

BOARD OF TRUSTEES OF WESTERN CAROLINA UNIVERSITY RETREAT

Castle Ladyhawke, Tuckasegee, NC

November 5-6, 2020

The Board of Trustees of Western Carolina University (Board) met for the Board of Trustees Retreat on November 5-6, 2020 at Castle Ladyhawke in Tuckasegee. Chair Kinney welcomed everyone to the retreat and called the meeting to order at 1:30 pm.

Thursday, November 5, 2020

ATTENDANCE

Present from the Board: Chair Bryant Kinney, Mr. Kenny Messer, Mr. Bob Roberts, Mrs. Haden Boliek, Ms. Becky Brown, Mr. Ken Hughes, Mr. Tim Haskett, Mrs. Rebecca Schlosser, Ms. Kathy Greeley, Mr. Casey Cooper, and Mr. Dawson Spencer.

Board Members Absent: Mr. John Lupoli and Ms. Joyce Dugan

Present – Board of Governors Member, Phil Byers; Faculty and Staff of Western Carolina University: Chancellor Kelli R. Brown, Dr. Richard Starnes, Provost and Vice Chancellor for Academic Affairs; Mr. Shea Browning, General Counsel; Dr. Melissa Wargo, Chief of Staff; Mr. Mike Byers, Vice Chancellor for Administration and Finance; Dr. Sam Miller, Vice Chancellor for Student Affairs; Mr. Craig Fowler, Chief Information Officer; Ms. Jamie Raynor, Interim Vice Chancellor for Advancement; Mr. Alex Gary, Director of Athletics; and Ms. Jessica Woods, Assistant Secretary to the Board of Trustees.

Welcome and Introductions

Chair Kinney thanked the trustees for taking the time to attend the retreat and their dedication to the board. Chair Kinney thanked the staff for their hard work in managing to pull the Trustees “socially distant, yet together” for the next two days, during the Retreat. Chair Kinney thanked Mr. Cooper and the Cherokee Indian Hospital for their willingness to host this retreat before the rise in COVID positives moved the Retreat to a different location. Chair Kinney shared that we look forward to having a future meeting in Cherokee. Chair Kinney shared his appreciation to the Trustees for their dedication to this board. Chair Kinney reviewed the Retreat agenda.

Comments from Chancellor Brown

Chancellor Brown welcomed Dr. Richard Starnes to his first meeting as Provost and Vice Chancellor for Academic Affairs. Chancellor Brown noted that the College of Business Dean, Dr. AJ Grube, will begin as Dean on January 1st. Chancellor Brown introduced and welcomed President Peter Hans to the Board of Trustees Retreat.

Remarks from President Hans

President Hans thanked Governor Byers for his service and attending the retreat. President Hans shared the system priorities on legislative agenda, efforts by the system/BOG to increase delegated duties and authority of the Boards of Trustees, system perspective on the COVID-19 pandemic, state budget/revenue outlook, and tuition and fee request information.

BOG Update

Governor Byers provided a BOG update. Governor Byers thanked President Hans for his service to the UNC System and to campuses. Governor Byers discussed board involvement, enrollment growth, student success, and Board of Trustee appointments.

Review of Board Roles

Chair Kinney reviewed the Board Roles with Trustees. Chair Kinney shared that Shea Browning, General Counsel, will cover many of the “legal” roles on Friday, but that he wanted to list a few items for consideration as they lead into Mr. Robert’s discussion on the board member self-assessment. Chair Kinney asked that all board members be engaged in discussions to have good, informative conversation that allows for discussion and dissent once a recommendation or motion is on the table. Chair Kinney noted that Trustees must have tolerance for tough questions in committee meetings and that committee members may think they have resolved but that other board members need to ask once an item moves to the full board. Chair Kinney noted that Trustees should be able to reach a conclusive decision, with those who object agreeing to uphold and support the decision in public. Chair Kinney noted that the relationship Trustees have with Chancellor Brown and each other should be open, transparent, problem-solving, and strategic. Chair Kinney noted that committee chairs should have a clear understanding of how committee work fits into the goals of the Chancellor and her leadership team and that the committee structure should work well at informing and guiding policy and practice, and if it ever does not, Trustees should review it. Chair Kinney mentioned that Trustees must receive the right information for thoughtful analysis and decision making, and if you ever feel that is not occurring, please speak up and ask for more information. Chair Kinney shared that the Trustees communication channels must be open between Trustees and the Chair, as well as with the Chancellor, when needed. Chair Kinney mentioned that the executive committee can handle issues outside of normal meetings, but, in his opinion, that should be used sparingly. Chair Kinney mentioned that when the executive committee does act, it should make a full disclosure of the actions it has taken to the rest of the board. Chair Kinney stated that members should understand their role and the board’s role with other important constituencies, such as the administration and the faculty and that the board should have realistic expectations of its ability to impact the institution or system over a period of time. Chair Kinney shared that the Trustees should also be focused on a shared strategy and implementation that moves the institution in a clear direction.

Board Assessment

Mr. Bob Roberts led the discussion for the Board of Trustees Self-Assessment 2020. He discussed the number of respondents; the matrix including strongly agree, agree, neither, disagree, and strongly disagree; and average performance rating. Chair Kinney suggested that the matrix include a column for a “n/a” response for Trustees that have terms ending in that year. Discussion ensued.

2020 UNC Engagement Survey

Dr. Cory Causby shared the UNC System Employee Engagement Survey and discussed the 2020 to 2018 Comparison Chart. Dr. Causby shared that the survey was administered to all permanent full-time faculty and staff by ModernThink. Dr. Causby shared the results for Job Satisfaction/Support; Teaching Environment; Professional Development; Compensation, Benefits & Work/Life Balance; Facilities; Policies, Resources & Efficiency; Shared Governance; Pride; Supervisors/Department Chairs; Senior Leadership; Faculty, Administration & Staff Relations; Communication; Collaboration; Fairness; Respect & Appreciation; and UNC Custom Statements. Dr. Causby shared the overall positive and negative responses for 2020 and 2018. Dr. Causby also shared the benchmarks for both 2020 and 2018. Discussion ensued.

CLOSED SESSION

Chair Kinney asked for a motion to go into closed session. Mr. Roberts made a motion to go into closed session to prevent the disclosure of privileged or confidential information, or information not considered a public record within the meaning of the NC Public Records Act; to protect the attorney-client privilege to discuss a legal issue; and to consider the qualifications, competence, performance, character, fitness,

conditions of appointment, or conditions of initial appointment, of a public officer or employee or prospective officer or employee. The motion was seconded by Mrs. Brown. The motion to go into Closed Session was unanimously approved by the board.

Chair Kinney asked Chancellor Brown and Ms. Woods to remain for the closed session.

RESUMPTION OF OPEN SESSION

Chair Kinney asked for a motion to return to open session. Mr. Roberts made the motion to return to open session. The motion was seconded by Mr. Dawson. The board unanimously approved to return to Open Session.

ADJOURNMENT

Chair Kinney asked for a motion and a second to adjourn. Motion to adjourn from Mr. Messer and a second from Mr. Hughes. The motion was unanimously approved by board.

The meeting was adjourned at 5:30 p.m.

Friday, November 6, 2020

Welcome

Chair Kinney called the meeting to order at 9:00 am and welcomed everyone to the meeting.

Board Member Training

Mr. Shea Browning provided information on Board Member training. Mr. Browning reviewed the Legal Issues for Members of the Board of Trustees of Western Carolina University. Mr. Browning shared the general fiduciary duties of the Directors and Trustees, general powers and responsibilities of governing boards, liability of Trustees, open meetings laws, and confidentiality and records retention policies. Mr. Browning shared information on the Ethics Act and SEI form.

Title IX Report

Mr. Shea Browning, Mrs. Ivy Gibson, Dr. BaShaun Smith, Ms. Kyrsti Wyatt, and Mrs. Deidre Hopkins provided a report on Title IX. They shared the Overview of Title IX, Title IX Process and Procedures, Title IX Investigations, and Student Code of Conduct Process and Procedures. Title IX Report numbers will be categorized and shared at future Trustee meetings.

Tuition and Fees

Mr. Mike Byers and Dr. Sam Miller shared information on the Tuition and Fees. Mr. Byers and Dr. Miller shared the process for Tuition and Fee proposals and increases for room rates, book rental charge, and mandatory health fee. Dr. Miller provided a handout to the board and discussed the 2021-2022 Tuition and Fee Proposals. Discussion followed on the Tuition and Fees.

COVID-19 Updates/Impact on WCU

The Senior Leadership team provided a COVID-19 Update/Impact on WCU from each of their respective departments/offices. Mr. Gary provided an Athletics update including Student-Athlete Health, COVID-19 update, and fall/spring sports schedule. Mr. Fowler provided an Information Technology update including Canvas, dashboards, and Madison iBot. Ms. Raynor provided an Advancement update including alumni engagement, strategic plan, RFP, fundraising, Alumni Webinars and Western Wednesday, virtual tailgates and Feasibility Study. Dr. Starnes provided an Academic Affairs update including Academic Affairs Highlights for 2019-20, fall/spring performance and student engagement, and fall/spring 2021 modality. Mr. Byers provided an Administration and Finance update including facilities, budget, master plan, parking garage update, athletics turf, and entrance to campus update. Dr. Wargo provided a campus update, including the Chancellor's Office, Chief of Staff office, University Communications and Marketing. Dr. Miller provided a Student Affairs update including COVID-19 dashboard information,

Catamounts Care, dining services update, student profile for Fall 2020, demographics, and student enrollment. Dr. Miller noted that he would share the enrollment trends and county graduation data during the December BOT meeting.

ADJOURNMENT

Chair Kinney adjourned the Board of Trustees Retreat at 3:00 p.m.