

**OPEN SESSION MINUTES**

April 30, 2021 | 9:00 a.m.

University of North Carolina School of the Arts

Winston-Salem, North Carolina

Via Zoom

**TRUSTEES PRESENT**

\*Denotes voting Trustee

\*Ralph Womble, Chair

\*Erna Womble, Vice Chair

\*Steve Berlin, Secretary

\*Nic Brown, SGA President

\*Greer Cawood

\*Skip Dunn

\*Anna Folwell

\*Peter Juran

\*Mark Land

\*Elizabeth Madden

\*Rob King

\*Kyle Petty

\*Michael Tiemann

Tom Kenan, *ex officio*

Al Crawford, Alumni Representative

John Wigodsky, Foundation Liaison

**TRUSTEE ABSENT**

\*Skip Dunn

Sandi Macdonald

Secretary Reid Wilson

**STAFF PRESENT**

Brian Cole, Chancellor

Patrick Sims, Ex. Vice Chancellor and Provost

Karen Beres, Vice Provost and Dean of  
Academic Affairs

Jim DeCristo, VC and Chief of Staff

David Harrison, VC and General Counsel

Claire Machamer, Vice Chancellor for Strategic  
Communications

Ed Lewis, VC for Advancement

Michael Smith, VC for Finance and  
Administration

Tracey Ford, Interim Vice Provost and Dean of  
Students

Jared Redick, Interim Dean of Dance

Scott Zigler, Dean of Drama

Michael Kelley, Dean of Design and Production

Dean Wilcox, Dean of Academic Affairs

Mike Wakeford, Chair of Faculty Council

Sharon Fogarty, Chair of Staff Council

Amanda Balwah, AVC and Secretary of the  
University

Joan Roggenkamp, Ex. Assistant to the Vice  
Chancellor and Chief of Staff

Elizabeth White, Strategic Communications

Suzanna Watkins, Director of Summer and  
Community Programs

Jeremy Serkin, Strategic Communications

Katherine Johnson, Strategic Communications

Lauren Donley, Clinical Case Manager

Terry Harmon, Chief Information Officer  
Saxton Rose, Interim Dean of Music  
Wiley Hausam, Managing Director of  
Performance Facilities  
Betsy Towns, Asst. Dean, Division of Liberal  
Arts  
Susan Porter, HRIS Manager  
Anne Watkins, Major Gifts and Planned Giving  
Officer  
Martin Ferrell, Headmaster and Dean of High  
School Academics  
Darren Chiott, Incoming Staff Council Chair

Wendy Emerson, Associate Vice Chancellor  
and Controller  
Lauren Whitaker, Strategic Communications  
Maura Wetzel, Former SGA President  
Paul Razza, Director Admissions  
Virginia Riccio, Special Assistant, Provost's  
Office  
Richard Whittington, AVC for Advancement  
Rod Isom, Interim Chief Audit, Risk and  
Compliance Officer  
Lynda Lotich, Interim Ex. Director of the Kenan  
Institute  
Cindy Liberty, Ex. Director of the Foundation  
Angela Mahoney, Director of Human  
Resources  
Keyona McNeill, Benefits & Leave Manager  
Heidi Mallory, Director of Budget  
Steve Martin, AVC for Facilities Management  
Sarah Falls, University Librarian  
Jenna Cusack, Incoming SGA President  
Frank Brinkley, Chief of Campus Police

## **CONVENE OPEN SESSION**

Chairman Ralph Womble convened the April 30, 2021 meeting of the University of North Carolina School of the Arts Board of Trustees at 9:00 a.m. A quorum was confirmed. Chairman Womble reminded all members of the Board of their duty under the State Government Ethics Act to avoid conflicts of interest and appearances of conflicts as required by this act.

Chairman Womble welcomed Peter Juran to his first meeting and said goodbye to the Trustees whose terms are ending June 30, 2021: Erna Womble, Steve Berlin, Elizabeth Madden, Rob King, Michael Tiemann, and Nic Brown. He also acknowledged that this would be Ed Lewis' last meeting.

## **APPROVAL OF MINUTES**

**MOTION: Erna Womble moved to approve the open session minutes from the February 26, 2021 meeting as presented. Rob King seconded and the minutes were unanimously approved.**

## **OATH OF OFFICE**

Keyona McNeill, Notary Public, administered the Oath of Office to Peter Juran.

## **REPORT FROM CHANCELLOR COLE**

Chancellor Cole welcomed everyone to the final academic meeting of the year, acknowledging that it has been a year of challenges, limitations, and sacrifices, but also a year of resilience and achievements.

### **Covid Updates:**

- UNCSA has made substantial progress as a community with Covid mitigations in place.
- As of this morning, the dashboard is only reporting one case amongst the entire UNCSA campus community.
- UNCSA will continue to spread the word about the importance of Covid vaccinations as participation by everyone is critical.
- As of today, 14% of the campus community is fully vaccinated and 46% is partially vaccinated.
- The vaccination survey will be repeated several times in the coming months to inform decisions for the fall semester.
- While no one can fully predict where we will be in the Covid pandemic by the end of summer, UNCSA feels good about moving forward with a more typical campus experience in the fall, which will include having all staff back on campus.

### **Commencement Updates:**

- UNCSA's 2021 commencement ceremonies will be in-person at Truist Stadium.
- High school and college ceremonies will take place on the same day.
- The college ceremony will celebrate both the Class of 2020 as well as the Class of 2021.
- This is the first year many students will wear traditional caps and gowns at the request of the students.
- This year's commencement speaker will Stephen McKinley Henderson.
- Both ceremonies will be live streamed.

### **Announcements:**

- Lauren Vilchik is the recipient of the Board of Governors' Excellence in Teaching Award. She joined UNCSA in 2010.
- Thank you to Dean Wilcox for serving as Dean of Liberal Arts for the past 10 years. Dean

Wilcox is stepping down to return to teaching.

- A national search for the next Dean of Liberal Arts will begin in the fall.
- Martine Kei Green-Rogers will be serving as the Interim Dean of DLA this next academic year.
- Thank you to Steve Berlin, Rob King, Elizabeth Madden, Michael Tiemann, and Erna Womble for their years of service on the Board of Trustees. Chancellor Cole expressed his deep gratitude for their dedication to UNCSA these past 8-10 years.
- Thank you to Nic Brown and his service as the Student Body President this academic year.
- Peter Juran has been appointed by the NC General Assembly to fulfill the remainder of Philip Horne's Trustee term. We welcome Peter to his first Trustee meeting.
- Excited to announce that Jeffery Bullock, Al Crawford, Rhoda Griffis, and Paul Tazewell have all been appointed to the Board of Trustees effective July 1<sup>st</sup>. All of these individuals will demonstrate a transformative presence on our Board of Trustees to help lead the school. We are also excited that all of them are alums.
- Chancellor Cole thanked Mark Holton, UNCSA's Board of Governors liaison, for his support and connection with the school this year.
- Chancellor Cole announced that this would be Ed Lewis' last Board of Trustees meeting as the Vice Chancellor for Advancement. Mr. Lewis recently accepted a new position as the President and CEO of the Caramoor Center for Music and the Arts. To thank Mr. Lewis for his dedication to UNCSA, Chancellor Cole presented a proclamation and proposed naming of a space on campus.

**MOTION: Chancellor Cole presented a proclamation thanking Ed Lewis for his dedication to UNCSA, the huge impact he had on improving the school's fundraising infrastructure, as well as increasing UNCSA's endowment. He moves to name the Advancement meeting space the Edward J. Lewis, III Conference Room in his honor. Michael Tiemann seconded and the motion was unanimously approved.**

Chancellor Cole concluded his report by sharing more information about UNCSA's Equity, Diversity, and Inclusion (EDI) work:

- EDI is a major focus of UNCSA going forward.
- An EDI subcommittee has been formed.
- The subcommittee had developed institutional recommendations and a vision statement, which will be presented through the Academic and Student Affairs Committee.
- Institutional recommendations include:
  - Forming a sustainable EDI governance committee
  - Creating a Bias Assessment Response Team
  - Launching a new multicultural center
  - Announcing the Chief Diversity Officer search during 2021-2022 academic year
- EDI will be a central strategic initiative of the next UNCSA Strategic Plan.
- A draft of the next strategic plan will be presented at the September 2021 Board of Trustees meeting, and a final draft for approval will be reviewed at the December 2021 meeting.
- Right now, the strategic areas of focus will likely include:
  - EDI
  - Health and Wellness
  - Industry Relevance & Curricular Innovation
  - Interdisciplinary Work
- There is still a lot to do to make sure the plan is meaningful, yet also simple so that it is clear and easy to understand.

## **REPORT FROM THE ACADEMIC AND STUDENT AFFAIRS COMMITTEE**

Greer Cawood, Academic and Student Affairs Committee Chair, reported that the committee met the day prior and had a quorum. She then called on Provost Sims to share more from his presentation.

Provost Sims presented the work of the EDI Executive Committee and its four sub-committees made up of administrators, faculty, staff, and students. These committees have been working all year to develop and prioritize 12 recommendations for the Chancellor and Provost to address over the next 5-6 years.

The groups developed a UNCSA Vision Statement for EDI that has been endorsed by all of the governance bodies of administration, faculty, staff, and students on campus:

- **EDI Vision Statement:** At UNCSA, we strive to create a safe environment, one that allows people from all walks of life to thrive. Doing so demands that we commit to an explicit and continual process of identifying and dismantling systems and practices of bias, exclusion, and oppression. Education and art-making can be transformational forces for change and we are working so that change leads towards justice.

The following recommendations were also presented:

- **Access and Success**
  - Increase the recruitment and retention of diverse employees, including senior leaders, and supporters by sharing and implementing best practices for diversity, equity, and inclusion in all aspects of recruitment and onboarding.
  - Increase access to admissions for prospective students from historically underrepresented groups.
- **Capacity Building**
  - Increase curricular and co-curricular career readiness opportunities and support for student-artists, including those who have been historically underserved in higher education.
  - Hire a Chief Diversity Officer and develop the infrastructure, under their leadership, to effectively and collaboratively steward the campus' EDI efforts.
  - Develop a standing Governance Committee structured to support and guide ongoing EDI work across campus and work in partnership with a Chief Diversity Officer in the future.
  - Implement a recurring campus climate survey to better understand the lived experiences and needs of students, and employees and to measure institutional progress towards EDIB goals.
  - Create infrastructure for managing and maintaining a collection campus-wide that prioritizes the visual art, performances, and productions of historically underrepresented artists.
- **EDI/Cultural Intelligence**
  - Create a culturally responsive curriculum that engages diversity as a collective resource and facilitates student's self-representation of their identities to advance learning.
  - Expand EDI related professional development opportunities and resources for students and employees to build their capacity for demonstrating a commitment to diversity, equity, and inclusion.

- Support and Advocacy
  - Assess and improve campus-wide programming, support, and resources designed to increase students' and employees' sense of belonging, personal safety, and wellbeing.
  - Create meaningful practices, policies, and programming that help foster a safe and welcoming climate for members of the campus and the broader community.
  - Increase the engagement of alumni from historically underrepresented groups through consistent and meaningful support, collaboration, and relationship building.
  
- Other Recommendations
  - Create a greater sense of belonging, support, and connection for student-artists and alumni with disabilities.
  - Establish a stronger institutional case for supporting students of color, LGBTQIA, and other historically underserved groups through ongoing fundraising efforts.
  - Intentionally acknowledge women in senior leadership positions.

Provost Sims also recognized Shayla Herndon-Edmunds for help and guidance as the facilitator of this process, along with the Executive Committee co-chairs Claire Machamer and Kris Julio. Each spoke briefly about the process.

With no further discussion regarding the EDI Statement and recommendations, Provost Sims made a motion for approval on behalf of the Academic and Student Affairs Committee:

**MOTION: The Academic and Student Affairs Committee moved to approve the Equity, Diversity, and Inclusion (EDI) statement and recommendations as presented. The motion was unanimously approved.**

Provost Sims also provided a brief update on the deans' searches.

Committee Chair Cawood reported that Dr. Tracey Ford, Vice Provost, shared that there are no students on campus in quarantine. UNCSC is proud of its students and their support of the Community Health Standards. 350 students received vaccines through campus vaccination clinics, and it is estimated that 50% of students have been vaccinated either through on campus clinics or elsewhere. The new residence hall opens in January of 2022. Students living in dorms A-F will transition to the new dorm in January. Currently, there is a waiting list to get into the new dorm, so we are on track to be at capacity in the new space. Many policies and procedures will be reviewed over the summer as we hopefully begin to transition back to a more normal year. Student Affairs will be hosting many meetings with students over the summer to educate them about what they can expect in the fall.

The Director of Admissions, Paul Razza reported that though submitted applications are down 8% at all levels, enrollment deposits are up 19% over last year. We were able to get admission letters out sooner this year and are currently 4% ahead of where we were last year.

Mike Wakeford, Faculty Council Chair, gave a year-end report summarizing the work of Faculty Council. Highlights included the reinstatement of an evaluation process for senior administrators,

resolutions in support of Asian, Asian American and Pacific Islander populations, and support for the recommendations of the System Office Racial Equity Task Force. He reminded the group of continued concerns with faculty salaries at UNCSA.

Student Body President, Nic Brown, reviewed Student Government activities for the year. The group was very active and worked closely with the Administration on many initiatives from COVID preparations to dean's searches. He introduced the student leaders for 2021-2022.

## **REPORT FROM THE AUDIT, RISK, AND COMPLIANCE COMMITTEE**

Steve Berlin presented the following from Audit, Risk, and Compliance Committee:

- Vice Chancellor for Economic Development and Chief of Staff, Jim DeCristo, provided an update regarding Enterprise Risk Management (ERM).
  - A majority of ERM efforts have been focused on Covid-19 since March of last year. Risk priorities have continued to make progress over the past several months, including the new residence hall project, faculty and student support through the comprehensive campaign, and implementation of new Title IX regulations.
  - The results of UNCSA's 2021 Risk Priorities Survey were discussed and the top-rated priorities identified. The new top five risks will be submitted to the UNC System Office by April 30, 2021 and are as follows:
    - **Scholarships and Salaries** – Scholarship, financial aid, and compensation packages offered by UNCSA may not be sufficiently competitive to attract top student, faculty, and staff talent, making it increasingly difficult to maintain the School's national reputation.
    - **Equity, Diversity, and Inclusion** – UNCSA may be unable to attract sufficiently diverse faculty, staff, and students needed to evolve and prosper as an institution. Combined with the lack of infrastructure for training faculty and staff, UNCSA risks repeating past mistakes that will further erode trust and confidence in the Institution, especially from minoritized communities.
    - **Health and Wellness** – The rigorous workload, external cultural upheaval, mental health trends, and economic uncertainty experienced by students, faculty, and staff at UNCSA may have a significant negative effect on their mental health.
    - **Title IX** – UNCSA, as an arts conservatory, poses unique challenges to ensuring compliance with Title IX regulations and institutional policies on harassment and discrimination due to the nature of the curriculum. As an arts conservatory, the level of physical and emotional intimacy inherent in the performing arts can create an environment that leads to difficulties in defining and upholding appropriate professional boundaries and ensuring student safety. As a result, violations of Title IX regulations or institutional policies may occur that severely damages the School's reputation.

- **Cyber Security** – In the current environment of rapidly expanding and increasingly sophisticated cyber security threats, UNCOSA's efforts to secure our information and platforms may not be adequate to avoid potentially serious loss of data and systems availability. A serious breach would also result in a loss of trust and negatively affect UNCOSA's reputation.
- The Director of Information Security, Greg Gleghorn, provided an update regarding Information Governance and Security.
  - UNCOSA's first cybersecurity tabletop exercise was conducted. The exercise was a simulated ransomware attack and how UNCOSA would respond. Cabinet-level members attended the activity and were both informed of our current cybersecurity incident response plans, posture, and status, as well as our weaknesses and strategies for improving.
  - The process of hiring an Information Security Specialist is underway.
  - Two additional cyber technologies are in the process of being added, which will give further insight into our local area on-premises transactions and traffic flows. Secondly, our endpoints, both local and remote, will benefit from these technologies as we are gaining tighter control of potential malware attacks to include ransomware.
- The Chief Compliance Officer and Director of Title IX, Valerie Thelen, provided an update regarding Title IX.
  - The Title IX Office has issued the National College Health Assessment (NCHA) survey to students that will gather data on many topics, related to health and wellness, including data on sexual assault, dating violence, stalking, sexual health, and information on mental health and other areas relevant to student health and wellness. The survey is scheduled to close on April 30 and information from the survey will be used to assist with other initiatives.
  - Additional Title IX information was provided in closed session.
- The Interim Chief Audit, Risk, and Compliance Officer, Rod Isom, and Audit Staff, presented the following:
  - The IT Auditor search has concluded. The selected candidate is a CPA and CISA. They bring a wealth of experience to the position and will begin in May.
  - A planned review of protocols related to COVID spending and the overall Covid response to the pandemic was conducted. There were no reportable observations.
  - A management letter regarding reallocation of UNC System Office funding was issued. Purchases allocated to Personal Protective Equipment included hotel



rooms for quarantine and these funds should have been reallocated to other System Office allocations. Two recommendations were provided for improvements.

- Another management letter was issued regarding the Covid survey. A survey of campus faculty and staff was conducted to assess the university's response to the pandemic. The results of the survey were presented in the management letter. Four recommendations were provided for improvements.
- Six projects have been completed so far this year, resulting in final reports that provided 29 written recommendations for the following university departments:
  - Office of the Provost
  - Community & Summer Programs
  - Community Engagement & ArtistCorp
  - Human Resources
  - Design & Production
  - Foundation
  - Legal Affairs
  - Finance & Administration
  - Office of the Chief of Staff
- Fiscal Year 2022's Internal Audit Annual Risk Assessment and Audit Plan resulted in 10 top risks. The plan was approved and will be updated to include the following reviews:
  - HR Consultative
  - Title IX Compliance – Programming and Training (Students)
  - Cybersecurity

## **REPORT FROM THE GOVERNANCE COMMITTEE**

Rob King, Committee Chair, reported that the Governance Committee met on April 29, 2021. He thanked Mark Land for leading the committee in his absence.

Governance reviewed the status of five future vacancies on the Board along with the one required reappointment. Last week, the UNC BOG approved UNCSCA's four nominees. Two nominees still need final approval - one by the NC House and one by the NC Senate.

Vice Chancellor DeCristo gave a brief update on state relations and the state budget. UNCSCA continues to push for the following 3 priorities:

- Salary increases (Faculty and Staff)
- Enrollment funding
- Building Reserves

UNCSCA's priorities are completely aligned with the System-level priorities.

The UNC BOG also submitted its capital priorities. The list includes the Steven Center comprehensive renovation project and several smaller projects on campus. The Stevens Center is UNCSCA's number 1 priority for major capital projects and we are pleased to see it supported by the UNC BOG and in the Governor's budget. The next step in the process is the release of the Senate budget. We expect that will happen the end of next week or the week after.

## REPORT FROM THE ENDOWMENT FUND BOARD

Chairman Womble reported that the Endowment Fund Board met on Thursday, April 29<sup>th</sup>, and a quorum was present.

Wendy Emerson, Associate Vice Chancellor for Finance reviewed the UNC Management Company Flash Report and the UNCSCA Endowment Fund Investment Summary as of December 31, 2020. Ms. Emerson stated the UNCSCA Endowment Fund Investment Summary reflects a reported gain of 4.0% for the month ending February 28, 2021, and 21.7% for the eight months fiscal year to date.

The Board approved an additional endowment distribution allocation of \$14,985 for the upcoming 2021-2022 academic year. The funds support one of the University's distinguished professorships.

The Board was updated on work occurring with the Endowment Fund Investment Procedures for the upcoming 2021-2022 fiscal year.

## REPORT FROM THE ADVANCEMENT COMMITTEE

Mark Land, Committee Chair, reported the following from the Advancement Committee Meeting:

### ADVANCEMENT/ALUMNI

- The Powering Creativity Campaign will end on June 30, 2021
- As of April 28, the Powering Creativity Campaign has raised \$74.9 million
- Day of Giving (March 25) brought in a school record of \$141,510 from 786 gifts
  - Alumni made up over 1/3 of the gifts including many that were making gifts to UNCSCA for the first time.
  - 80% of the Board of Trustees participated in Day of Giving – a significant increase over past years.
  - Foundation Board had a 92% participation rate
- NextNow, Advancement's virtual spring scholarship fundraiser, has raised close to its goal of \$50,000
- Alumni Stephen McKinley Henderson will be UNCSCA's 2021 Commencement Speaker
- Savannah Stanbery, former Development Associate and Executive Assistant to the VCA, has started a new role as the Assistant Director of Young Alumni Engagement at Appalachian State University
- Ed Lewis, Vice Chancellor for Advancement, will be taking a new position as the President and CEO of Caramoor

### FOUNDATION/BOARDS

- Foundation Endowment, as of February 28, 2021, had a MV of \$70.4 million
- Foundation and Advancement started budget meetings for FY22 in February
- The Board of Visitors met on March 17 for a meeting that focused on EDI work on campus and a presentation from Board member Tim Reid on his project, the Black Theatre Coalition
- Several members of the Board of Visitors participated virtually in Arts Day 2021 on **March 22-24**. They joined other arts organizations from Forsyth County to participate in legislative meetings where they advocated for \$8 million over two years for crucial "Restart the Arts" funding and increased funding for arts education as part of "Arts Are Education" effort.

- Thank you to Erna Womble and Michael Tiemann for their service on the Board

**REPORT FROM THE PERSONNEL COMMITTEE**

Michael Tiemann, Personnel Committee Chair, reported that the committee met on April 29<sup>th</sup> and discussed the following:

**Updates from Angela Mahoney, Director of Human Resources**

- There were 10 new hires and 3 separations since the last Board of Trustees meeting.
- Turnover data for 2019 and 2020 was further refined to include Turnover by Division, and by Years of Service. Each Vice Chancellor received details of turnover for their area.
  - 21 of the 52 separations were in Division of Exec VC & Provost, which represents approximately 40.4% of total separations.
  - 18 of the 52 separations were in Finance and Administration, which represents approximately 34.6% of total separations.
  - 1 of the 52 separations was in the Chancellor's Office, which represents approximately 1.9% of total separations.
  - 12 of the 52 separations were in Student Affairs, which represents approximately 23.1% of total separations.
  - Kenan Institute, Strategic Communications, and Legal Affairs had no separations in 2019.
- Turnover by Division, Summary for 2020:
  - 16 of the 48 separations were in the Office Exec VC & Provost, which is approximately 33.3% of total separations.
  - 1 of the 48 separations was in Kenan, which represents approximately 2.1% of total terminations
  - 19 of the 48 separations were in Finance and Administration, which represents approximately 39.6% of total separations.
  - 1 of the 48 separations was in Strategic Communications, which represents approximately 2.1% of total separations.
  - 2 of the 48 separations were in Advancement, which represents approximately 4.2% of total separations.
  - 9 of the 48 separations were in Student Affairs, which represents approximately 18.7% of total separations.
  - The Chancellor's Office and Legal Affairs had no separations for 2020.
- Turnover by Years of Service Summary:

2019	Percentage of Total Turnover
<5 years of service	57.70%
5-10 years of service	17.30%
10-15 years of service	7.70%
>15 years of service	17.30%

2020	Percentage of Total Turnover
<5 years of service	43.70%

5-10 years of service	22.90%
10-15 years of service	16.70%
>15 years of service	16.70%

- Vacancy Trends as of March 1, 2021
 

Based on the data received as of March 1, 2021, we do not have a vacancy due to the economy or the inability to provide a competitive market.

  - 12 - SHRA (Subject to the State Human Resources Act) Positions
    - 7 - Offers have been accepted and the position is filled.
    - 2 - Advertisements have closed and the departments are reviewing applications and/or preparing for interviews.
      - 2 - Finalists have been selected; background checks are in progress.
      - 1 – Offer accepted and the candidate never reported to work on the first day.
  - 8 - EHRA (Subject to the State Human Resources Act) Positions
    - 3 – Posted.
    - 2 – Accepted offer/position filled.
    - 2 – Managed by search firm (Dean searches – School of Dance and the School of Filmmaking)
    - 1 – Interviewing.
  - 5 – Faculty Positions
    - 5 – Open until filled
  
- Learning and Development Update: HR has started exploring various systems and creative ways to obtain a position and a Learning Management System due to challenging financial times. The System Office is placing a stronger emphasis on professional development. Investing in professional development is vital for employee retention, workplace engagement, and will address any weaknesses/compliance concerns.
  - Kenan Institute: Has indicated they will partner with Human Resources and support a few professional development sessions for 2021. The sessions will be identified by HR.
  - Gillette Human Capital Consulting: Has provided a quote for a Comprehensive Training Course that will consist of materials for onboarding a new employee along with the facilitation of training courses (i.e. New Supervisor Basic Training, Leadership 101, Cultivating High-Performance Teams, Group Dynamics, Giving Constructive Feedback, and Emotional Intelligence).
  - Franklin Covey Leadership Development: Has provided a quote for Learning and Development which consists of an online training package (on their platform) for 100 participants for 1 year inclusive of training on Unconscious Bias.
  - Cornerstone (Learning and Management System): Has provided a quote. The System Office, as well as other institutions within the UNC System, are using Cornerstone as their LMS.
  
- Mental Health Awareness:

- Human Resources partnered with our Employee Assistance Program (ComPsych), offering training for Mental Health Awareness for faculty and staff. Thirty-five participants registered for the session held on Wellness Wednesday, April 14.
- Annual Nepotism Report:
  - In accordance with UNCSA policy #608, the Employment of Related Persons Regulation (Nepotism) is reported annually during the April Board of Trustees meeting.
  - During the 2020-2021 academic year, no hires or realignment of supervision raised any concerns of nepotism for the UNCSA campus.

**Updates from Sharon Fogarty, Staff Council Chair:**

Sharon Fogarty reported that Staff Council was presented information on a leadership assessment tool and the equity, diversity, and inclusion (EDI) vision statement. The Executive Staff Council asked district representatives to reach out to their districts with feedback. Both items were endorsed by Staff Council.

A Staff Week was held March 29 - April 2, 2021. Staff Week offered a combination of on-campus and virtual events including naming the recipients of the Staff Council Awards for Professional Development and the Community Service award.

**REPORT FROM THE FINANCE COMMITTEE**

Elizabeth Madden, Chair of the Finance Committee, reported the following:

- Michael Smith, Vice Chancellor for Finance & Administration, presented an update on the University of North Carolina FY21-23 Operating Budget Priorities: (1) UNC System Enrollment Funding, (2) NC Promise Program, (3) Building Reserves, and (4) Faculty and Staff Salaries. Mr. Smith also discussed the FY21-23 Capital Improvement Priorities which focus on maintaining the University's existing spaces.
- Mr. provided information regarding many of the ongoing initiatives occurring at UNCSA in response to the COVID19 pandemic. He discussed the various stimulus resources received and the required uses of those funds to mitigate the spread of COVID19, transition to hybrid education, support student success, and provide students with emergency financial assistance.
- Vice Chancellor Smith gave the capital projects update, including specific updates on the New Residence Hall and Alex Ewing Performance Place. Michael briefly discussed the annual Repair and Renovation appropriation for UNCSA to address the backlog of deferred maintenance.
- Mr. Smith requested the Board of Trustees to authorize the amendment to a previously approved use agreement related to the financing of the Center Stage student housing facility, which was financed through the UNCSA Housing Corporation. Due to the favorable interest rate environment, the opportunity exists to lower the interest rate from 2.99% to 2.00% in exchange for a waiver of the 2023 call provision. The refinancing will reduce payment obligations by approximately \$141,700 on a net present value basis.

**MOTION:** The Finance Committee moved to approve the proposed amendment to refinance the Center Stage Apartments, which will lower the interest rate from 2.99% to 2.00%, reducing payment obligations by \$141,700. The motion was unanimously approved.

#### **MOTION TO GO INTO CLOSED SESSION**

**MOTION:** Erna Womble moved to go into closed session to prevent the disclosure of information that is privileged or confidential pursuant to The Privacy of State Employee Personnel Records Act, Article 7 of chapter 126 of the North Carolina General Statutes; 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 premature disclosure of an honorary degree, scholarship, prize, or similar award. Michael Tiemann seconded and the motion was unanimously approved.

#### **RETURN TO OPEN SESSION**

#### **REPORT FROM CLOSED SESSION**

Chairman Womble reported that the Board of Trustees went into Closed Session to consider faculty rank promotion, emeritus status, and the conferral of an honorary degree. Vice Chancellor for Advancement, Ed Lewis, publicly announced a very generous gift from Michael and Amy Tiemann to establish the Michael & Amy Tiemann Distinguished Professorship in Liberal Arts.

Chairman Womble thanked the outgoing Trustees once more for their dedication to UNCSA and invited them to the campaign closing reception in September.

#### **ADJOURNMENT**

With no further business to discuss, the April 30, 2021 Board of Trustees meeting adjourned at 10:28 a.m.

Respectfully submitted by: Amanda G. Balwah  
Associate Vice Chancellor and Assistant Secretary of the Board of Trust