

## MINUTES

January 19, 2023  
UNC System Office  
223 S. West Street, Board Room (17<sup>th</sup> Floor)  
Raleigh, North Carolina  
Via Videoconference and PBS North Carolina Livestream

### Call to Order

The University of North Carolina Board of Governors met on January 19, 2023, at the UNC System Office, Raleigh, North Carolina. Chair Randy Ramsey called the meeting to order at 9 a.m. He welcomed everyone to the UNC System's new office space, which also serves as the site for the Board of Governors meetings. Chair Ramsey thanked all those who worked to make the new building space possible including the System Office staff, colleagues, and supporters.

### Invocation

Chair Ramsey called on Mr. Holmes to give the invocation.

### Roll Call

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

M. Lee Barnes	Terry Hutchens
Kirk J. Bradley	J. Alex Mitchell
Pearl Burris-Floyd	Wendy Floyd Murphy
C. Philip Byers	Anna Spangler Nelson
Jimmy D. Clark	Sonja Philips Nichols
Carolyn Coward	Raymond Palma
Joel Ford	Art Pope
Thomas C. Goolsby	David Powers
Reginald Ronald Holley	Randy Ramsey
James L. Holmes, Jr.	Lee Roberts
Mark Holton	Michael Williford

The following members were absent:

Kellie Hunt Blue	Temple Sloan
John Fraley ( <i>joined by videoconference</i> )	

### State Ethics Act

Chair Ramsey 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. Mr. Holmes indicated that he would recuse himself from Item 5f. – Acquisition of Property by Lease – PBS North Carolina, and Mr. Powers indicated that he would recuse himself from Item 5h. – Resolution on Student Health Insurance, as reflected on the day's agenda.

### **Chair's Report**

Chair Ramsey focused his remarks on the UNC System's need to support and accelerate improvement of teacher preparation programs in our state. He referred to a report, which was presented to the Committee on Educational Planning, Policies, and Programs, illustrating that 68 percent of fourth graders in North Carolina are not reading at grade level. Chair Ramsey noted that while the UNC System doesn't control K-12 school funding or curriculum, the UNC System does control what teachers in training learn at our universities. The UNC System is the top producer of public school teachers. Therefore, it is imperative that the UNC System train and produce effective teachers who in turn produce future leaders of this great state. He stressed that "we need to treat this issue as we would any other educational crisis and address it now. It's past time for us to lead our state toward a brighter, more literate future for every single child."

During the Committee on Educational Planning, Policies, and Programs meeting the previous day, the committee passed a resolution calling for teacher prep programs in the UNC System to address the literacy coursework issue immediately. He urged the members to support the resolution, which will be brought before the full Board for approval later in the day's meeting.

### **President's Report**

President Hans spoke about the incredible commitment and dedication of our faculty to the UNC System. He emphasized that they are the heart and soul of this institution and every part of our mission. He reported that in the coming months, the System Office will launch a series of working groups to review faculty career opportunities, teaching evaluation practices, award and recognition programs, and post-tenure review policies. For President Hans' complete report, please see Appendix A.

Following the President's Report, Chair Ramsey announced that Dr. Laura Bilbro-Berry, the UNC System's executive director for Educator Prep & Lab Schools, was retiring at the end of this month after a 30 year career in service to the state of North Carolina. Chair Ramsey thanked her for her work as a former public school teacher and for her tireless efforts as an education leader within the UNC System. Next, Chair Ramsey called on Mrs. Nelson, who presented a resolution on behalf of the Board of Governors, honoring Dr. Bilbro-Berry (see Appendix B).

**Motion:** Resolved, that the Board of Governors accepts the resolution honoring Dr. Laura C. Bilbro-Berry.

**Motion:** Mrs. Nelson

**Motion seconded by:** C. Philip Byers

**Motion carried**

### **Consent Agenda Items**

Chair Ramsey referred to the consent agenda items listed as Item 5 on the day's agenda. Chair Ramsey entertained a motion to approve the consent agenda items. The motion was properly seconded and the motion passed. As previously stated, Mr. Holmes recused himself from Item 5f. – Acquisition of Property by Lease – PBS North Carolina, and Mr. Powers recused himself from Item 5h. – Resolution on Student Health Insurance.

### Minutes

a. Minutes of November 17, 2022

### Committee on Budget and Finance

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|---|------------|
| b. Authorization of Public-Private Partnership Agreement (Housing Ground Lease) – App State     | Appendix C |
| c. Authorization of Public-Private Partnership Agreement (Utility System Agreement) – App State | Appendix D |
| d. Expansion of Millennial Campus Designation – UNC Charlotte                                   | Appendix E |
| e. Capital Improvement Projects   | Appendix F |
| f. Acquisition of Property by Lease – PBS North Carolina  | Appendix G |

- |   |            |
|---|------------|
| g. Disposition of Property by Demolition – UNC Wilmington | Appendix H |
| h. Resolution on Student Health Insurance                 | Appendix I |

Committee on Educational Planning, Policies, and Programs

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|---|------------|
| i. Licensure Program  | Appendix J |
| j. Teacher Early College Agreement Renewals   | Appendix K |
| k. Section 700.10.1, <i>Policy on Awarding Undergraduate Credit on the Basis of Advanced Course Examination Scores</i> (Amended) (Approved November 16, 2022) | Appendix L |
| l. Section 700.1.3, <i>Policy on Non-Resident Undergraduate Enrollment</i> (Amended) (Approved November 16, 2022)   | Appendix M |

**Report of the Committee on Budget and Finance**

Mr. Holmes, chair of the committee, reported that the committee held a joint meeting with the Committee on Military and Public Affairs. During the meeting, the committees received a presentation from Chancellor Sheri Everts of Appalachian State University regarding plans to establish a Hickory campus. The committees received an update on items that will be included in the System's 2023-25 capital improvement priorities and a preview of the long-session non-budget legislative proposals. These proposals will be considered for a vote at the Board's meeting next month.

Following the joint meeting, the committee convened in regular session. The committee heard an update from Chair Murphy of the Task Force on Pricing, Flexibility, and Affordability. The task force considered a resolution directing the UNC System Office staff to develop a plan to implement a self-funded student health insurance program. The committee voted to accept the Resolution on Student Health Insurance (see Appendix I) and voted to place the item on the day's agenda.

The committee also reviewed the 2023-24 tuition and fee Proposals. The final details on the 2023-24 tuition and fee proposals will be presented to the full Board at its meeting next month. The committee heard a presentation on the authorization of a public-private partnership (housing ground lease) at App State University (see Appendix C) and the authorization of a public-private partnership (utility system agreement) at App State University (see Appendix D). The committee approved both projects and placed them on the day's consent agenda. The committee also approved the expansion of millennial campus designation at the University of North Carolina Charlotte (see Appendix E), capital improvement projects (see Appendix F), the acquisition of property by lease at PBS North Carolina (see Appendix G), and the disposition of property by demolition at the University of North Carolina Wilmington (see Appendix H). The committee approved these projects and placed them on the day's consent agenda.

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

Mr. Bradley, vice chair of the committee, reported that the committee approved a request for the renewal of seven UNC System early college and cooperative and innovative high school agreements and two limited licensure approvals (see Appendix J). The committee heard an overview from Chancellor Todd Roberts on the operations at the North Carolina School of Science and Mathematics Morganton campus. The committee heard an update on the UNC System's Nursing Study Workgroup report. Next, the committee considered revisions to Section 700.1.1 of the UNC Policy Manual, *Policy on Minimum Eligibility Requirements for Undergraduate Admission to the University of North Carolina System*.

The committee also heard a presentation of the results of the evaluation of literacy coursework at UNC System's educator preparation programs. Mr. Bradley recalled that in 2021, the Board of Governors approved a requirement that all UNC System educator preparation programs would implement a literacy framework by the Fall of 2022. Further, the passage of the 2021 Excellent in Public Schools Act added a statutory requirement for institutions to adopt and implement the program. Regrettably, the teaching preparation programs in the UNC System received

poor ratings – only one was rated strong, five were rated good, and nine needed improvements or were inadequate. The committee discussed how it can do better and identify steps the Board can take to ensure improvements are implemented successfully. Mr. Bradley called on Vice Chair Murphy to introduce a proposed resolution and share her remarks on literacy course requirements.

Vice Chair Murphy expressed serious concerns that more than two thirds of fourth graders in our state are not reading at grade level. She provided a summary of initiatives the UNC System has taken over the past five years to address literacy preparation, which included the Educator Preparation Advisory Group that recommended that the Board establish a common framework for literacy that all teacher prep programs would adopt. She remarked that today, there is more focus on teacher prep programs and not enough on literacy. At its meeting the previous day, the committee reviewed and approved a resolution that requires the UNC System’s educator preparation programs in elementary and special education to address areas in need of improvement and fix these inadequacies (see Appendix N).

Mr. Bradley offered the following motion:

**Motion:** Resolved, that on behalf of the Committee on Educational, Planning, Programs, and Policies, I move that the Board of Governors adopt the resolution requiring the UNC System’s educator preparation programs to improve literacy instruction and provide sufficient evidence to the president by July 1, 2023 (see Appendix N).

**Motion:** Mr. Bradley

**Motion carried**

In closing, Mr. Bradley recognized Chancellor Roberts and his team on the superb job they have done in expanding the opportunity for exceptional students in the state of North Carolina and also for having created the No. 1 best public high school in the country.

#### **Report of the Committee on University Personnel**

Mrs. Coward, chair of the committee, recognized Crystal Woods, chair, UNC Staff Assembly, for an update on behalf of the Staff Assembly. Mrs. Coward would continue her report following closed session.

Ms. Woods reported that the UNC Staff Assembly held its fall meeting this past October at Elizabeth City State University. She thanked Chancellor Dixon for hosting the group. At its fall meeting, the Staff Assembly reviewed its priorities that it had set the previous year. Mrs. Woods remarked that it has been a privilege to partner with the Board, the System Office, and the chancellors. She spoke about the positive changes that have taken place across the campuses including the increase in internal hiring and promotions, staff representation at official campus functions, increased and improved collaborations between campus administrators and the staff senates, and staff salary increases.

Next, Mrs. Woods described the UNC Staff Assembly’s priorities established for 2023. The priorities include increased collaboration between human resources offices, staff senates, and campus staff by creating a process for communicating campus policies, employee retention, professional development opportunities, promoting internal hiring, and improving policies that address additional compensation for staff in interim roles.

Finally, Mrs. Woods announced that the 2023 Chancellors’ Cup Golf Tournament, which raises funds for the Janet B. Royster Scholarship Fund, will be hosted by North Carolina Agricultural and Technical State University at Bryan Park Golf Club this fall.

### **Report of the Committee on University Governance**

Mr. Mitchell, vice chair of the committee, reported that the committee discussed and approved the Board of Governors Self-Evaluation Survey 2023. Mr. Mitchell explained that the Board's self-assessment must be performed every four years in accordance with the Southern Association of Colleges and Schools Commission on Colleges Accreditation Standards and Section 200.4 of the UNC Policy Manual, *Assessment Process of the Chief Executive and Governing Boards of the University of North Carolina*. Mr. Mitchell offered the following motion.

**Motion:** Resolved, that on behalf of the Committee on University Governance, I move that the Board of Governors approves the Board of Governors Self-Evaluation Survey 2023.

**Motion:** Mr. Mitchell

**Motion carried**

Next, Mr. Mitchell reported on several board vacancies. There is a partial term vacancy on the University of North Carolina School of the Arts Board of Trustees. The committee recommended the appointment of Ms. Nia Imani Franklin to fill the partial term vacancy ending June 30, 2025. Mr. Mitchell offered the following motion.

**Motion:** Resolved, that on behalf of the Committee on University Governance, I move that the Board of Governors accepts the nomination of Ms. Nia Imani Franklin to fill the partial term vacancy on the University of North Carolina School of the Arts Board of Trustees.

**Motion:** Mr. Mitchell

**Motion carried**

Next, East Carolina University Health Board of Directors has one vacancy to fill Seat Seven. The committee recommended the appointment of Mr. Demetrius Carter to fill the seat for a five-year term beginning February 29, 2023. Mr. Mitchell offered the following motion.

**Motion:** Resolved, that on behalf of the Committee on University Governance, I move that the Board of Governors accepts the nomination of Mr. Demetrius Carter to fill the partial-term vacancy on East Carolina University Health Board of Directors.

**Motion:** Mr. Mitchell

**Motion carried**

At Fayetteville State University Board of Trustees, there is one partial-term vacancy. The committee recommended the appointment of Ms. Joyce Adams to fill the partial-term vacancy. Mr. Mitchell offered the following motion.

**Motion:** Resolved, that on behalf of the Committee on University Governance, I move that the Board of Governors accepts the nomination of Ms. Joyce Adams to fill the partial-term vacancy on Fayetteville State University Board of Trustees.

**Motion:** Mr. Mitchell

**Motion carried**

The Project Kitty Hawk Board of Directors has three appointments to be made. The committee recommended the reappointments of Mr. Ray Carey and Mr. Courtney Crowder each for a two-year term beginning February 1, 2023 and ending January 31, 2025. The committee also recommended Dr. Sharon Gaber to fill one of the three chancellor seats for a two-year term beginning on February 1, 2023 and ending January 31, 2025. Mr. Mitchell offered the following motion.

**Motion:** Resolved, that on behalf of the Committee on University Governance, I move that the Board of Governors accepts the nomination Mr. Ray Carey and Mr. Courtney Crowder for reappointments and the nomination of Chancellor Sharon Gaber to be appointed to the Project Kitty Hawk Board of Directors.

**Motion:** Mr. Mitchell

**Motion carried**

Next, the North Carolina State Education Assistance Authority Board of Directors has one vacancy to be filled by an individual with expertise in secondary or higher education. The committee recommended the appointment of Dr. Catherine Edmonds of North Carolina Central University for a four-year term to fill the vacancy. Mr. Mitchell offered the following motion.

**Motion:** Resolved, that on behalf of the Committee on University Governance, I move that the Board of Governors accepts the nomination Dr. Catherine Edmonds to a four-year term on the North Carolina State Education Assistance Authority.

**Motion:** Mr. Mitchell

**Motion carried**

Finally, the committee reviewed and approved an amendment to Section 300.5.1 of the UNC Policy Manual, *Policy on Political Activities of Employees*. Mr. Mitchell explained that the amendment will codify the University's commitment to free expression and prohibit the University from asking employees or prospective employees about the candidate's personal political beliefs in the hiring, admission, and evaluation processes. The committee voted to approve the amendment. The item will come before the full Board for a vote through the consent agenda at next month's meeting.

### **Report of the Committee on Strategic Initiatives**

Mr. Powers, chair of the committee, reported the committee continued its discussion on public university leadership. Last fall, the committee heard directly from current and former higher education leaders, including four UNC chancellors, on how their jobs have changed substantially over the years and what they wish they had known when they took the job. The committee reviewed those lessons and began to examine their implications for policy and practice in the System.

Next, the committee followed that discussion with a panel of faculty from across the UNC System moderated by Mr. Wade Maki, chair of the UNC Faculty Assembly. Mr. Powers thanked professors Debra Smith from the UNC Charlotte, Carolyn Bird from NC State, Louis Gallien, Jr. from App State, and Sean Colbert-Lewis from NC Central University for sharing their perspectives on what makes for an effective chancellor.

In closing, Mr. Powers stated that the end goal here is to make any adjustments to policy, practice, and process that are necessary to align our recruitment and search efforts with a renewed understanding of the demands of the leadership role and the skills that are most critical to success. The committee will continue to discuss this issue with key stakeholders, including staff, and consider potential policy changes.

### **Report of the Committee on Historically Minority-Serving Institutions (HMSIs)**

Mr. Holley, chair of the committee, reported the committee continued its discussion on the challenges the UNC System's HMSIs face and identify the most promising practices to assist them in overcoming obstacles. The committee received an overview on the proposed budget priorities for the System's minority-serving institutions. Among the priorities are a new completion assistance program, which provides financial aid to students who are on track to graduate but are in danger of dropping out due to financial shortfalls. Next, the committee was joined

by the six UNC System's HMSI athletic directors to discuss the role athletics play at our historically minority-serving institutions and how their programs benefit the state. Mr. Holley thanked the athletic directors for their participation.

In closing, Mr. Holley thanked the UNC System's lead staff for facilitating the committee's forum.

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Chair Ramsey called on Vice Chair Murphy for a motion to go into closed session.

**Motion:** Resolved, that the Board go into closed session pursuant to N.C. General Statutes §143-748 and §143-318.11(a)(1), (2), (3), and (6), for the purposes stated in the written motion that was included in the meeting materials, which have been publicly noticed (see Appendix O). The motion was properly seconded.

**Motion:** Pearl Burris-Floyd

**Motion carried**

The Board went into closed session at 9:55 a.m. and returned to open session at 10:16 a.m.

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#### **Report of the Committee on University Personnel**

Mrs. Coward, chair of the committee, reported the committee heard an update from the human resources vice president on the career banding project. The work has begun to update the salary structure to reflect the current labor market. The goal is to have the majority of the main work completed in the next six-to-12-month time frame. The committee also reviewed several routine informational reports, which were available on BoardEffect.

There being no further business and without objection, the meeting adjourned at 10:20 a.m. The next meeting of the Board of Governors is scheduled for Thursday, February 23, 2023, at the UNC System Office in Raleigh, North Carolina.

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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	President Hans' Report
Appendix B	Resolution honoring Dr. Laura C. Bilbro-Berry
Appendix C	Authorization of Public-Private Partnership Agreement (Housing Ground Lease) – App State
Appendix D	Authorization of Public-Private Partnership Agreement (Utility System Agreement) – App State
Appendix E	Expansion of Millennial Campus Designation – UNC Charlotte
Appendix F	Capital Improvement Projects
Appendix G	Acquisition of Property by Lease – PBS North Carolina
Appendix H	Disposition of Property by Demolition – UNC Wilmington
Appendix I	Resolution on Student Health Insurance
Appendix J	Licensure Program
Appendix K	Teacher Early College Agreement Renewals
Appendix L	Section 700.10.1, <i>Policy on Awarding Undergraduate Credit on the Basis of Advanced Course Examination Scores</i> (Amended)
Appendix M	Section 700.1.3, <i>Policy on Non-Resident Undergraduate Enrollment</i> (Amended)
Appendix N	Resolution Requiring the UNC System's educator preparation programs to improve literacy instruction
Appendix O	Closed Session Motion