

**MINUTES OF THE MEETING OF  
THE UNIVERSITY OF NORTH CAROLINA AT PEMBROKE  
BOARD OF TRUSTEES  
Thursday, November 12, 2020 at 5:00 PM**

The meeting of the University of North Carolina at Pembroke Board of Trustees was held in the Chancellor's Boardroom 423 in Lumbee Hall and virtual/webex. Chair Pat Corso called the meeting to order at 5:02 PM.

**ROLL CALL**

Roll was called and the following Trustees were present:

Pat Corso  
Allen Jamerson (via webex)  
Allison Harrington (via webex)  
Wiley Barrett (via webex)  
Edward Brooks (via webex)  
Linda "Mickey" Gregory  
Alphonzo McRae (via webex)  
Karen Sampson (via webex)  
Bobbi Stanley (via webex)  
Jesse Thomas (via webex)  
Cotrayia Hardison

Absent:

Don Metzger  
Ron Sutton

Also in attendance: Chancellor Robin G. Cummings; Dr. Zoe Locklear, interim provost and vice chancellor for Academic Affairs (via webex); Dr. Lisa Schaeffer, vice chancellor for Student Affairs (via webex); Virginia Teachey, vice chancellor for finance and administration (via webex); Steve Varley, vice chancellor for Advancement (via webex); Jodi Phelps, executive director of University Communications and Marketing (via webex); Dick Christy, director of athletics (via webex); Kelvin Jacobs, general counsel (via webex); Kevin Wilkinson, executive director of external affairs (via webex); Mark Gogal, chief of staff and assistant secretary to the Board of Trustees; and Teresa L. Bryant, recording secretary to the Board of Trustees.

**INTRODUCTION OF GUESTS INCLUDING MEMBERS OF THE PRESS**

No guests.

**ETHICS STATEMENT**

Chair Corso reminded the Trustees of their duty under the State Government Ethics Act to avoid conflicts of interest and/or the appearance of a conflict of interest. Trustees were asked to refer to the printed statement. No member made known any conflicts of interest.

## **STUDENT TUITION & FEES**

Chair Corso recognized Dr. Lisa Schaeffer, Dr. Zoe Locklear and Virginia Teachey to discuss the proposed increase of the tuition and fees for the AY 2021-2022 (**Attachment 7**).

Based on the memo that was submitted that was sent from the UNC System Office, Virginia Teachey explained the guidelines that had to be used when submitting requests for changes in tuition and fee rates. She noted, due to the NC Promise Legislative Tuition buy-down, UNC Pembroke could not request an increase in undergraduate and graduate resident students.

Dr. Lisa Schaeffer explained the makeup of the Tuition and Fees Committee and the appointment process. Dr. Schaeffer stated the committee represented six (6) voting members including four students and two faculty members. The committee also included five (5) ex-officio members. In addition to the committee meetings, the process also included two student forums to discuss any proposed increases. Dr. Schaeffer reminded the Board that although this committee served as an advisory board, ultimately the Chancellor has the authority to approve, reject or adjust any recommendations that come from the committee.

Dr. Zoe Locklear discussed the tuition increase proposals as well as the current tuition and fees data for UNC Pembroke for full-time undergraduate and graduate students as compared with other UNC schools.

Virginia Teachey explained the rationale for increases and decrease in student fees in the areas of athletics, health services, and education and technology as requested by the respective divisions and/or departments. The committee approved the maximum 0.41 percent increase in general student fees, as allowed by the UNC System Office, to be used in the areas of Athletics and Student Health Services. The total student fee increase shall be \$10.00. She went on to explain the rationale for the Tuition and Fee Committee's recommendations for fee increases. She stated after all considerations the committee recommended a three (3) percent increase for non-resident undergraduate tuition. The committee approved a three (3) percent for non-resident graduate tuition.

Dr. Zoe Locklear explained the breakdown of how revenue generated by campus initiated tuition increases are distributed: 75 percent to the recruitment and retention of highly qualified faculty; 25 percent to provide additional academic support for students to ensure student success. Dr. Locklear also discussed with the Board, Chancellor Cummings recommendations for fee increases.

The group received and answered several questions from the Board, and a thorough discussion regarding the recommendations ensued. Ms. Virginia Teachey then provided a brief overview of the listed miscellaneous fees, which are separate from mandatory student fees.

After discussing Student Tuition and Fees, Chair Corso recessed the meeting at 5:41 p.m. until 9:00 a.m. Friday, November 13, 2020.

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BOARD OF TRUSTEES  
Friday, November 13, 2020 at 8:30 AM**

The trustees were led in a pre-meeting breakfast presentation by Bradley Merritt, Director of Career Center.

The meeting of the University of North Carolina at Pembroke Board of Trustees was held in the Chancellor's Board Room and via webex/. Chair Pat Corso reconvened the meeting at 9:05 a.m. He reminded the Board that it continues to be subject to the NC State Government Ethics Act.

**ROLL CALL**

Roll was called and the following Trustees were present:

Pat Corso  
Allen Jamerson (via webex)  
Wiley Barrett (via webex)  
Edward Brooks (via webex)  
Linda "Mickey" Gregory  
Alphonzo McRae (via webex)  
Karen Sampson (via webex)  
Bobbi Stanley (via webex)  
Jesse Thomas (via webex)  
Cotrayia Hardison (via webex)  
Don Metzger (via webex)

Absent:

Allison Harrington  
Ron Sutton

Also in attendance: Chancellor Robin G. Cummings; Dr. Zoe Locklear, interim provost and vice chancellor for Academic Affairs (via webex); Dr. Lisa Schaeffer, vice chancellor for Student Affairs (via webex); Virginia Teachey, vice chancellor for finance and administration (via webex); Steve Varley, vice chancellor for Advancement (via webex); Jodi Phelps, executive director of University Communications and Marketing (via webex); Dick Christy, director of athletics (via webex); Kelvin Jacobs, general counsel (via webex); Kevin Wilkinson, executive director of external affairs (via webex); Mark Gogal, chief of staff and assistant secretary to the Board of Trustees; and Teresa L. Bryant, recording secretary to the Board of Trustees.

**INTRODUCTION OF GUESTS INCLUDING MEMBERS OF THE PRESS**

Chair Corso welcomed Governor David Powers, UNCP liaison to the Board of Governors.

**ADDITIONS/DELETIONS TO THE AGENDA**

None

## APPROVAL OF MINUTES

Minutes were presented for the following meetings:

- Board of Trustees Meeting, September 25, 2020
- Board of Trustees Meeting, Closed Session, September 25, 2020

### **ACTION 2020-40**

Upon motion made by Jesse Thomas, seconded by Mickey Gregory, and unanimously carried, the Board of Trustees approved the minutes of the board of Trustees. (**Attachments 8-9**).

<b>Roll Call Vote</b>	
<b>Trustee Pat Corso</b>	<b>Yes</b>
<b>Trustee Allen Jamerson</b>	<b>Yes</b>
<b>Trustee Wiley Barrett</b>	<b>Yes</b>
<b>Trustee Edward Brooks</b>	<b>Yes</b>
<b>Trustee Linda Mickey Gregory</b>	<b>Yes</b>
<b>Trustee Don Metzger</b>	<b>Yes</b>
<b>Trustee Alphonzo McRae</b>	<b>Yes</b>
<b>Trustee Karen Sampson</b>	<b>Yes</b>
<b>Trustee Bobbi Stanley</b>	<b>Yes</b>
<b>Trustee Jesse Thomas</b>	<b>Yes</b>
<b>Trustee Cotrayia Hardison</b>	<b>Yes</b>

## STUDENT TUITION & FEES

Chair Corso reminded the Trustees of their previous discussion on November 12 regarding the proposed tuition and general student fee increases for academic year 2021-2022. There being no further discussion, the following motions were made.

### **ACTION 2020-41**

Upon motion made by Bobbi Stanley, the Board of Trustees approved the proposed Academic Year (AY) 2021-2022 campus initiated tuition increase of three (3) percent for non-residential undergraduate students and an increase of three (3) percent for non-residential graduate students, with said increases to be allocated in the following manner: 75 percent to recruit and retain highly qualified faculty; 25 percent to provide additional academic support for students to ensure student success.

<b>Roll Call Vote</b>	
<b>Trustee Pat Corso</b>	<b>Yes</b>
<b>Trustee Allen Jamerson</b>	<b>Yes</b>
<b>Trustee Wiley Barrett</b>	<b>Yes</b>
<b>Trustee Edward Brooks</b>	<b>Yes</b>
<b>Trustee Linda Mickey Gregory</b>	<b>Yes</b>
<b>Trustee Don Metzger</b>	<b>Yes</b>
<b>Trustee Alphonzo McRae</b>	<b>Yes</b>

<b>Trustee Karen Sampson</b>	<b>Yes</b>
<b>Trustee Bobbi Stanley</b>	<b>Yes</b>
<b>Trustee Jesse Thomas</b>	<b>Yes</b>
<b>Trustee Cotrayia Hardison</b>	<b>Yes</b>

**ACTION  
2020-42**

Upon motion made by Bobbi Stanley, the Board of Trustees approved the proposed Academic Year (AY) 2021-2022 mandatory student fee increase of \$10.00 as discussed by the Board on November 12. The areas affected by the increase shall include Athletics and Student Health Services.

<b>Roll Call Vote</b>	
<b>Trustee Pat Corso</b>	<b>Yes</b>
<b>Trustee Allen Jamerson</b>	<b>Yes</b>
<b>Trustee Wiley Barrett</b>	<b>Yes</b>
<b>Trustee Edward Brooks</b>	<b>Yes</b>
<b>Trustee Linda Mickey Gregory</b>	<b>Yes</b>
<b>Trustee Don Metzger</b>	<b>Yes</b>
<b>Trustee Alphonzo McRae</b>	<b>Yes</b>
<b>Trustee Karen Sampson</b>	<b>Yes</b>
<b>Trustee Bobbi Stanley</b>	<b>Yes</b>
<b>Trustee Jesse Thomas</b>	<b>Yes</b>
<b>Trustee Cotrayia Hardison</b>	<b>Yes</b>

**CHANCELLOR'S REPORT**

Chancellor Cummings shared that classes ended yesterday. Noted that we were the first campus in the university system to complete our fall semester. Shared that for the spring semester, more classes will be face-to-face. Chancellor shared due to COVID the Global Engagement program was low in student numbers. The A.S. Thomas Center is holding onto a December 15<sup>th</sup> opening date. The university is considering leasing some office space within the center. Chancellor shared that the apartments on that are being built on Prospect Road will be opened by the fall. Gave a update on the apartments at Hunters Run. Shared that the budget for this upcoming year will be a challenge. Shared with the trustees that the Inclusion and Diversity Council has been created for our campus.

**COMMITTEE REPORTS**

**Audit and Ethics**

Committee Chair Allen Jamerson provided the Board with updates that were discussed in the Audit and Ethics Committee meeting. Currently working on three audits: Blue Cross Blue Shield, NC Policy Collaboratory Covid-19 grant and the Mellon Foundation Grant. The UNCP Internal Audit Office received a complaint regarding the Nursing department, then one through the UNC System Hotline regarding Tuscarora students, staff and faculty. Dr. Katina Blue, Associate Vice Chancellor of Information Resources/Chief Information Officer gave a presentation regarding the establishment of new policies, implement multi factor authentication campus-wide, and the increase the Cyber Insurance to \$5 million

dollars. Chair Jamerson shared that the OSA Audit is underway and will continue until December 2020. The NC National Guard Audit has been completed and will share the report.

**Educational Planning and Personnel**

Committee Chair Ed Brooks reported on several items provided to the committee. Dr. Scott Billingsley reported there are 445 undergraduates and 227 graduates scheduled to graduate November 21. Interim Provost Zoe Locklear presented the Tier II New Hire information. Professor Steven Singletary from the Chemistry and Physics Department was responsible for developing, designing, and testing parachutes used to make the food airdrops to reach remote villages in South Sudan. The Council for Accreditation of Counseling and Related Educational Programs (CACREP) virtual site visit was held November 9 – 11 for the school counseling and mental health programs. There was a 100% passing rate. Dr. Joe West has been elected as Chair of the Faculty Senate for the remainder academic year. There will be a Winter term beginning November 30 – December 30. More than thirty undergraduate and 4 graduate courses will be taught on-line. There are more than 400 students enrolled. With fees the cost is at the NC Promise rate of \$196 for 3 credit hours for undergraduate. There are less courses scheduled for online for the Spring, 2021, semester. At this time, the faculty are ready for more face-to-face courses. Spring break has been eliminated for next semester. Three wellness days have been incorporated into the schedule to give everyone a break. Study Abroad has been suspended for an indefinite period to include the spring and summer 2021.

**ACTION  
2020-43**

As recommended by the Educational Planning and Personnel Committee, and upon motion made by Ed Brooks, the Board of Trustees unanimously approved the conferral of graduate and undergraduate degrees upon those individuals certified by Interim Provost Zoe Locklear as meeting all the University’s requirements for such conferral at the winter commencement ceremonies to be held Saturday, November 21, 2020. **(Attachment 10).**

<b>Roll Call Vote</b>	
<b>Trustee Pat Corso</b>	<b>Yes</b>
<b>Trustee Allen Jamerson</b>	<b>Yes</b>
<b>Trustee Wiley Barrett</b>	<b>Yes</b>
<b>Trustee Edward Brooks</b>	<b>Yes</b>
<b>Trustee Linda Mickey Gregory</b>	<b>Yes</b>
<b>Trustee Don Metzger</b>	<b>Yes</b>
<b>Trustee Alphonzo McRae</b>	<b>Yes</b>
<b>Trustee Karen Sampson</b>	<b>Yes</b>
<b>Trustee Bobbi Stanley</b>	<b>Yes</b>
<b>Trustee Jesse Thomas</b>	<b>Yes</b>
<b>Trustee Cotrayia Hardison</b>	<b>Yes</b>

**ACTION  
2020-44**

As recommended by the Educational Planning and Personnel Committee, and upon motion made by Allen Jamerson, the Board of Trustees unanimously approved the EHRA Instruction and Research Salary Ranges, the Faculty Tenure/Tenure Track Salary Ranges and the Faculty Non-Tenure Track Teaching/Clinical/Research Salary Ranges for Fiscal Year 2021 as recommended by Provost Zoe Locklear and Chancellor Robin G. Cummings. **(Attachment 11-13).**

<b>Roll Call Vote</b>	
<b>Trustee Pat Corso</b>	<b>Yes</b>
<b>Trustee Allen Jamerson</b>	<b>Yes</b>
<b>Trustee Wiley Barrett</b>	<b>Yes</b>
<b>Trustee Edward Brooks</b>	<b>Yes</b>
<b>Trustee Linda Mickey Gregory</b>	<b>Yes</b>
<b>Trustee Don Metzger</b>	<b>Yes</b>
<b>Trustee Alphonzo McRae</b>	<b>Yes</b>
<b>Trustee Karen Sampson</b>	<b>Yes</b>
<b>Trustee Bobbi Stanley</b>	<b>Yes</b>
<b>Trustee Jesse Thomas</b>	<b>Yes</b>
<b>Trustee Cotrayia Hardison</b>	<b>Yes</b>

**ACTION  
2020-45**

As recommended by the Educational Planning and Personnel Committee, and upon motion made by Alphonzo McRae, the Board of Trustees unanimously approved the revisions to the UNCP Patent Policy (POL 10.05.01), as presented by Ms. Patricia Cornette, Director of Sponsored Research. **(Attachment 14).**

<b>Roll Call Vote</b>	
<b>Trustee Pat Corso</b>	<b>Yes</b>
<b>Trustee Allen Jamerson</b>	<b>Yes</b>
<b>Trustee Wiley Barrett</b>	<b>Yes</b>
<b>Trustee Edward Brooks</b>	<b>Yes</b>
<b>Trustee Linda Mickey Gregory</b>	<b>Yes</b>
<b>Trustee Don Metzger</b>	<b>Yes</b>
<b>Trustee Alphonzo McRae</b>	<b>Yes</b>
<b>Trustee Karen Sampson</b>	<b>Yes</b>
<b>Trustee Bobbi Stanley</b>	<b>Yes</b>
<b>Trustee Jesse Thomas</b>	<b>Yes</b>
<b>Trustee Cotrayia Hardison</b>	<b>Yes</b>

**Finance and Administration**

Committee Edward Brooks provided the Board with updates from the Finance and Administration committee meeting. As of September 30, 2020, the Endowment was valued at approximately \$26 million with an investment return of 6.42%. UNCP has now assumed the maintenance of the landscape on Prospect Road. The trees and plants that had died are being replaced at no cost to the university. Still working on the lighting project with DUKE Energy to provide lighting from Third Street to Cornith Road. The new CSX stop gate at Prospect Road and Third Street has been installed. The orange barrels have been removed and reflective bollards have been installed.

The West Hall project is well underway and fully contracted. The schedule has been modified to the reflect the full building renovation with expected completion date of March 2021 and move-in completed by end of April

The building steel structure for the new School of Business is complete. The project is completely contracted and remains on schedule and within budget with a mid July 2021 completion date. Weather has been a challenge and could impact progress.

UNCP received non-recurring funds in the amount of \$4,986,392 for Enrollment Growth, \$2,005,687 for NC Promise Buy Down, \$325,544 for West Hall Building Reserves, and \$399,253 for 2020-21 UNC Campus Scholarships. UNCP's total state appropriations are \$81,548,671 plus \$28,455,257 in receipts. Our total budget is \$110,003,928.

For the current fiscal year, we have paid approximately \$1.6 million in expenses related to COVID-19 and have \$400,000 committed at the present time. We have approximately \$640,000 remaining for testing and PPE from the State allocation that expire December 31<sup>st</sup>. The University also has \$521,000 under the CARES Minority Serving Institution funding that can be used for expenses and or lost revenue. These funds expire May 31, 2021.

### **Public Affairs and Advancement**

Committee Member Linda “Mickey” Gregory shared that the Public Affairs and Advancement Committee discussed several topics. Ms. Jodi Phelps shared that there was a small jump in visibility in Communication and Marketing and some additional media coverage of various stories. Had more than 34,000 virtual tour inquiries with an average time on site of 8:50. UCM has completed a series of student focus groups and are in the process of gathering information from prospective students. Mr. Steve Varley shared the year-to-date progress in gifts and commitments are well ahead of the last two years. Spoke about the specific major gift commitments that has been secured. Mr. Varley talked about the partnership between the College of Health Sciences’ and Blue Cross and Blue Shield. The Braves Club fundraising has been going well. The Cash Bash was held virtually in October and raised over \$70,000.

### **Student Life and Athletics**

Committee Chair Wiley Barrett reported the committee heard several information items. Ms. Charla Suggs, Associate Director of Counseling and Psychological Services, provided an overview of student mental health at UNCP thus far in the Fall 2020 semester. Ms. Seana Pernice-Kowalczyk, CARE Team Case Manager, provided an overview of CARE issues of concern, resource and support service referral trends thus far in the Fall 2020 semester. Dr. Art Malloy, Associate Vice Chancellor for Student Affairs reviewed the Student Affairs Strategic Priorities to include Student Engagement, Co-Curricular Collaboration, Inclusive Community, Safe and Healthy Campus Life, and Expansion of Resources.

Mr. Dick Christy, Director of Athletics, presented that Dr. Brian Hainline, the head of the NCAA Sport Science institute expects an updated release of guidance in the next 3 days to be issued regarding acceptable window of antibodies (or time after a positive test that someone does not need to be retested). We are hopeful this window will extend to 150 days from the current 90 days. Cross country has been moved into the low risk category by the NCAA, women’s soccer moves from high risk to medium risk, volleyball moves from high risk to medium risk if all participants are masked, and indoor track moves from low risk to medium risk. Unfortunately, this may impact the viability of the indoor track & field championship initiation that we had procured with Conference Carolinas this year but we should know more on that by Christmas. He presented that UNCP will compete in 13 sports over a 3 ½ month period as it is currently forecasted. Game operations and external ops staff will work over the coming weeks on broadcast, staffing, sanitization, and testing parameters necessary. Attendance at home events is still TBD



but under current state of NC guidance we would be without fans. Mr. Christy extended a thank you to all our trustees who supported the Cash Bash event this year. The \$71K exceeded my expectations for this modified delivery.

**DIVISION REPORTS**

Chair Corso asked for questions or comments regarding the division reports (**Attachment 15**). There were none.

**CHAIRMAN’S REPORT**

Chair Corso discussed the Trusteeship Magazine and his experience attending the conference last year. He encouraged folks to attend the upcoming conference, especially any new members, if available. He shared the article “Governing In and Through A Pandemic” and opened the floor for discussion of the article to the trustees. There was much discussion regarding the format of the board meetings and the role of the board of trustees. Chair Corso recognized Dr. Lisa Schaeffer, vice chancellor of student affairs on her upcoming retirement. He also recognized Kevin Wilkinson, executive director of external affairs who has accepted another position and will be leaving in December. He thanked them both for their service to UNC Pembroke.

**ACTION  
2020-46**

Upon motion made by Don Metzger and unanimously carried, the Board of Trustees approved the motion to go into closed session to discuss confidential personnel matters so as to prevent the disclosure of such information which is confidential pursuant to the laws of this State, or not considered a public record. *NCGS § 143-318.11(a)(1)(6)*.

**CLOSED SESSION**

*(Minutes of the closed session are provided in a separate document.)*



Upon motion made and properly seconded and unanimously carried, the closed session portion of the meeting was adjourned for the purpose of returning to open session.

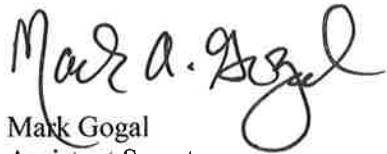
**ANNOUNCEMENTS**

Chair Corso reviewed the announcements as printed.

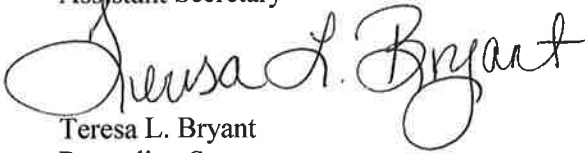
**ADJOURNMENT**

There being no further business to come before the Board, Chair Corso asked for a motion to adjourn. Upon motion made by Linda “Mickey” Gregory, seconded by Ed Brooks and unanimously approved, the meeting of the Board of Trustees adjourned at 12:20 p.m.

Respectfully submitted,



Mark Gogal  
Assistant Secretary



Teresa L. Bryant  
Recording Secretary  
Attachments:

1. Audit and Ethics Committee
2. Educational Planning and Personnel Committee
3. Finance and Administration Committee
4. Public Affairs and Advancement Committee
5. Student Life and Athletics Committee
6. Agenda, Board of Trustees Meeting, November 12-13, 2020
7. Proposed AY 2021-2022 Tuition and General Student Fee Increases
8. Minutes, Board of Trustees Meeting, September 25 2020
9. Minutes, Board of Trustees Meeting, Closed Session, September 25, 2020
10. Winter 2020 Candidates for Degrees (graduate and undergraduate)
11. FY 2021 EHRA Instruction and Research Salary Ranges
12. FY 2021 Faculty Tenure/Tenure Track Salary Ranges
13. FY 2021 Faculty Non-Tenure Tract Teaching/Clinical/Research Salary Ranges
14. UNCP Patent Policy
15. Division Reports