working with weather balloons, 300 miles off the coast of Alaska to report for St. Paul National Weather Service.

