

REGULAR MEETING OF THE BOARD OF TRUSTEES OF WESTERN CAROLINA UNIVERSITY

H.F. Robinson Building, Room 510

March 1, 2019

The Board of Trustees of Western Carolina University met in regular session on March 1, 2019 in room 510 of the H.F. Robinson Building. Chair Kaemmerling called the meeting to order at 9:30 a.m.

ATTENDANCE

Present: Chair Kaemmerling, Mr. Kinney, Ms. Dugan, Mrs. Boliek, Mr. Cooper, Mrs. Schlosser, Mr. Haskett, Mr. Messer, and Mr. Opinski.

Via telephone: Mr. Townsend and Mr. Lupoli.

Absent: Mrs. Battle and Mr. Roberts.

Also present: Interim Chancellor Morrison-Shetlar, Mrs. Mathis, Administrative Assistant; Ms. Woody, Budget Officer; Mr. Causby, Vice Chancellor for Human Resources; Ms. Broom, Staff Senate Chair; Dr. Sink, Faculty Senate Chair; Mr. Holland, Alumni Association President; Dr. Wargo, Chief of Staff; Mr. Byers, Vice Chancellor for Administration and Finance; Dr. Burton, Acting Provost; Mrs. Gaetano, Internal Audit; Ms. Gallo, WLiA participant; Ms. Rush, WLiA participant; Ms. Matthews, Internal Audit; Mr. Browning from Western Carolinian, Mr. Studenc, Chief Communications Officer; Mrs. Lewis, Vice Chancellor for Advancement; Mr. Eaton, Athletics Director; Mr. Browning, General Counsel; Mr. Miller, Vice Chancellor for Student Affairs; Mr. Fowler, Chief Information Officer; and Mrs. Collins, Assistant Secretary to the Board of Trustees.

ROLL CALL

Mrs. Collins called the roll of the Board members in attendance. A quorum of the board was present.

ETHICS STATEMENT

Mrs. Kaemmerling read the Ethics Statement as follows:

“As Chair of the Board of Trustees, it is my responsibility to remind all members of the Board of their duty under the State Government Ethics Act to avoid conflicts of interest and appearances of conflicts of interest as required by this Act. Each member has received the agenda and related information for this Board of Trustees’ meeting. If any Board member knows of any conflict of interest or appearance of conflict with respect to any matter coming before the Board of Trustees at this meeting, the conflict or appearance of conflict should be identified at this time.” **No conflicts of interest were disclosed.**

Chair Kaemmerling reminded the board that the meeting was being streamed live to room 540 in H.F. Robinson Building”.

APPROVAL OF MINUTES

Chair Kaemmerling asked for a motion to approve the minutes of the December 7, 2018 Regular Board meeting. A motion and second were made by unidentified board members. The minutes were unanimously approved for December 7th.

COMMENTS FROM INTERIM CHANCELLOR MORRISON-SHETLAR

Our spring semester is off to another record-breaking start. To continue the trends we saw in the fall semester, our total enrollment this spring stands at 11,028, a 7.8% increase over last spring. We saw increases virtually across the board, an 8.5% increase in the number of undergraduate students, a 3.6%

increase in graduate students, and, most striking, a 36.8% in undergraduate transfers. This is very reminiscent of what we saw in the fall 2018 semester and it won't surprise you if you've been on campus and noticed the full parking lots, busy sidewalks, long lines at the dining halls, and the packed classrooms. We've been asked frequently over the last six months what is driving these robust increases. The answer is not singular. The reality is that WCU has been growing seven out of the last eight years by roughly 300 students per year. However, it's not just growth in numbers – Western has also seen concurrent increases in quality. High school GPA of our entering class has increased to 3.92. Freshman retention is steady at 80% and our 6-year graduation rate is over 60.8%. In addition to this, WCU continues to fulfill its mission to serve rural and low-income students, particularly those in Western North Carolina. We are currently well above our expected metrics in rural and low-income enrollments and completions. Word of mouth has increased as these stellar results are shared by current and former students and their families and friends. We also must acknowledge that the NC Promise tuition plan has added rocket fuel to our already fast, upward and forward momentum. Freshman survey results indicate that more than a third of our incoming fall class would not have considered a 4-year university at all if not for NC Promise and the affordability it offers. We are thankful for this program and the opportunities it offers our students. And, we remain committed to leveraging this program in a manner that is consistent with our institutional values and mission. We are thankful also for the ability to hire the new faculty and staff and gain the needed resources necessary to maintain the high-quality student experience that is part of the DNA of Western. And we are thankful for the support of all of our WCU boards, the UNC Board of Governors and our North Carolina legislators for their support as we make a difference in educating our citizens.

Speaking of our values, some of you may have seen my message to campus in mid-January reaffirming our core values as an institution – values that include citizenship and inclusion, collaboration and respect for our communities, free and open interchange of ideas, cultural diversity, and equal opportunity. I believe it was the right time to reiterate the importance of these values and to urge members of our university community to be civil to one another, especially when it comes to subjects upon which we may disagree. Everyone does not need to share the same opinion, ideology, political viewpoint, or life experiences. It is our similarities and our differences that make for a strong community and makes each of us stronger. On Monday, January 21, we enjoyed a successful, peaceful student-organized Martin Luther King Jr. Unity March with students, staff and faculty as well as community members present. On Tuesday, February 12, we hosted an incredibly successful speech and dinner by Mr. Michael Steele, former chairman of the Republican National Committee. These have been two of my favorite events of the year thus far; wonderful opportunities to come together in common purpose to remember a great American in Dr. King, who challenged us all to live up to our collective values and ideals, and to celebrate Mr. Steele, and the power of diversity of thought in an educational setting. These events model how we are living our values as a university community for the benefit of all – a message that is resonant and timely. Many of our students are feeling very vulnerable in the context of a political and policy climate that certainly affects WCU and extends well beyond the boundaries of our campus. We must each continue to do what we can to make WCU a place that is welcoming and inclusive for all.

With the ever-growing numbers of students, we have enrolled at WCU comes the necessity of ensuring we have a sufficient amount of space for them to learn and live, to eat and – yes, I'll say it – to park. We will continue in the months ahead to balance more students with the many capital projects that are currently underway or on the drawing boards. As you heard yesterday, progress continues to be made on Apodaca Hall, our new facility for academic programs in science, technology, engineering, and mathematics. We remain on track for completion and occupancy of this nearly 183,000-square-foot STEM building by June of 2021. If you have not been down Central Drive lately, you are in for quite a surprise. Construction on the 600-bed residence hall between Brown Hall and Judaculla Hall is well underway, and we anticipate the building to be ready for students this coming fall semester. And, later this year on September 5th, we will officially dedicate this new residence hall that you approved to name in honor of Dr. Levern Hamlin Allen, who arrived at WCU in the summer of 1957 as one of the first African-American students to enroll at a historically white institution in North Carolina. We can't wait to celebrate this milestone. I've had the pleasure of getting to know Dr. Allen and she is more than worthy of this honor bestowed by the Board of Trustees. You heard also yesterday about the activity near the Village and Norton Hall as well as across Little Savannah Road from the Health and Human Sciences Building. These are projects designed to expand parking capacity as we await work to begin on our first structured parking facility on the North Baseball lot. Let me take a moment to publicly

acknowledge the leadership of Mike Byers, our Vice Chancellor for Administration and Finance, and Sam Miller, our Vice Chancellor of Student Affairs. It is under Mike's and Sam's capable direction that our Facilities teams and their partners in Residential Living have made steady and forward progress on these many projects.

We have been very busy with legislative activities as the North Carolina General Assembly officially begins its long session. Meredith and I, along with Chief of Staff Melissa Wargo, have been spreading the good word of Western Carolina University with legislative leaders across the state with particular focus on the Senate and House members from WNC. We have been quite gratified at the reception and support we've received. As the legislative session progresses, we will continue to engage our elected officials on WCU's needs and priorities. We've also been busy hosting and engaging new UNC System Interim President, Dr. Bill Roper, and members of the UNC Board of Governors. President Roper visited Cullowhee and WCU's campus for the first time on February 19th. He was accompanied by Mr. Chris McClure, his acting chief of staff. During their visit, President Roper engaged with Board leadership, the Chancellor's Executive Council, student leadership, and leadership from our campus governance groups, Faculty and Staff Senate. He heard consistent feedback about the need to advocate for faculty and staff compensation and benefit increases as well as the need to continue support for NC Promise. Several of us, including Mike Byers and Melissa Wargo, also continue to engage the UNC Board of Governors on projects and initiatives related to Western Carolina University. Mike and Melissa continue to work on the logistical details regarding the funding for NC Promise. And Melissa, Claire, and I continue to work on the appointments and reappointments to WCU's Board of Trustees.

On the fundraising front, I spent some time in January in Florida with Lori Lewis, meeting with friends and donors as we race into the home stretch of our "Lead the Way" comprehensive fundraising campaign. Those visits resulted in a \$50,000 pledge so far, with other donors considering how they might participate in the campaign. This comes on the heels of a surge of year-end giving in December, an anonymous estate gift pledge of \$1 million to support student scholarships, and a \$1 million planned gift from former Academic All-American Mike Wade to support athletics and the arts. Lori will share more with you later about details on the final stretch of the campaign. It will take all of us working together to push the "Lead the Way" campaign across the finish line. Throughout February, or as we call it "I Love WCU" month, WCU students, alumni, faculty, staff, and friends are being asked to show their love for WCU in many ways, including through financial contributions to help WCU students. And while on the subject of giving, kudos to WCU's Staff Senate for surpassing its goal of \$100,000 for the Staff Senate Scholarship Fund, which provides financial assistance to help family members of WCU staff attend this university. By reaching this milestone, the fund has become self-sustaining. This is wonderful news, and I salute Staff Senate's leadership and its members for their continued efforts to promote higher education among the families of our staff. I am pleased also to tell you that students already are benefiting from the new WCU Faculty Senate's Student Support Fund, which is designed to help students who find themselves dealing with unexpected financial emergencies. Three students have received support to help with emergency expenses including insulin, computer software needed for a class, and assistance with a car payment. I am so proud of our campus community for stepping forward to lead the way in philanthropy. One of the activities that I've been most proud of recently is the engagement we've been doing with local Rotary chapters. In December, we hosted the Cashiers Rotary club on campus and later this month, on March 28, we will host the Sylva Rotary club here. These Rotary visits are essential to our external outreach and the feedback has been tremendous. Rotarians have appreciated learning more about Western and we are able to add these local influencers to our list of University Friends.

I hope you all saw the press release last week from the My Future NC Commission. My Future NC is a statewide commission focusing on educational attainment, bringing together North Carolina's thought leaders in education, business, philanthropy, faith-based, and nonprofit communities and ex-officio representatives from the North Carolina General Assembly and Governor's office. The much-anticipated report from the Commission debuted last week and showcased the goal to have more North Carolinians who hold a high-quality postsecondary degree or credential. This ambitious goal would increase the number of North Carolinians between 24 and 44 years of age with postsecondary attainment from the current 1.3

million to 2 million by 2030. As our economy grows, the vast majority of new jobs require more than a high school diploma—something that less than half of North Carolinians ages 25-44, and even fewer from economically disadvantaged backgrounds, currently have. This goal is more than an aspiration; it is an imperative and Western Carolina University must do its part to advance this goal.

In that spirit, Western Carolina University is emerging as a leadership hub with a focus on improving leadership development opportunities in our region. Beginning March 11, WCU will offer a 5-day leadership development certificate for individuals who want to take their career to the next level to become a high impact leader. Today's leaders face significant challenges including building dynamic and productive teams, handling a crisis on the fly, ensuring effective policies are in place to create organizational culture, and reducing legal risks. We see this program as an exemplar of a much-needed program in our region and essential to the region's ultimate success in economic development.

You heard from our partner at Modern Think at your last meeting about WCU's results of the UNC Employee Engagement Survey. Campus leaders continue to analyze and discuss the results with an eye toward addressing areas of concern or improvement. UNC System-level employee surveys will be administered in 2020 and 2022.

COMMENTS FROM THE CHAIR

The Chancellor's Search Committee met on January 14th to review resumes and advance candidates for airport interviews. The committee met again on January 31st – February 2nd for airport interviews and advanced 4 candidates for campus visits. Mrs. Kaemmerling thanked Mr. Messer, Mr. Roberts, and Mr. Cooper for their hard work. The visits were very successful we received positive feedback from the stakeholders who met with the candidates. Mrs. Kaemmerling also thanked Mrs. Schlosser, Mr. Haskett, and Mr. Lupoli for participating in the campus visits. The committee met on Thursday, February 27th to advance three candidates to the trustees for approval today to vote on the candidates to advance to President Roper. President Roper will interview and select a candidate to send to the Board of Governors for their approval. We anticipate that a new Chancellor will be named by late April or early May to begin service on July 1st. Mr. Roberts and the transition team are working on the transition planning for the new Chancellor and their family.

President Roper visited Western Carolina on February 19th to visit the campus and meet some Catamounts before he chose our next Chancellor. Western was his first visit to any of the UNC campuses. They had a very productive visit with Dr. Roper and his Chief of Staff, Chris McClure.

Six board of trustees members have registered to attend the AGB conference in Orlando on April 14th - 16th. This is always a fast paced and informative few days when we can meet with Board members from around the country and get an update on the newest trends in higher education.

REPORT OF ACADEMIC AFFAIRS AND PERSONNEL COMMITTEE

There was one item of action in open session. Dr. Causby presented the WCU Annual Summary Human Resources Report for review and approval. The summary report required BOT approval. The committee made a motion and second to approve the report to the full board. For discussion Dr. Burton provided information on WCU's SACSCOC accreditation, an update on new academic programs, and programs in the planning process.

REPORT OF ADMINISTRATION, GOVERNANCE, AND TRUSTEESHIP COMMITTEE

There was one item of action. Ms. Denise Drury Homewood, Executive Director, Bardo Arts Center, presented the WCU Fine Arts Museum Core Documents for Accreditation for approval. Committee recommended the WCU Fine Arts Museum Core Documents for Accreditation to the full Board for approval. Mr. Opinski gave the SGA report. Mr. Townsend Lenihan, SGA Senator, presented a proposal for a Student Union. Ms. Lewis presented an update on the Lead the Way Campaign. She also shared the Third Annual I Love WCU initiatives, three divisions have 100% participation including Chancellor's Division, Athletics, and Advancement. Ms. Lewis shared progress towards the \$60 million campaign goal, which as of January 14, 2019, was at \$58,708,511. Legislative update was given by Ms. Meredith Whitfield, Director of External Relations. She gave a reminder about the WCU Legislative Policy Agenda. She noted that the legislative session officially began on January 30th. She is continuing to meet with legislators to discuss the legislative agenda. Legislative reception invitations were mailed to BOT members for April 2nd event. Ms. Whitfield shared that the House officially introduced a bond that would include \$200 million for the university System to split – new capital or R&R. Senate introduced legislation that would create a debt-free capital fund that would split \$2 billion three ways between the State, University System and community colleges and will be disbursed over 9 years. She mentioned the university is monitoring the Voter ID amendment and implementation and shared that there is a large, responsive team working on it for WCU. Dr. Wargo, Mr. Byers, and Mr. Browning discussed proposed changes from the UNC BOG to the delegated duties and authority for the campus Boards of Trustees. Dr. Wargo shared the background and reviewed the scope of authority and functions of the Board of Trustees. Mr. Byers shared proposed changes to trustee duties and authority around approval levels related to disposition of real property. The proposed delegation items will be going forward for approval by the UNC Budget and Finance committee for initial adoption in March. Mr. Browning shared the proposed amendments to the UNC Code. The UNC Board of Governors will act on these proposals and amendments at their March meeting. Dr. Wargo will provide an update on the status of these proposed changes at our June meeting. Information items: Dr. Sam Miller provided a copy of Fall 2018 Student Body Profile to all board members. He also shared the spring 2019 Census Statistics. Dr. Miller also noted the numbers for the most recent Open House.

REPORT OF FINANCE AND AUDIT COMMITTEE

There were three action items. Single audit was conducted on Student Financial Aid, no deficiencies were found. Committee recommends to the full board acceptance of the single audit on financial aid and the 2018 audited financial statements as presented. Mr. Joe Walker discussed the updated design for the lower campus residence halls. The committee recommends to the full board for approval the design for the lower campus residence halls as presented. Mr. Joe Walker walked the committee through the process used to select the recommended construction manager for the lower campus residence halls. The committee recommends to the full board for approval the selection of Vannoy Construction as the preferred Construction Manager for the Lower Campus Residence Halls project, with the preference of the remaining firms being in the following order in the unlikely event that an agreement cannot be reached with the first choice. 1. Vannoy 2. Barton Malow 3. Barnhill.

Mr. David Steinbicker spoke about the 2018 financial statements. 2018 was a good year financially with a clean audit opinion from the state auditor. The board was provided with a complete update of 4 major projects. Ms. Lisa Gaetano introduced Hillary Matthews, a new addition to the auditor's office.

FACULTY SENATE INFORMATION REPORT

Dr. Sink thanked the board for the opportunity to work with them. He discussed faculty salaries and the need for increases. Pleased by BOG legislative request to augment retention fund from \$1 million to \$10 million. Discussion of open letter to Chancellor search finalists. Faculty Senate would like search to be more open and transparent. They were appreciative for the opportunity to allow some faculty to be involved in the search during receptions or lunches. Senate agrees with keeping final decision of Faculty Hearing process at campus level. Dr. Sink briefly discussed a faculty survey that was sent out. Finally, he discussed working with Staff Senate chair, to convene a joining faculty and staff committee to look at the make-up and selection process for University Athletics Committee. (REPORT IS IN MINUTES MATERIALS FILE).

STAFF SENATE INFORMATION REPORT

Ms. Broom reported an EHRA Salary Support Resolution. Staff senate is working closely with Staff Assembly on the Parental Leave initiative. Ms. Broom also discussed strategic plan collaboration with Project Management students. She noted that Staff Senate has created a subcommittee to work on a proposal for increasing funds for University Staff awards and employee recognition for years of service. Senate currently drafting and reviewing a comprehensive year in review document to share with campus and BOT. Ms. Broom highlighted some accomplishments: fundraising and endowment, professional development, diversity and inclusion, wellness and community engagement. (REPORT IS IN MINUTES MATERIALS IN FILE).

ALUMNI ASSOCIATION INFORMATION REPORT

President Holland gave an update on WCU Student Alumni Association, an initiative that aligns with WCU's strategic directive 2.2.1 of Student Experience. He also announced the recent approval of a new position in the Office of Alumni Engagement. He gave an update on WCU Today, an alumni engagement program for Greater Asheville alumni, that aligns with WCU's strategic directive 4.1.3. President Holland mentioned some changes/enhancements occurring with job shadowing program. He noted that another area of continued emphasis is alumni social media engagement. Finally, President Holland mentioned an upcoming initiative. WCU Alumni Engagement Program Assessment will be implemented by Washburn and McGoldrick in late spring/early fall. (REPORT IS IN MINUTES MATERIALS IN FILE.)

CLOSED SESSION

Chair Kaemmerling asked for a motion to go into closed session. Mr. Kinney made a motion to go into closed session: **to consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial appointment, of a public officer or employee or prospective public officer or employee; and to consider and give instructions concerning an existing lawsuit Carolina University. Michelle Bretz v. Western Carolina University; Gloria Patterson v. Western Carolina University; In Re: NCAA Grant in Aid Anti-trust lawsuit; In Re: NCAA Student Athlete Concussion Injury Litigation; Carcano, et al. v. McCrory, et al.(UNC, BOG, Chairman of the Board);_United States v. North Carolina, et al., and Marc Matthews, EEOC Charge No. 430-2017-01581; Jennifer Longo v. Elizabeth Aspinwall and Western Carolina University; and Rycroft v. NCAA.**

Chair Kaemmerling asked Dr. Burton and Mr. Browning to remain for closed session. Chair Kaemmerling asked for a motion to return to open session. A motion and second was to return to open session was made by unidentified board members. The board unanimously approved.

RESUMPTION OF OPEN SESSION

Chair Kaemmerling recognizes Mr. Townsend for approval of item discussed in Closed Session. **There was a motion to approve the Tenure and Promotion Candidates. The board unanimously approved.**
Chair Kaemmerling

Chair Kaemmerling asks for a motion for approval of personnel matter discussed in closed session. **The board unanimously approved.**

Chair Kaemmerling asks for a motion and a second to adjourn. **Motion and second to adjourn from an unidentified board member. Unanimously approved by board.**

The meeting was adjourned at 11:30 am.