



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

**Friday, October 21, 2016
Brown Hall, 217**

The following Trustees were present:

Pat Smith, Chair
Kennon Briggs, Vice Chair
Richard Lutovsky, Secretary
JW Davis
Piyush Patel
Ron Paulus
King Prather
Cissie Stevens
Robby Russell
Charlie White, Student Trustee
Oscar Wong

The following Trustees were absent:

Wilma Sherrill
Bob Long, Jr.

Others present:

Mary Grant, Chancellor
Joseph Urgo, Provost and Vice Chancellor for Academic Affairs
Luke Bukoski, Director of Communication and Marketing
Chelsey Burke, Executive Assistant to the Chancellor
David Clarke, Professor, Department of Biology
Janet Cone, Senior Administrator for University Enterprises / Athletics Director
Shannon Earle, Chief of Staff
Melanie Fox, Associate Dean of Students
Michael Gass, Director of Institutional Research, Effectiveness and Planning
William Haggard, Vice Chancellor for Student Affairs
Sarah Humphries, Executive Assistant
Pat McClellan, Interim Associate Provost of Admissions and Financial Aid
Jackie McHargue, Dean of Students
Stacey Millett, Executive Director of Community Engagement and NCCHW
Nicole Norian, Director of Human Resources
Roger Payne, Professor and Department Chair, Department of Religious Studies
John Pierce, Vice Chancellor for Administration and Finance
Carloyn Schweitz, student
Monique Taylor, Internal Auditor
Deaver Traywick, Interim Senior Director for Student Success

Ben Underwood, Associate Vice Chancellor for Advancement Operations
Darin Waters, Special Assistant to the Chancellor for Community Outreach
Clifton Williams, Interim General Counsel
Carla Willis, Vice Chancellor for University Advancement

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 June 10, 2016, Meeting of the Board of Trustees

Upon a motion duly made and seconded, it was

VOTED: To approve the minutes of the June 10, 2016, meeting of the Board and all actions contained therein.

Report of the October 18, 2016, Meeting of the Academic Affairs Committee

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

The Southern Association of Colleges and Schools (SACS) five-year interim accreditation report is underway. The interim report is due March 2018 and the comprehensive accreditation review is scheduled for 2022.

The committee went into closed session to discuss new hires of assistant professors, lecturers, and a scholar in residence.

We have many events coming up in the next few weeks, including the Faith in Literature Festival, the African Americans in Western North Carolina Conference, and a student panel organized by Trustee White, where students will have conversations with faculty members about their experiences and challenges as a UNC Asheville student.

David Clarke provided numerous updates from Faculty Senate on behalf of Brian Butler, chair of Faculty Senate. Working its way through Faculty Senate are two additional programs – Arts Administration and Entrepreneurship major, and American Indian and Indigenous Studies minor. The Liberal Arts Core is also up for review, after modifying some of the curriculum to better fit the needs of our students.

The University was unable to give bonuses to all faculty, however the faculty are supportive of the increase in staff salaries. There is a concern with increasing the course load of contingent faculty to 16 hours. This needs to be looked at carefully by the faculty task force while using our strategic plan to guide academic rigor, student success, and organization capacity.

Congratulations to Juan Sanchez for receiving the National Prize for Literature in Colombia for his book of poems titled *Altamar*.

Report of the October 20, 2016, Meeting of the Student Affairs Committee

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

Trustee White gave an overview of Student Government and the Association of Student Government. Student Government is working on multiple collaborations with the community and departments across campus, including educating students about voting, building relationships with campus police, and hosting a panel where students are able to talk to faculty about life inside the classroom.

The Student Health and Counseling Center started a program called Peers Educating Peers and Advancing Health (PEPAH) which is a student led group focused around sexual assault prevention and healthy relationships, alcohol and drug education, and mental health. We currently have 11 student ambassadors who are role models of a healthy lifestyle across campus.

Report of the October 20, 2016, Meeting of the Administration and Finance Committee

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

The committee brought three resolutions to the full board.

1.) Resolution to Approve the Owen and Carmichael Hall Renovation Construction Manager-at-Risk

WHEREAS, the Board of Trustees (“Board”) of The University of North Carolina Asheville (the “University”) has determined that it is in the best interests of the University to renovate Owen and Carmichael Hall (“Project”), financed with bond funding pursuant to the passage of the Connect Bond Act in October 2015 and the state-wide Connect NC bond public referendum in March 2016; and

WHEREAS, the Project is planned and supervised by the University of North Carolina Asheville Campus Operations (“CO”) office; and

WHEREAS, the CO office has also issued Request for Proposals (“RFPs”) to obtain the services of qualified construction manager-at-risk firms for the Project; and

WHEREAS, the CO office carefully evaluates each response to those RFPs utilizing a number of criteria as specified by the State Building Commission including such criteria as workload, qualifications, previous experience at the University of North Carolina Asheville and/or in the University of North Carolina System, and other relevant factors; and

WHEREAS, the CO office, in conjunction with the Chancellor and other University administrators, is recommending the following three construction manager firms in priority order: Vannoy Construction (“Recommended CM at Risk Firms”), Beverly Grant/Barnhill (Joint Venture), and Balfour Beatty Construction and;

WHEREAS, the Board of Trustees of the University of North Carolina Asheville is charged by the University of North Carolina Board of Governors with the authority and responsibility to approve the selection of construction manager-at-risk firms for projects at the University of North Carolina Asheville; and

WHEREAS, contingent upon the construction delivery method, the University recommends approval by the Board of Trustees of the Recommended Construction Managers for the Project;

NOW THEREFORE BE IT RESOLVED THAT, the Board of Trustees of the University of North Carolina Asheville approves the Recommended Construction Manager firms in priority order and directs the University to proceed with taking all necessary steps to enter into a contractual agreement with the highest priority firm with the flexibility to move to the second and third priority firms if conditions warrant.

Upon a recommendation from the committee, it was

VOTED: To approve the resolution to approve the Owen and Carmichael Hall Renovation Construction Manager-at-Risk.

2.) Resolution to Approve the Purchase of Real Property at 90 Zillicoa Street, Asheville, NC

WHEREAS, the UNC Asheville Foundation, Inc. ("Foundation"), as sole Member of UNC Asheville Foundation Real Estate, LLC, a North Carolina limited liability company (the "LLC"), is the owner of that certain real property consisting of approximately 5.96 acres located at 90 Zillicoa Street, Asheville, North Carolina, and more particularly described in Book 5180 at Page 1627, Buncombe County Registry (the "Property"); and

WHEREAS, the Property is currently leased to Odyssey: A Community of Integral Learning, Inc. (the "Odyssey School") through August 15, 2018; and

WHEREAS, a primary objective for the purchase of the Property by the Foundation was to acquire and hold the Property for the future use and benefit of the University of North Carolina at Asheville (the "University") until such time as the University and the State of North Carolina (the "State") were in a position to acquire the Property from the Foundation and LLC; and

WHEREAS, the State has approved an appropriation in the amount of Two Million Dollars (\$2,000,000) for land or capital purchases benefitting the University (the "Appropriation"); and

WHEREAS, the Foundation and LLC adopted resolutions on September 22, 2016 authorizing the sale of the Property to the State for a purchase price of Two Million Dollars (\$2,000,000) with a final closing and settlement date no earlier than August 15, 2018 and no later than September 30, 2018, and further empowered its Executive Director and Treasurer, and Manager, respectively, to execute and deliver in the name and on behalf of the Foundation and LLC all documents reasonably necessary and appropriate for the sale of the Property, to engage legal counsel to assist the Foundation and LLC with the sale and closing of the Property, and in all other respects to sell said Property in accordance with the respective terms of the resolutions; and

WHEREAS, the State and University now desire to purchase the Property with the funding provided by the Appropriation, and the Foundation and LLC desire to sell the Property, with a final closing and settlement date no earlier than August 15, 2018 and no later than September 30, 2018;

NOW THEREFORE BE IT RESOLVED THAT, the Board of Trustees of the University of North Carolina at Asheville approves the Property purchase and instructs and directs the Chancellor, and other university officials acting at her direction, to do and perform all other acts and things deemed necessary, convenient, or proper to carry out and put into effect this resolution, including without limitation, coordinating the payment of the purchase price to the Foundation and LLC, and executing or delivering all documents required by the State, the University and its approving officers and departments, as the case may be.

Upon a recommendation from the committee, it was

VOTED: To approve the Resolution to Approve the Purchase of Real Property at 90 Zillicoa Street, Asheville, NC

3.) Resolution to Delegate Expanded Authority to the Chancellor for Certain Salary Actions for Employees Exempt from the State Human Resources Act.

WHEREAS, pursuant to N.C.G.S. 116-11(2), the UNC Board of Governors is responsible for the general determination, control, supervision, management and governance of all affairs of the constituent institutions; and

WHEREAS, the UNC Board of Governors has adopted policies relevant to salary actions for employees Exempt from the State Human Resources Act (“EHRA employees”) that delegate certain actions to the President and/or boards of trustees, and on July 29, 2016, approved changes to Sections 200.6 and 600.3.4 of the UNC Policy Manual that raised the thresholds at which proposed salary increases for EHRA employees may be approved by the President and authorized the President to delegate all or a portion of such authorities to the boards of trustees consistent with its authority under N.C.G.S. 116-11(13), as necessary or prudent to enable the institution to function in a proper and expeditious manner ; and

WHEREAS, consistent with the UNC Board of Governors’ authorization, the President has determined that it is necessary and prudent to delegate to the boards of trustees of the constituent institutions the authority to approve individual EHRA employee salary adjustments within the following limits:

- a) A temporary salary stipend or supplement with a specified end date that does not exceed 25% and \$25,000 of cumulative salary adjustments fiscal year to-date based on the employee’s June 30 salary, up to 12-months in duration; and
- b) A temporary salary stipend or supplement without a specified end date that does not exceed 20% and \$15,000 of cumulative salary adjustments fiscal year to-date based on the employee’s June 30 salary; and
- c) A permanent base salary adjustment that does not exceed 20% and \$15,000 of cumulative salary adjustments fiscal year to-date based on the employee’s June 30 salary; and

WHEREAS, the President has authorized the Board of Trustees, at its option, to further delegate any or all of the above authorities to approve salary adjustments, with the exception of adjustments for Tier I Senior Academic and Administrative Officers, to the Chancellor and the Chancellor’s permitted designees identified in the paragraph below, as deemed necessary for the proper and expeditious operation of the institution;

NOW THEREFORE BE IT RESOLVED THAT, after careful consideration, the University of North Carolina Asheville Board of Trustees hereby further delegates to the Chancellor and the Chancellor’s permitted designees the authority to approve EHRA salary adjustments up to the aforementioned limits. This delegation shall remain in effect until modified or rescinded by the Board of Governors, President, or Board of Trustees. For purposes of this Resolution, the Chancellor, at her discretion, may delegate an amount of salary authority to the following permitted designees: provost, chief financial officer, and chief human resources officer. The

Board of Trustees or its designated committee shall receive an informational report quarterly or at the next meeting thereafter, of all EHRA employee salary adjustments approved by the Chancellor and/or the Chancellor's permitted designees under this delegation.

Upon a recommendation from the committee, it was

VOTED: To approve the Resolution to Delegate Expanded Authority to the Chancellor for Certain Salary Actions for Employees Exempt from the State Human Resources Act.

The committee briefly discussed their committee charter.

The committee also discussed the timeline for the self-liquidating bond and debt approval. There are two key factors to consider – securing the money and the interest rate. Chancellor Grant noted that sticking to this timeline is important to be on schedule with the Board of Governors.

Report of the October 20, 2016, Meeting of the Advancement Committee

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

As of October 16, 2016 we have raised \$3,931,000.

Leslie Casse, chair of the Foundation Board attended the committee meeting to provide an update from the Foundation Board.

The committee discussed the anatomy of a gift: what inspires people, where do they give, and how do they give. Vice Chancellor Willis shared an inspiring story about a gift from a former professor. The stories are important – they help people think about how they can make gifts similar to the stories they hear.

Trustee Stevens challenged all of the trustees to give to the Board Challenge. Last year, trustees raised \$47,000 and this year, Trustee Stevens set the goal at \$50,000.

Report of the October 20, 2016, Meeting of the Audit Committee

Trustee Davis delivered the report on behalf of the Audit Committee.

The committee discussed the 2016-2017 Audit Plan. The plan was broken down into a risk matrix proposed by the senior staff. The committee unanimously approved the internal audit plan.

After 30 years in state service and 13 years at UNC Asheville, Monique Taylor announced she will be retiring in December. Monique is a well-respected, leader in her field and an incredible mentor - she will be greatly missed.

Report of the October 20, 2016, Meeting of the Athletic Committee

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

Athletic Director Cone walked the committee through several reports on the IPP dashboard. The dashboard allows us to compare to peers across the NCAA and the 11 peers we chose to benchmark ourselves to. Trustee Briggs handed out a sheet of our benchmark institutions.

The committee reviewed the Big South Conference Report.

We host the Big South Conference Men's and Women's Cross Country Championships next week.

As part of the Strategic Plan and organizational capacity, Chancellor Grant is looking to keep the momentum and successes of our athletic programs strong. Athletics is a great example of where we achieved incredible success and now we need to look at how to sustain this success over time. Chancellor Grant will ask members of the Board of Trustees, Bulldog Athletic Advisory Board, and other members of the UNC Asheville community to take a deeper look at these challenges, and use our strategic plan to guide this work.

Chancellor's Report

Chancellor Grant updated the Board on recent events on campus, including the BAA Golf Tournament raising \$108,000, the Farm to Table Dinner featuring music and cultural traditions from the Eastern Band of Cherokee Indians, the 10th Anniversary of the Health and Wellness Department, the opening of the newest hotel in Asheville – the Bee Hotel, Black Mountain College Conference on campus, hosting over 900 people on campus for CACRAO, a day long Teach-In hosted by the faculty, strategic planning workshop on campus with over 60 members of faculty and staff, and much more.

The political science club hosted Senator Tim Kaine on campus for an early voting rally. Chancellor Grant thanked all the faculty and staff who were instrumental in planning this event – Laura Herndon, Luke Bukoski, Shannon Earle, Eric Boyce, David Weldon, Melissa Acker, and many more.

We have several events coming up including Homecoming Weekend, Faith in Literature, NC Campus Compact Student Conference – bringing students together to talk about civic learning and community engagement, African Americans in Western North Carolina Conference, and a memorial tree planting for Don Locke.

On November 2nd we will host a campus conservation on the UNC System Strategic Plan. General Administration is asking each campus to host a forum on their campus. A survey link was sent to all trustees for feedback.

Chancellor Grant spoke highly of the incredible work of our faculty. Karin Peterson was selected by UNC General Administration as an Academic Affairs Faculty Fellow, Brooke Thompson and Tiece Ruffin were named North Carolina West Education Policy Fellows, and Agya Boake-Boaten was awarded funding from the Carnegie African Diaspora Fellows Program to collaborate on a research and curriculum development initiative with the College of Liberal Arts and Social Sciences in Ghana.

Chancellor Grant is chair of the search committee for the new Executive Director of the Council of Public Liberal Arts Colleges (COPLAC). Bill Spellman is retiring from this role but will continue to teach on campus.

[The Board took a 10 minute break at 10:25 a.m.]

The following shared a range of student retention programming, and the intentional work in student engagement –

Dr. Roger Payne, Professor and Department Chair, Department of Religious Studies
Carolyn Schweitz, student
Jackie McHargue, Dean of Students
Deaver Traywick, Interim Senior Director for Student Success
Melanie Fox, Associate Dean of Students

First Year Colloquia (known as “178”) classes are required for all students who come in with less than 25 credit hours. This course introduces students into a liberal arts class with a specific academic topic. Carolyn Schweitz is a sophomore at UNC Asheville and took Dr. Payne’s 178 course as a freshman. Carolyn shared her experiences in the classroom and she credits where she is today to the community and classroom experiences she learned by taking this course. Deaver Traywick discussed the process for what happens when our students do not succeed right away. There are various external challenges our students face that affect their success in the classroom. We have systems and policies set to help these students achieve success.

Jackie McHargue focused on transitions that students experience and how we get them through these transitions with academic integration and social integration. She described the various events and beginning activities that are hosted starting with Orientation sessions. We bring them into the residence hall, they attend social events, get involved in the community – they see themselves as a part of something bigger than themselves.

Melanie Fox explained how Living Learning Communities benefit student success. Living Learning Communities (LLCs) are a designated hallway pairing students based on a specific theme, major, or idea. Students are getting information in class that they are processing, and then the students go back to their hallways and they have programmatic collaborations that also lead into what they are learning in the classroom. Currently, we have six LLCs – Engineering, AVID, Transfer, Wanderlust, the Asheville Advantage, and LEAD. These communities have a leadership team which incorporates a student affairs professional and a faculty member. Students self-select their LLC.

Closed Session began at 11:36 a.m.

Approval to go into Closed Session

Upon a motion duly made and seconded, it was

VOTED: To go into Closed Session to consult with an attorney employed or retained by the public body regarding the handling or settlement of a judicial action (specifically, Carcano v. McCrory et al., commonly known as the HB2 litigation), to consider the qualifications, competence, performance, or condition of appointment of a public officer or employee or prospective public officer or employee, and to prevent the disclosure of information that is not considered a public record pursuant to N.C.G.S. § 143-318.10 (e) as allowed by N.C.G.S. § 143-318.11 (a)(1), (a)(3), (a)(6).

Closed Session ended at 12:32 p.m.

