

REGULAR MEETING OF THE BOARD OF TRUSTEES  
OF WESTERN CAROLINA UNIVERSITY

March 4, 2022

9:30 a.m.

Chancellor's Boardroom, H.F. Robinson Building, Room 501A

The Board of Trustees of Western Carolina University met in regular session on March 4, 2022, in Room 501A of the H.F.R. Administration Building. Chair Roberts called the meeting to order at 9:30 a.m.

**ATTENDANCE**

**The following members of the Board were present:**

Present from the Board: Chair Bob Roberts, Mrs. Haden Boliek, Mr. William Brawley, Ms. Becky Brown, Mr. Casey Cooper, Mr. Joe Crocker, Mrs. Kathryn Greeley, Mr. Tim Haskett, Mr. Ken Hughes, Mr. Bryant Kinney, Mr. Jake Robinson, Mrs. Rebecca Schlosser, and Ms. Rebecca Hart.

**Others Present:** Board of Governors Liaison, Terry Hutchens.

**Present – Faculty and staff of Western Carolina University:**

Chancellor Kelli R. Brown; Dr. Richard Starnes, Provost; Dr. Laura Wright, Faculty Senate Chair; Ms. Deidre Hopkins, Staff Senate Chair; Mr. Neal Andrews, Alumni Association President; Dr. Melissa Wargo, Chief of Staff; Mr. Mike Byers, Vice Chancellor for Administration and Finance; Ms. Jamie Raynor, Vice Chancellor for Advancement; Dr. Sam Miller, Vice Chancellor for Student Affairs; Mr. Craig Fowler, Chief Information Officer; Mr. Alex Gary, Athletics Director; Dr. Cory Causby, Associate Vice Chancellor of Human Resources and Payroll; Ms. Karen Woody, Budget Officer; Mr. Benny Smith, Executive Director of Communications and Public Relations; Ms. Ivy Gibson, Associate General Counsel; Mr. Steve Lillard, Chief of Police; Mr. Zach Phillips, Information Technology, Dr. Drew Virtue, Staff Senator; Ms. Nancy Ford, Director of Employee Relations, Talent Acquisition and Development, Human Resources and Payroll; Dr. Vicki Szabo, Associate Professor, History; Ms. Theresa Cruz Paul, Director, Center for Career and Professional Development, Dr. Yancey Gulley, Associate Professor, Human Services; and Ms. Jessica Woods, Assistant Secretary to the Board of Trustees.

**WELCOME**

Chair Roberts welcomed Governor Terry Hutchens, the Faculty and Staff Senate Chairs, Alumni Association President, as well as staff and faculty attending the meeting, via Zoom and joining, via LiveStream.

**ROLL CALL**

Ms. Woods called the roll of the Board members in attendance. A quorum of the board was present.

**ETHICS STATEMENT**

Chair Roberts 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."

Chair Roberts reminded the board that the meeting was a public meeting and is being recorded, via the Zoom platform, and is being livestreamed.

### **LAND ACKNOWLEDGEMENT**

Chair Roberts read the Land Acknowledgement as follows:

"The Western Carolina University campus is situated within the ancestral homelands of the Eastern Band of Cherokee Indians. At WCU our work seeks to embrace and connect to this Cherokee landscape as we work to reinforce our mission at WCU. We will work to actively engage our community with the extraordinary indigenous identity and culture of this special place."

### **APPROVAL OF MINUTES**

Chair Roberts asked for a motion to approve the minutes of the December 3, 2021, Regular Session, Board of Trustees meeting (TAB B-1). Mr. Brawley made a motion to approve the minutes. Mrs. Greeley seconded the motion. The minutes were unanimously approved.

### **COMMENTS FROM CHANCELLOR KELLI R. BROWN**

Chancellor Brown welcomed the Trustees, Executive Council, and the Faculty Senate and Staff Senate Chairs and Senators who joined the meeting in person, or via livestream or Zoom. Chancellor Brown also welcomed faculty and staff and members of the news media and others who participated, via livestream.

Chancellor Brown provided a post pandemic and mask update. She shared that during the WCU Foundation Board meeting, the Board discussed Western Carolina University in a post pandemic world and what we want to showcase moving forward and noted that one of the most crucial things Western Carolina University wants to focus on is reclaiming its culture. She mentioned that on February 17, Governor Cooper encouraged schools and local governments across North Carolina to end their mask mandates and on February 25, President Hans asked all UNC campuses to begin shifting their mask policies and that she elected late last week to lift WCU's mask requirement in all areas of campus except the University Health Center operations and on the Cat Tran. Chancellor Brown noted that if the federal regulations related to masks on public transit sunset on March 18 as expected, masks will then become optional on Cat Tran as well.

Chancellor Brown provided a Legislative Update. She noted that Christy Agner, WCU's new government relations liaison, attended the AGT committee meeting, and she hopes that Trustees will get to know her very well. She shared that Ms. Agner has already been to Raleigh to advocate for WCU and has worked with campus leaders to finalize the legislative agenda for consideration by Trustees. Chancellor Brown reminded the Trustees that the last budget passed by the NC General Assembly was the best budget in a decade for the UNC System and WCU benefitted greatly from that budget. She asked the Trustees to take the opportunity to thank any legislators they know or meet, as they are our partners in this public enterprise and we appreciate their recognition of our many needs to better meet North Carolina's educational attainment goals. She shared that it is imperative that WCU is positioned to meet the educational needs of our region and our state. She shared that first and foremost, advocating for the resources we need to attract and retain the best talent of faculty and staff will be continued. She noted that she is grateful for the legislative increases provided in the last budget and our legislators deserve our gratitude. Chancellor Brown noted that in addition to the salary increases provided by the state, WCU used \$1.7M of its own resources to address salary equity and compression as recommended by our faculty and staff salary committees. She noted that availability of merit scholarships needs to be addressed to retain students in WNC. She discussed the final legislative priority, engineering, and noted that WCU is

home to the only public College of Engineering in North Carolina west of I-77. She mentioned that WCU is well-positioned to deliver more engineers, but the outdated facilities hinder the ability to expand to meet current and future needs.

Chancellor Brown provided a UNC Board of Governors update. She noted that at the last UNC Board of Governors meeting on Feb. 23-24, WCU had several items on the table for consideration. She reported that the Athletics Fee was approved, allowing WCU to begin next steps related to master planning around our outdated athletics facilities. She noted that we must do what we can to keep costs low for our students and to work towards a long-term, sustainable method for funding athletics, as Intercollegiate athletics is an essential part of the total student experience at WCU.

Chancellor Brown shared that WCU received official word at the BOG meeting that our out-of-state numbers in Fall 2021's incoming class did not exceed the 18% system cap on out of state enrollment and that she was able to articulate the ongoing challenge that WCU faces in meeting regional needs while not exceeding the cap. Chancellor Brown shared that the board also had further discussions about the proposed revisions to the UNC Funding Model and a final discussion and vote will be held at their April Meeting. Chancellor Brown reminded the Trustees that the UNC Board of Governors will be holding their April 2022 meeting here at WCU on April 5-7, 2022, and encouraged Trustees to attend.

Chancellor Brown mentioned that the Board of Governors will consider revisions to institutional mission statements during their July 2022 meeting. She noted that she has asked Provost Richard Starnes and Chief of Staff Melissa Wargo to lead a campus task force to complete this task in an expedited fashion. She charged the group to update WCU's mission statement to clarify WCU's role as a leader in college access and affordability and to emphasize our identity as the regional comprehensive university serving far western North Carolina, including the greater Asheville-Hendersonville area. She shared that she anticipates that the mission review will also restate WCU's role in economic development in the region, from Murphy in the west to the Asheville-Hendersonville area and its surrounding communities in the east. Chancellor Brown reported that Trustees will be asked to endorse a revised mission statement at the June Board meeting.

Chancellor Brown thanked the Trustees for a fruitful and robust discussion about the role of diversity, equity, and inclusion at WCU during the Discussion of Interest on Thursday afternoon. She noted that Dr. Ricardo Nazario-Colon outlined WCU's aspirations to create an environment that is welcoming and respectful to ALL students, faculty, and staff – no matter one's ethnicity, gender, race, identity, or political or ideological viewpoints.

Chancellor Brown provided an update on the Honoring Our Promise Tour. She shared that the tour kicked off in Winston-Salem on February 7th and continued with stops in Charlotte on February 22nd and Biltmore Forest on March 2nd. She thanked Bob and Carol Roberts for hosting the March 2nd event at Biltmore Forest and Trustees who attended to support WCU.

Chancellor Brown shared University Accolades with Trustees. She shared that on February 15<sup>th</sup>, WCU celebrated more than 1800 students who made it on the Chancellor's List during the Fall 2021 semester, including a total of 72 student athletes. She noted that to qualify for the Chancellor's List, students must achieve at least a 3.8 grade-point average out of a possible 4.0. Chancellor Brown shared that the School of Nursing received a \$2.2 million grant from the federal Health Resources and Services Administrations to provide support for nursing students from low-income, first-generation and minority background. She also shared that WCU's Forensic Anthropology program recently led a research team to assist in locating the remains of Sgt. Francis W. Wiemerslage, a missing airman from World War II and returning him to his family. Chancellor Brown mentioned that WCU's sophomore infielder, Pascanel Ferreras was selected as the preseason SoCon Player of the Year by D1 Baseball and third-team Preseason All-America by the

National Collegiate Baseball Writers Association and softball pitcher, Jayme Eilers, was named SoCon Pitcher of the Week on February 14<sup>th</sup>.

Chancellor Brown thanked Ms. Rebecca Hart for all that she's done as SGA President for 2021 and noted that the March meeting is Ms. Hart's last Board of Trustees meeting before she graduates in May. Chancellor Brown thanked the Trustees for the support they provide to Western Carolina University.

#### **COMMENTS FROM BOG LIAISON**

Chair Roberts welcomed and recognized Terry Hutchens, Board of Governors Liaison, to the meeting and for remarks. Governor Hutchens extended his appreciation for serving as the WCU BOG Liaison. He shared his appreciation of the faculty, staff, and students. He shared that he advocates for the 18% system cap on out of state enrollment to be increased for Western Carolina University. He shared an update from the Governance Committee.

#### **COMMENTS FROM CHAIR**

Chair Roberts thanked Chancellor Brown for her Chancellor's Report and Governor Hutchens for his BOG Report. Chair Roberts shared that since December 2021, WCU celebrated two (2) in-person graduation ceremonies in the middle of December.

Chair Roberts mentioned that the WCU Foundation Board met in February and is actively setting the stage for an ambitious fundraising campaign. The Foundation's work on this endeavor is critical to our long-term success. Chair Roberts thanked the Foundation Board for their leadership and thank each of the Trustees for all they are doing to kick off this important part of WCU's history.

Chair Roberts thanked the Trustees for their participation in the Title IX training lead by WCU's Legal team. He also thanked the legal staff for their time and energy they put into the Title IX training.

Chair Roberts mentioned that he received notice from the UNC System Office that Chancellor Brown is due for a biennial review this spring. He noted that this review is part of a standard process of evaluation per university policy. He shared that the biennial review includes the Chancellor's annual review with President Hans and a review by the Board of Trustees. He noted that the Chancellor will provide a written self-assessment and trustees will complete a standardized evaluation survey provided by the UNC System. Chair Roberts, shared as Board chair, it is his responsibility to designate an Assessment Committee composed of trustees to oversee the Chancellor's Biennial Review. He noted that in keeping with their scope and charge, he is designating the Administration, Governance, and Trusteeship Committee to serve this role. He noted that the review must be concluded, and a written summary provided to President Hans, by June 30, 2022. Chair Roberts asked that the AGT Committee administer the Chancellor Evaluation Survey and provide a summary of the results to the full Board for discussion at our next quarterly meeting on June 10, 2022. He thanked Vice Chair Greeley and the members of the AGT Committee for adding this to their committee's agenda.

Chair Roberts mentioned that since early January, WCU has had a lot of communication around the RA training issue and has heard from many concerned parties, and we have received a lot of advice and opinion. Chair Roberts reminded Trustees, that as a governing board, it is their duty to advise and guide administration during times like these. Chair Roberts mentioned that he sincerely appreciated the Trustees commitment to govern and provide advice and counsel. He noted that the Trustees are ready to assist the Chancellor in her efforts to improve the training and to ensure *every* student at WCU feels respected. This is the "Western Way". Chair Roberts noted that WCU will persevere and WCU will be better because of this.

Chair Roberts reminded the Trustees of the 7 Strategic Directives that drive our governance. Chair Roberts shared that he is blessed to work alongside the Trustees to make WCU an even better university. He thanked the Trustees for their continued focus, leadership, and service to this board.

Chair Roberts mentioned that he would like to utilize some of his chair comment time to feature a trustee and their advocacy for WCU. Chair Roberts asked Mr. Cooper to share his story with the board. Chair Roberts thanked Mr. Cooper for his remarks. He shared that he would reach out to other trustees for future meetings.

#### **REPORT OF ACADEMIC AFFAIRS AND PERSONNEL COMMITTEE**

Chair Roberts recognized Ms. Boliek to give the report of the Academic Affairs and Personnel Committee. The Academic Affairs and Personnel Committee reviewed a few discussion items.

Ms. Boliek shared that Dr. Starnes provided an update on the administrative searches for the Dean of the College of Engineering and Technology and the Associate Vice Chancellor for Student Success. Searches are proceeding and will bring finalists to campus later in March.

Ms. Boliek shared that Dr. Starnes provided updated on the ROI Study of UNC System Universities, Project Kitty Hawk, the UNC Proposed Funding Model, UNC Online Sunset at the end of Spring Semester and Revision to University Mission Statements. Ms. Boliek mentioned that Dr. Starnes also shared numerous good news stories on campus that are reminiscent of days prior to the pandemic and that WCU is getting back to normal.

Ms. Boliek shared that Dr. Causby provided information regarding recent and upcoming salary adjustment activity for faculty and staff. Eligible university employees received one-time bonuses up to \$1500 in the December payroll and a 2.5% across-the-board salary increase in the January payroll retroactive to July 1, 2021. An additional 2.5% across-the-board increase for eligible faculty and staff is scheduled to be effective July 1, 2022.

Dr. Starnes shared information on administrative appointments in TAB C-3 of the Trustee materials.

The Committee has two closed session items to be considered.

#### **REPORT OF ADMINISTRATION, GOVERNANCE, AND TRUSTEESHIP COMMITTEE**

Chair Roberts recognized Mrs. Greeley to give the report of the Administration, Governance, and Trusteeship Committee. The Administration, Governance, and Trusteeship Committee considered one action item and three information items.

Mrs. Greeley shared that Dr. Wargo and Ms. Agner proposed the WCU Legislative Budget and Policy Agenda. The WCU Legislative Budget and Policy Agenda can be found in TAB D-2 of the Trustee material. The Administration, Governance, and Trusteeship committee recommended to the full board the approval of the WCU Legislative Budget and Policy Agenda. The motion comes from committee and does not require a second. The WCU Legislative Budget and Policy Agenda was unanimously approved.

Mrs. Greeley shared that Dr. Wargo reported the on-going progress of the plans for the Chancellor's Residence events renovation project and noted that maintenance and repair items that were identified during last year's walk-through of the residence are ongoing.

Mrs. Greeley shared that Ms. Carpenter shared the Board of Trustees Meeting Schedule for 2021-2023, which can be found in Tab D-3 of the Trustee material.

Mrs. Greeley shared that Ms. Raynor provided an Advancement update, which can be found in Tab D-4 of the Trustee material.

The Committee has one closed session item to be considered.

#### **REPORT OF FINANCE AND AUDIT COMMITTEE**

Chair Roberts recognized Mr. Cooper to give the report of the Finance and Audit Committee. The Finance and Audit Committee discussed several action items and reviewed a few informational items.

Mr. Cooper shared that the Finance and Audit Committee began with recognition of the work of three WCU leaders: Cory Causby, Associate Vice Chancellor for Human Resources and Payroll; Joe Walker, Associate Vice Chancellor for Facilities Management; and David Steinbicker, Associate Vice Chancellor for Fiscal Affairs.

Mr. Cooper shared that the Finance and Audit committee heard from Mr. David Ericht of the North Carolina State Auditor's Office and he reported on WCU's 2021 Financial Statements audit. No reportable findings or deficiencies were found. The Finance and Audit committee recommended to the full board the acceptance of the 2021 audited financial statements, which can be found in Tab E-2 of the Trustee material. The motion comes from committee and does not require a second. The 2021 audited financial statements were unanimously approved.

Mr. Cooper shared that Mr. Byers and Mr. Steinbicker presented an "All Funds Budget" for WCU. The All Funds Budget is a new requirement by the Board of Governors and is intended to better align resources with strategic priorities, promote stewardship and financial sustainability, better understand the impact of discrete decisions on the broader financial picture, improve transparency and campus engagement, and strengthen the fiduciary responsibility of the Boards of Trustees. The Finance and Audit committee recommended to the full board the approval of the first All Funds Budget for WCU for the upcoming fiscal year, 2022-23, which can be found in Tab E-3A and E-3B of the Trustee material. The motion comes from committee and does not require a second. The All Funds Budget for WCU for the upcoming fiscal year, 2022-23, was unanimously approved.

Mr. Cooper shared that Elizabeth Morgan from Hanbury presented the final draft of the 2022 Campus Master Plan Update. This document is the final draft of the plan that was presented in detail at the Board of Trustees Retreat in November, 2021. The Finance and Audit committee recommended to the full board the approval of the 2022 Campus Master Plan Update, which can be found in Tab E-4 of the Trustee material. The motion comes from committee and does not require a second. The 2022 Campus Master Plan Update was unanimously approved.

Mr. Cooper shared that Mr. Byers presented a Resolution, which was requested by Board member Rebecca Hart in the December Board of Trustees meeting, regarding the December approval of the \$86 increase in the Athletic Fee, to be used toward funding debt service for athletic facilities repair, renovation and/or replacement. The Finance and Audit committee recommended to the full board the approval of the Resolution, which can be found in Tab E-5 of the Trustee material. The motion comes from committee and does not require a second. The Resolution was unanimously approved.

Mr. Cooper shared that an Internal Audit Update was provided by Ms. Lisa Gaetano in the Board of Trustees material under Tab E-6, outlining current audits and related work.

Mr. Cooper shared that a Capital Improvements Update was provided for information in the Board of Trustees material in Tab E-7.

Mr. Cooper shared that an Annual Summary of Financial Statements (FY2021) was provided for information in the Board of Trustees material in Tab E-8.

The Committee has no closed session items to be considered.

#### **STRATEGIC PLAN INFORMATION UPDATE**

Chair Roberts recognized Chancellor Brown for the Strategic Plan Information Update. Chancellor Brown shared the new goal title for Goal 6.5 (Safety, Reliability, and Security: Preserve the safety, reliability, and security of the campus community) with the Trustees and shared that updates will be shared with Trustees going forward on an annual basis each September, when Tim Metz provides the Strategic Plan Report.

#### **RESOLUTION OF THE BOARD OF WCU REGARDING CONFLICTS OF INTEREST**

Chair Roberts shared and discussed the Resolution of the Board of WCU Regarding Conflicts of Interest, which can be found in Tab-F of the Trustee material. Chair Roberts shared that UNC Policy Section 200.1.5(d)(i) requires that he designate a standing committee to determine whether a Trustee's potential conflict of interest is permissible or impermissible and to make recommendations regarding whether the policy has been violated. He recommended that the standing committee required by the policy be the Finance and Audit Committee. Chair Roberts asked for a motion in support of the Resolution. Mr. Copper made a motion to approve the Resolution of the BOT of WCU Regarding Conflicts of Interest. Ms. Brown seconded the motion. The Resolution of the BOT of WCU Regarding Conflicts of Interest was unanimously approved as distributed.

#### **STUDENT GOVERNMENT ASSOCIATION PRESIDENT INFORMATION REPORT**

Chair Roberts thanked Ms. Rebecca Hart for her service as SGA President. Chair Roberts recognized Ms. Rebecca Hart to give the SGA Report. Ms. Hart shared information on the Judicial, Legislative, and Executive branches. She shared external updates. Ms. Hart also provided information on the UNCASG meetings. Ms. Hart shared that the Council of SBPs met with the UNCISO to discuss the new funding model. Ms. Hart shared that WCU delegation is working on legislation. Ms. Hart presented the following Resolutions from Student Government Association: Build Mental Wellness Days into the Academic Calendar, Add the Chief Diversity Officer to the Executive Council, and Support the University in Establishing a Climate Action and Sustainability Plan. Ms. Hart shared the January 12, 2022 Statement No.1 to the Catamount Community from the office of the Student Body President and Vice President. (SGA REPORT IS IN REPORT MATERIALS ON FILE).

#### **FACULTY SENATE INFORMATION REPORT**

Chair Roberts recognized Dr. Wright to give the Faculty Senate Report. Dr. Wright discussed and shared the Faculty Senate agendas for the first two meetings of the spring semester, as well as questions from the Faculty Conversation that occurred on January 22, 2022. Dr. Wright shared that the Senate passed a Climate Action Plan resolution during its January meeting. She noted that there are several continuing agenda items to be completed before the end of the year. Dr. Wright shared that Faculty Senate is working to help facilitate an initiative called "Whee Should Talk". Dr. Wright invited Trustees to visit classes and students at WCU. (FACULTY SENATE REPORT IS IN REPORT MATERIALS ON FILE).

#### **STAFF SENATE INFORMATION REPORT**

Chair Roberts recognized Ms. Hopkins to give the Staff Senate Report. Ms. Hopkins shared her appreciation for the opportunity to the Trustees for providing a report on quarterly activities of the WCU Staff Senate. Ms. Hopkins thanked the Trustees for their leadership and continued support.

Ms. Hopkins gave an update and provided materials on the Staff Senate Initiatives including Leadership Development, Staff Senate Connection and Visibility Expansion, Staff Senate Organizational Structure, and Staff Emeritus Recognition. Ms. Hopkins gave an update on the work of Staff Senate Committees. Ms. Hopkins shared information on the Climate Action Plan. She shared that the Senators completed their Leadership Book with discussion with Mr. Casey Cooper. (STAFF SENATE REPORT IS IN REPORT MATERIALS ON FILE).

### **ALUMNI ASSOCIATION INFORMATION REPORT**

Chair Roberts recognized President Neal Andrews to give the Alumni Association Report. President Andrews gave an update on the WCU Alumni Association Board of Directors Activities and Initiatives. He shared information on the WCU Alumni Scholarship Fund, Alumni Board Participation Rate, December Commencement, I Love WCU Month, and WCU Alumni Association Bylaws Review and Revisions. He shared other engagement opportunities offered by the WCU Office of Alumni Engagement. (ALUMNI ASSOCIATION REPORT IS IN REPORT MATERIALS ON FILE.)

### **BOG MEETING: APRIL 6-7, 2022**

Chair Roberts recognized Ms. Jessica Woods to provide information on the April 6-7, 2022, Board of Governors Meeting hosted by Western Carolina University. Ms. Woods reviewed the agenda for April 5-7, 2022, with the Trustees.

### **CLOSED SESSION**

Chair Roberts asked for a motion to go into closed session. Ms. Greeley 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: Prevent the disclosure of information considered exempt from public disclosure pursuant to § NCGS 143-318.11 (a)(2), (a)(3), and (a)(6) as described on the March 04, 2022 Board of Trustees of Western Carolina University Closed Session Agenda. The motion was seconded by Mr. Brawley. The motion was unanimously approved by the board.

Chair Roberts asked Chancellor Brown, Dr. Wargo, Ms. Gibson, and Ms. Raynor to remain for the Naming Opportunity. Discussion ensued. Discussion followed on the Closed Session Agenda Items.

### **RESUMPTION OF OPEN SESSION**

Chair Roberts asked for a motion to return to Open Session. Mr. Brawley made the motion to return to Open Session. The motion was seconded by Mr. Robinson. The board unanimously approved to return to Open Session.

### **Academic Affairs and Personnel Committee Recommendation Regarding 2021-2022 Tenure and Promotion Candidates**

Chair Roberts recognized Ms. Boliek for approval of Academic Affairs and Personnel Committee Recommendation Regarding 2021-2022 Tenure and Promotion Candidates as discussed in Closed Session, which can be found in Tab C-4 of the Trustee material. Ms. Boliek shared that Dr. Starnes reviewed the tenure and promotion process from the beginning of a tenure track faculty member's employment at WCU through the conclusion of the tenure and promotion process. Dr. Starnes presented the candidates for tenure and promotion. The Academic Affairs and Personnel Committee recommended to the full board the approval of the 2021-2022 Tenure and Promotion Candidates. The motion comes from committee and does not require a second. The 2021-2022 Tenure and Promotion Candidates were unanimously approved.

### **Approval of Salary Increases for SAAO Tier 1 Employees**

Chair Roberts recognized Ms. Boliek for approval of Salary Increases for SAAO Tier 1 Employees as discussed in Closed Session, which can be found in Tab C-5, C-6, and C-7 of the Trustee material. The

Academic Affairs and Personnel Committee recommended to the full board the approval of the Salary Increases for SAAO Tier 1 Employees. The motion comes from committee and does not require a second. The Salary Increases for SAAO Tier 1 Employees were unanimously approved.

#### **COMMENTS FROM CHAIR ROBERTS**

Chair Roberts asked the Trustees to thank the legislators for passing the budget. Chair Roberts thanked the Trustees for their consideration on attending the April 6-7, 2022, Board of Governors meeting. He reminded the Trustees of the Spring Commencement and Honoring Our Promise Tour dates. He shared information on the SoCon Basketball Tournament.

#### **ADJOURNMENT**

Chair Roberts asked for a motion and a second to adjourn. Motion to adjourn from Mr. Robinson and a second from Mr. Cooper. The motion was unanimously approved by board.

The meeting was adjourned at 11:40 am.