

MINUTES

November 20, 2025
Via Videoconference and PBS North Carolina Livestream
The UNC System Office
223 S. West Street, Board Room (17th Floor)
Raleigh, North Carolina

Call to Order

The University of North Carolina Board of Governors met on November 20, 2025, at the UNC System Office in Raleigh, North Carolina. Chair Wendy Murphy called the meeting to order at 10 a.m. She welcomed everyone to the meeting. She announced there would not be a meeting in December, and that the 2026-27 meeting schedule would be released soon.

Invocation

Chair Murphy called on Mr. Holton to give the invocation. She then called on Secretary Burris-Floyd for the roll call.

Roll Call

Secretary Pearl Burris-Floyd called the roll. The following members were present:

Dr. Lee Barnes	Kathryn Crisp Greeley
Kellie Hunt Blue	Reginald R. Holley
Kirk J. Bradley	Mark Holton
Pearl Burris-Floyd	Javier Limon
C. Philip Byers	Wendy Floyd Murphy
Swadesh Chatterjee	Sonja Phillips Nichols
Jimmy D. Clark	Art Pope
Carolyn Coward	Randy Ramsey
Gene Davis	Woody White
Joel Ford	Michael Williford
John Fraley	

The following members were absent:

Harry Brown
Terry Hutchens
J. Alex Mitchell

State Ethics Act

Chair Murphy stated that under the State Ethics Act, members have a duty to avoid conflicts of interest and appearances of conflicts and asked if anyone had a potential conflict. There were none.

Chair's Report

Chair Murphy said that President Peter Hans would give his report later in the meeting. Chair Murphy reported on the importance of providing educational opportunities to all residents of the state, no matter where they are

in their educational journey. Chair Murphy shared the story of a student in attendance at the meeting, Mrs. Mackenzie Thompson. Mrs. Thompson began her educational path at Appalachian State University. During the pandemic she decided to withdraw and return to her home in eastern North Carolina. After receiving her associate degree and CT certification, she decided she wanted to return to App State to complete the degree she started at the beginning of her career. Because of the wonderful opportunity App State afforded Mrs. Thompson, through a new program offering a flexible, affordable, online educational pathway to a bachelor’s degree, Mrs. Thompson will now be graduating with a degree in health sciences from App State in May. Chair Murphy said it is important that we offer educational opportunities, not just as a one-time experience, but rather, as lifelong opportunities to learn and grow; no matter where you are located, or where you are in your career or stage of life. This year, the System welcomed 18,719 transfer students across the System — a record high. Chair Murphy stated the purpose of this Board is to keep the door open to learning for everyone.

Consent Agenda Items

Chair Murphy referred to the consent agenda items listed as item five on the day’s agenda. Chair Murphy entertained a motion to approve the consent agenda items. The motion was properly seconded, and the motion passed.

Minutes

- a. Minutes (Open) of October 16, 2025

Committee on Budget and Finance

- b. 2025-26 State Capital and Infrastructure Fund (SCIF) Maintenance Repairs and Renovations (R&R) Capital Projects APPENDIX A
- c. Capital Improvement Projects APPENDIX B

Committee on Educational Planning, Policies, and Programs

- d. Academic Degree Program Actions APPENDIX C

Report of the Committee on Budget and Finance

Mr. Bradley, chair of the committee, stated the Committee on Budget and Finance held a robust discussion about the penalty language in Section 700.1.3 of the UNC Policy Manual, *Policy on Nonresident Undergraduate Enrollment*. The feedback will be used to inform proposed changes to the policy, which will come to the committee at its January meeting. The committee also reviewed and approved two transactional items that were included on the consent agenda approved by the Board. He also stated the 2025 Faculty Realignment Incentive Program is available on BoardEffect.

Chair Murphy called on Mr. Davis to deliver the report on behalf of the Committee on Educational Planning, Policies, and Programs.

Report of the Committee on Educational Planning, Policies, and Programs

Mr. Davis stated that the Committee on Educational Planning, Policies, and Programs received an Academic Affairs update from Dr. David English, chief academic officer and senior vice president, and from Mr. Dan Harrison, senior advisor, on the Commission for Public Higher Education. Dr. Katie O’Connor, vice president for academic and student affairs, then presented the UNC System Fall Enrollment Report and proposed actions taken pursuant to Section 700.1.3 of the UNC Policy Manual, *Policy on Nonresident Undergraduate Enrollment*. Dr. English presented the Distinguished Professors Endowment Trust Fund Report that was presented to the Joint Legislative Education Oversight Committee. Next, seven new academic degree program establishments, and one academic degree program discontinuation/consolidation, were presented and approved by the full Board through the consent agenda. Lastly, the committee received the Laboratory Schools Evaluation Report from Dr. Ashton Wheeler Clemmons, associate vice president of strategy and policy.

Mr. Davis asked Mr. Wade Maki to report on the UNC Faculty Assembly. Mr. Maki shared the results of a yearlong effort to create a sharper definition of academic freedom. The UNC System's code highlights the importance of academic freedom in several places, making clear that open inquiry is "a prerequisite for maintaining and strengthening a world-class university." In the months ahead, the System will look at ways to incorporate the Faculty Assembly's effort into the UNC System's governing documents. It's an important moment to shore up our shared commitment to academic freedom and open inquiry. In recent years, the System has seen these ideals tested both from within the academy and from outside voices who want to constrain debate and limit speech.

Chair Murphy called on Mr. Ramsey to deliver the report on behalf of the Committee on University Governance.

Report of the Committee on University Governance

Mr. Ramsey stated the Committee on University Governance met and had three items to come before the Board for votes.

First, the committee voted on an appointment to the North Carolina Agricultural and Technical State University Board of Trustees. The appointment before the full Board now is to appoint Mr. Michael Regan to fill a partial term starting on November 20, 2025, and ending June 30, 2029. (APPENDIX D)

Motion: Resolved, that on behalf of the Committee on University Governance, I move that the Board of Governors appoint Michael Regan to the North Carolina A&T State University Board of Trustees to fill a partial term starting on November 20, 2025, and that ends on June 30, 2029.

Motion: Mr. Ramsey

Motion carried

Next, the committee voted on an appointment to the East Carolina University Health Medical Center Board of Trustees. The appointment before this Board is for an initial five-year term for Mr. Steve Spaanbroek to Seat 1, beginning November 20, 2025, and ending February 28, 2030. (APPENDIX E)

Motion: Resolved, that on behalf of the Committee on University Governance, I move that the Board of Governors appoint Steve Spaanbroek to the ECU Health Medical Center Board of Trustees to fill an initial term starting on November 20, 2025, and that ends on February 28, 2030.

Motion: Mr. Ramsey

Motion carried

Finally, the committee voted on an appointment to the UNC Health Board of Directors. The appointment, as recommended by President Hans, is to reappoint Dr. Hayden Kirby to Seat 18, for a term beginning November 1, 2025, and ending October 31, 2029. (APPENDIX F)

Motion: Resolved, that on behalf of the Committee on University Governance, I move that the Board of Governors approve the nomination of Dr. Hayden Kirby to the UNC Health Board of Directors for a term that ends on October 31, 2029.

Motion: Mr. Ramsey

Motion carried

Chair Murphy called on Mr. Holton to deliver the report on behalf of the Committee on Audit, Risk Management, and Compliance.

Report of the Committee on Audit, Risk Management, and Compliance

Mr. Holton reported that the Committee on Audit, Risk Management, and Compliance received informational updates and ongoing audit, risk management, and compliance activities as well as reviewed a series of annual reports. The open session meeting included multiple informational items on topics such as the Systemwide FY25 Internal Audit Activities and UNC System FY26 Annual Audit Plans, as well as a review and summary of the System Office's Associated Entities' annual financial audit report, and a briefing regarding an RTI Partnership with UNC System.

Mrs. Jennifer Myers, chief audit officer, briefed on campus Internal Audit activities from the previous fiscal year. She reported that between July 1, 2024, and June 30, 2025, Internal Audit departments across the UNC System completed risk assessments, audits, advisory services, audit finding follow-ups, and investigations resulting in 246 reports. Those internal audit activities produced 207 findings leading to recommendations for improvements to internal controls. Secondly, Mrs. Myers gave a summary of the Systemwide FY26 Audit Plans. Annual Internal Audit Plans are developed at each institution from a comprehensive risk-based analysis of specific institutional operations. Response to current risks is reflected in each plan. Additionally, Mrs. Myers summarized the University's Associated Entities' annual financial audit reports. As of June 30, 2024, there were 105 Associated Entities subject to the reporting requirements in Section 600.2.5.2[R] of the UNC Policy Manual, *Regulation on Required Elements of University-Associated Entity Relationship*. One audit is in process, and all other Associated Entities received clean audit opinions.

Dr. Jenn Rineer, director of the Workforce Wellbeing & Effectiveness research program at RTI, provided a briefing on a partnership with the UNC System. The Board of Governors and the UNC System have worked diligently over the last several years to adopt a strategic path for campus law enforcement. To continue preserving public safety on our university campuses, we will need other optimum opportunities as recruiting and retention efforts continue to be challenging nationally and locally. Nationally, over 70 percent of law enforcement agencies report that recruiting has become more difficult. The crisis is not limited to large departments; it affects agencies of all sizes, from rural towns to major metropolitan areas. We look forward to RTI providing this Board any new and creative ways they have identified nationally that may help maximize effectiveness and the impact of law enforcement recruitment and retention on our campuses. This may include modernizing recruitment strategies via the use of basic social media campaigns, and more advanced tactics such as data-driven advertising and geotargeting.

Chair Holton recognized the UNC System Campus Police Award recipients. Mr. Holton stated the awards are given each year in recognition of exemplary service by our most outstanding campus law enforcement officers during the previous calendar year. For 2025, these exceptional winners were honored during the recent Campus Police Chiefs' Conference. They included the following: The Sergeant Jaime J. Young Officer of the Year Award went to Detective Lieutenant Vanessa Torroella (UNCW). Eight Valor Awards were presented to the following: Sergeant Phillip Locklear (UNCP), Officer Gralin Locklear (UNCP), Officer Johnny Walker (UNCP), Sergeant John Brayboy (UNCP), Officer Bobby Locklear (UNCP), Officer Wayne Gay (UNCP), Sergeant Mary-Michael St. John (NCSU), Master Police Officer Robbie Craig (UNCA). Chair Holton indicated that booklets outlining the work of each recipient could be found in their materials.

Chair Murphy said we cannot thank these officers enough for their exemplary work.

Chair Murphy called on Mr. Ford to deliver the report on behalf of the Committee on Strategic Initiatives.

Report of the Subcommittee on Strategic Initiatives

Mr. Ford reported the Committee on Strategic Initiatives met to receive an update on our educator preparation programs, UNC System efforts to expand student mental health education, and the great work of the North Carolina School of Science and Mathematics in our continued discussion on achievement culture. First, Dr. Ashton Wheeler Clemmons, associate vice president, provided key updates on state-run programs to grow the educator pipeline along with an overview of key initiatives to ensure teaching excellence at our institutions. The committee also heard about the North Carolina Teaching Fellows Program, which has experienced a threefold increase in student enrollment. Additionally, the North Carolina Principal Fellows Program has now graduated almost 500 fellows with almost three-quarters of them serving in high-needs schools in our state. Next, Dr. Clemmons provided an update on the continued work on the science of reading and early literacy programs, including the creation of a literacy hub for K-12 educators developed by our distinguished professors. Finally, Dr. Clemmons provided an update on newly launched efforts to develop a math instructional framework to be used across our System.

Finally, the committee heard from Ms. Lori Newnam, dean of counseling at NCSSM, on best practices the school deploys to balance student well-being amid the pursuit of academic excellence. With NCSSM being ranked as the No. 1 high school in America and as the home to many high-achieving students, the school has thoughtfully deployed initiatives to ensure sustainable student achievement practices. Some of these practices included the eliminating class rank and valedictorians; requiring students to participate in campus service opportunities so they connect and develop a campus community; and mandating service learning and physical health activities to nurture student mental well-being. Finally, Ms. Newnam provided an overview of the school's focus on resiliency education. It was quite a pleasure to see how NCSSM — and its dedicated educators and staff — are focused on fostering holistic student development.

Chair Murphy called on Secretary Burris-Floyd for a motion to go into closed session.

Secretary Burris-Floyd offered the following motion:

Motion: Resolved, that the Board go into closed session pursuant to N.C. General Statutes Chapter 143 for the purposes stated in the written motion that was included in the meeting materials, which have been publicly noticed. The motion was properly seconded. (APPENDIX G)

Motion: Secretary Burris-Floyd

Motion carried

The Board went into closed session at 10:39 a.m. and returned to open session at 11:45 a.m.

Chair Murphy called on Mrs. Carolyn Coward to deliver the report on behalf of the Committee on University Personnel.

Report of the Committee on University Personnel

Mrs. Coward stated her report covered items discussed during the Committee on University Personnel's meeting on November 19, 2025. The committee voted to approve and present to the full Board revisions to Section 300.2.14, *Policy on Non-Salary and Deferred Compensation*, and Section 300.2.22, *Leave Programs for Faculty and Staff Exempt from the North Carolina Human Resources Act*, of the UNC Policy Manual. These

changes are described in detail in the Board materials. The proposed revisions to the UNC Policy Manual will be voted on through the January consent agenda.

In closed session, President Hans presented his nominee for the next chief executive officer of the UNC Health Care System. The Committee on University Personnel voted to accept the president's recommendation and submit his nominee and the proposed terms of appointment to the full Board. Mrs. Coward then asked President Hans to present this candidate for an open session vote.

President's Report

President Hans stated our public universities play a crucial role in providing quality, affordable health care to North Carolinians of all backgrounds. Particularly through UNC Health and ECU Health, our public universities are among the largest health providers in the state, and they carry the most significant obligation for ensuring broad access to care across the state. President Hans nominated Dr. Cristy Page as the new CEO of UNC Health, in large measure because of her deep commitment to extending UNC Health's reach into hard-to-serve areas of the state. A native of Wilmington, NC, she has a background in family medicine and has been instrumental in building creative partnerships that help bring cutting-edge health care to all corners of North Carolina, fulfilling our public service mission. Her background and experience are impressive and varied. We're living through an age of extraordinary progress in medical treatment, and our shared calling is to make sure all North Carolinians benefit. She brings vision and pragmatism to the role. The heart of health care is the service to others, President Hans stated, and we could not ask for a better steward of UNC Health's mission. Please see President Hans' report for more information (APPENDIX H).

Chair Coward offered the following motion:

Motion: Resolved, that on behalf of the committee, I move that the Board of Governors vote to elect Dr. Cristy Page as the next CEO of the UNC Health Care System.

Motion: Mrs. Coward

Motion carried

Chair Murphy asked if there were any additional items for discussion and wished everyone happy holidays.

There being no further business and without objection, the meeting was adjourned at 11:51 a.m. The next scheduled meeting of the Board of Governors is scheduled for January 29, 2026, at the University of North Carolina System Office in Raleigh, North Carolina.

Pearl Burris-Floyd, *Secretary*

APPENDICES

The Appendices are part of the official record of the meeting and are posted on the UNC System website at:
<http://www.northcarolina.edu/apps/bog/index.php>

Appendix A	2025-26 State Capital and Infrastructure Fund (SCIF) Maintenance Repairs and Renovations (R&R) Capital Projects
Appendix B	Capital Improvement Projects
Appendix C	Academic Degree Program Actions
Appendix D	Appointment to the North Carolina Agricultural and Technical State University Board of Trustees
Appendix E	Appointment to the East Carolina University Health Medical Center Board of Trustees
Appendix F	Appointment to the UNC Health Board of Directors
Appendix G	Closed Motion Full Board
Appendix H	President Hans' Report