

**North Carolina Agricultural and Technical State University
Greensboro**

SEPTEMBER 18, 2009

FIRST REGULAR MEETING

The Board of Trustees convened for its First Regular Meeting for 2009-2010 on Friday, September 18, 2009 at 2:00 p.m. in the Alumni-Foundation Event Center. In keeping with the Bylaws of the Board of Trustees, notices of the meeting were mailed in advance.

Acting Chairwoman Buncum called the meeting to order and paused for a moment of meditation.

In accordance with Chapter II, Section 204 of the Code of the UNC Board of Governors, Acting Chairwoman Buncum called for the hearing of the following Ethics and Conflict of Interests statement:

“It is of critical importance that decisions made on behalf of the University by its trustees be in the best interest of the university and not be influenced by any potential financial gain to the decision-makers. Furthermore, to assure public confidence in the integrity of the University, it is important that the University not appear to be influenced by the personal financial interests of those in decision-making positions. In order to assure public confidence in the integrity of the University, members of the Board of Trustees of the University should not use their positions or appear to use their positions to influence the decision of the University for their personal financial gain. At the same time, the University should be able to take advantage of contracts that are advantageous to the citizens of North Carolina and to the University and should avoid having service to the University be so restrictive that persons with substantial financial interests will be reluctant to serve. In order to accomplish these goals, the Board of Governors has adopted and shall enforce a policy governing conflicts of interest. Each member of this Board of Trustees shall comply with this policy.”

Acting Chairwoman Buncum then called upon Mrs. Zollar for the report of the Nominating Committee.

ELECTION OF OFFICERS

Mrs. Zollar said the Nominating Committee which consisted of Mr. Deese, Mrs. Collins, Mr. Broadhurst, and herself met via teleconference in July to discuss the leadership of the Board for 2009-2010. The Committee unanimously agreed upon and recommend the following persons as officers for the new academic year:

Mrs. Pamela McCorkle Buncum, Chair
Mr. Willie A. Deese, Vice Chair
Mr. Spence Broadhurst, Secretary

Acting Chairwoman Buncum called for nominations from the floor. There being none, she entertained a motion to approve the slate of officers as presented. A motion made by Mr. Lineberry was seconded by Mrs. Zollar and unanimously carried.

Chairwoman Buncum then paused for the roll call. Roll call revealed that the following were:

Present:	Mrs. Pamela McCorkle Buncum	Mr. Syene Jasmin
	Mrs. Karen J. Collins	Mr. Albert Lineberry, Jr.
	Mr. Charles C. Cornelio	Dr. Bertram E. Walls
	Mr. Willie A. Deese	Mrs. Faye Tate Williams
	Mr. Emerson J. Fullwood	Mrs. Patricia Miller Zollar

Absent:	Mr. Spence Broadhurst
	Mrs. Janice Bryant Howroyd

Others Present:	Chancellor Harold L. Martin	Dr. Yvette Underdue Murph
	Mr. Gary Brown	Chief Glenn Newell
	Mr. Wheeler Brown	Mr. Andrew Perkins
	Dr. Deborah Callaway	Mr. Robert Pompey, Jr.
	Mrs. Janese Fails	Dr. N. Radhakrishnan
	Ms. Emma Farrington	Mr. Craig Rhodes
	Ms. Yvonne Halley	Ms. Nettie Rowland
	Mr. Ernest Hooker	Mrs. Mable Scott
	Dr. Mark Kiel	Dr. Alton Thompson
	Mr. Larry Kreiser	Mr. Vijay Verma
	Ms. Linda McAbee	Mr. Charles Waldrup
	Mr. George McCormick	Dr. Sullivan Welborne
	Ms. Linda McAbee	Ms. Mozell Weston
	Ms. Sharon Mitchell	

Media: Mr. Jason Hardin, *Greensboro News & Record*

THE MINUTES

The minutes of the Fourth Regular Meeting held on April 17, 2009, were presented for approval. A motion was offered by Mr. Lineberry and seconded by Mrs. Zollar to adopt the minutes as presented. The motion was unanimously carried.

Chairwoman Buncum then invited Chancellor Martin to the podium to provide his report.

REPORT OF THE CHANCELLOR

Chancellor Martin began by inviting the visiting guests and staff to introduce themselves. The Chancellor then stated that in his report he would share his thoughts and visions about the great possibilities that lie ahead for North Carolina A&T. He has had great dialogue with the Cabinet, deans, faculty and staff to discuss ways to go about helping the institution reach its fullest potential. Earlier this fall, he suspended the strategic planning process until he has had sufficient time to have more substantive discussions with the Board, Cabinet, and constituents of the institution.

Chancellor Martin shared that in recent conversations the focus has been on understanding the significance of North Carolina A&T's classification, understanding who our peers are, and understanding how we currently compete and, more importantly, how we must seek to compete with these peers in the future. Via a PowerPoint presentation, Chancellor Martin: 1) illustrated facts about the University's classification; 2) provided an overview of A&T's peers (14 Board of Governors approved peers as of 2006 and three UNC peers); 3) illustrated the future direction of A&T, and 4) shared six University priorities for 2009-2010. Those priorities are to: 1) improve the intellectual climate of the University; 2) improve operational effectiveness and efficiency; 3) expand the University's resources; 4) improve marketing and communications; 5) improve campus/community safety, and 6) attain the reaffirmation of SACS accreditation.

Chancellor Martin stated that the SACS reaffirmation of accreditation process is going well under the leadership of Dr. Lea Williams. The visit is scheduled for April 2010. The Steering Committee has identified and shored up the areas that were identified during our self-study where were deficient.

At the close of his presentation, the Chancellor reiterated that at the University commits to be more competitive as we move forward, we must plan more strategically; create budget planning processes for more effective resource allocations; hold ourselves more accountable—create a quality assessment with realistic benchmarks against an appropriate set of competitive peers and diversify our resource base. The campus academic community and administration are on board with these priorities.

In reference to the priority to improve campus and community safety, Chairwoman Buncum stated that with the increase incidences of violent crimes being committed on and around college campuses, particularly at off campus housing sites, she would hope that campus security maintains an ongoing relationship with city officials in working to ensure our students safety. Chief Newell responded that a Safety Commission has been established and is made up of representatives from the University, the City and the area apartment complexes. The Commission will host its first meeting on Friday, September 25th at 3:00 p.m.

Chairwoman Buncum thanked the Chancellor for his report and called upon Mrs. Williams for the report of the Academic Affairs Committee.

ACADEMIC AFFAIRS COMMITTEE

Mrs. Williams said that Dr. Thompson opened the meeting with an overview of the purpose of the Committee and provided a historical perspective on the Committee's responsibilities. An enrollment update revealed that the University exceeded its goal of 10,500 by two percent. Enrollment numbers totaled 10,554 and reflected an increase in new freshmen, transfers and graduate students.

The Strategic Enrollment Management Committee and Multi Task Force have identified goals and strategies to move the University forward to meet the challenge given by Chancellor Martin. There was also discussion about developing a relationship with the Department of Defense to recruit veterans and to improve the intellectual climate by offering programs in pre-law, pre-dentistry, and pre-med.

Mrs. Williams reiterated the requirements and deadlines for the SACS reaccreditation visit, which includes the staff visit scheduled for October 7, and the onsite visit scheduled for April 6-8, 2010. The dedication of the new School of Education Building is slated for November 19 and will be named in honor of the late Dr. Samuel DeWitt Proctor. There was also discussion about the revised fall Commencement date—Monday, December 14, 2009. The faculty, staff, and administrators have been informed of the change, and the students and their families will be informed about the change soon.

In the area of research, Dr. Radha reported that funding increased by 26 percent as of June 2009 to \$57.7 million dollars. Overall, research activity and funding has increased by 100 percent in the past five years, and A&T continues to be ranked third in research funding in the UNC system.

Mrs. Williams also reported that the Committee reviewed three policies: 1) Academic Freedom and Tenure; 2) Post Tenure Review, and 3) Phased Retirement Guidelines. The policies have been reviewed and approved by the Faculty Senate, the Deans' Council and the Chancellor's Cabinet. The Committee unanimously approved the policies, which now require the approval of the Board. Chairwoman Buncum noted that copies of the policies were included in the Board books. She then entertained a motion for adoption of the three policies. A motion made by Mrs. Williams was seconded by Mr. Lineberry and unanimously carried.

Chairwoman Buncum thanked Mrs. Williams for her report and proceeded with the report of the Audit Committee.

AUDIT COMMITTEE

Chairwoman Buncum chaired the meeting on behalf of Mr. Broadhurst. Mr. Kreiser provided information about five scheduled audits that have been completed since the last Board meeting. There were also five unscheduled audits that were completed. There was discussion about the process for notifying individuals who file complaints, about future audit reports being sent electronically to the Committee members, and about the need to review and update the Audit Charter.

Chairwoman Buncum then called upon Mr. Deese for the report of the Business and Finance Committee.

BUSINESS AND FINANCE COMMITTEE

Mr. Deese reported that the Committee received an update regarding the revised the Six Year Capital Improvement Plan, which includes the following six projects: 1) the College of Engineering; 2) the ERC; 3) the Joint Primary Data Center with UNCG; 4) the Life Sciences Building; 5) a Student Enrollment Management Center, and 6) land acquisition. The top three non-appropriated projects include: a new health center; student intramural and wellness fields, and Student Union renovations. Work continues to improve academic and residential facilities and infrastructure to maintain adequate support to students, faculty and staff. Upon Board approval, the revised plans will be submitted to UNC General Administration in November 2009.

In the area of budget and planning, the University's state funds budget was reduced overall by approximately 4.9 percent. A total of 5.5 middle management positions were eliminated or transferred from State funds as part of the flexibility reduction. A&T was able to protect academics and did not permanently cut faculty positions to achieve the reductions. All State agencies are mandated to revert five percent of their budgets, which equates to \$5.1 million dollars for A&T. The University received \$2 million dollars in State appropriations for the College of Engineering and the ERC support, and \$200,000 dollars in support of A&T's efforts in the Joint School of Nanoscience and Nanoengineering.

An update from the Comptroller's Office revealed that financial statements for 2008-2009 were successfully closed in July and the required reporting State deadlines were met. The State auditors are on site to conduct the audit for the 2008-2009 fiscal year and internal control systems. The State Information Systems auditors are also on site to conduct an audit of the University's system controls to evaluate system security, disaster recovery, program maintenance and system software. The audit is scheduled to be completed by the end of September.

Mr. Deese further reported that the Human Resources payroll implementation project—UNC Financial Improvement and Transformation Project (UNCFIT)—is underway to increase efficiency and reduce audit findings by providing a set of best practice standards for the UNC system institutions. The Human Resource Payroll project involves nine schools that must bring their payroll functions in house; A&T is one of the nine schools. The NTHR PR project is moving forward toward an April 1, 2010 testing date.

Lastly, he reported that the Treasurer's Office tremendously reduced lines during the fall refund period by offering two options—direct deposit or mailed checks. As a result, nearly 5,800 students received over \$9 million dollars in refunds via direct deposit, while 4,200 refund checks were mailed.

Chairwoman Buncum thanked Mr. Deese for his report and called upon Mr. Lineberry for the report of the Human Resources Committee.

HUMAN RESOURCES COMMITTEE

Mr. Lineberry reported that during the reduction in force period, a summary revealed that 71 positions were eliminated. Of those 71 positions, seven involved incumbents of which four were redeployed to other offices on campus, a couple of staff members retired and one person left the University.

There is a Leadership and Organizational Excellence Program proposal that is being considered which is designed to improve student retention. It will be a three-year process. There is a Service Initiative being developed to improve the way people interact with one another and our customers. The Banner Payroll will be fully implemented next year and the staff is working to make the transition as glitch free as possible. The State Health Plan was increased in July of this year and another increase is anticipated in July of next year. The NC Flex Plan has become more attractive to employees because of its affordability. Effective July 1, 2010, employees who are smokers or considered obese will be automatically enrolled in the 70/30 health plan to encourage healthier lifestyles.

Chairwoman Buncum thanked Mr. Lineberry for his report and called on Mr. Cornelio for the report of the Institutional Advancement Committee.

INSTITUTIONAL ADVANCEMENT COMMITTEE

Mr. Cornelio reported that Board of Trustees giving for the 2008-2009 academic year reached the 100 percent level. Corporations where Trustees worked donated a total of \$125,000 last year, excluding company matching. The 2009 cash fund raising totals were the best received at the University to date with a 25 percent increase from the prior fiscal year and a 72 percent increase over 2007. Alumni giving represented approximately 12 percent in 2009.

Mr. Cornelio noted that the College of Arts and Sciences' giving increased by 15 percent; the School of Agriculture and Environmental Sciences was up by \$2 million dollars and the School of Education received a \$500,000 grant from C.D. Spangler to establish a chair in honor of Shirley T. Frye. The Development team has aggressive objectives this year which includes a five percent increase in cash fund raising and 10 percent in overall fund raising goals. Additional goals for University Relations in the coming year are to strengthen internal and external communications and to develop and implement a comprehensive crisis communications plan, which has begun on the University website. A new marketing and branding campaign has begun with the theme, "*How will you make a difference in the world?*" The advertising agency, Bovier and Kelly, has been contracted to assist with the campaign.

Another highlight in the Development Office involves the Chancellor attending meetings with potential donors—private and corporate—and alumni receptions within the region and across the country.

Chairwoman Buncum thanked Mr. Cornelio for a thorough report and called upon Mrs. Collins for the report of the Student Affairs Committee.

STUDENT AFFAIRS COMMITTEE

Mrs. Collins stated that there was a lengthy discussion about campus and community safety. In addition to previous updates about this effort, she stated that the University received approximately \$300,000 in government funding that has been used to hire seven new police officers, to purchase new safety equipment, and to hire a new third party foot patrol officer who works from 6:00 p.m. to 3:00 a.m. The University community has benefited greatly with these added security components.

The Committee also received an H1N1 residence hall update by Ms. Linda Wilson and Mr. Andy Perkins. A&T has been selected as a vaccine distribution site for the State and will issue vaccines on campus mid- to late October. Several forums have been held with faculty, staff and students, and various other communiqués have gone out across campus regarding ways to prevent the spread of the H1N1 virus.

Mrs. Collins stated that during their meeting, the Committee also participated on a brief conference call with Mary Haggerty, global chief executive of Operation Hope, a charitable organization that offers a financial literacy program to colleges and universities nationwide. The program is designed to teach students how to think about money, about the psychology of money, and about the language of money as a means of eliminating high incidences of bankruptcy filing and high drop rates of black college students. College students are the second highest category of bankruptcy filers in the country.

The Committee reviewed the statistics of the housing occupancy report for 2009-2010, and at this point, the University is at a 99 percent occupancy rate which represents the highest rate in the past five years. Of the eleven housing facilities, the occupancy rate reflects approximately 3700 student residents.

The Career Services Office sponsored its 35th Annual Career Fair on September 16th in Corbett Sports Center. There were 130 employers and 317 recruiters from those companies in attendance from as far away as California. Mrs. Collins noted that of the companies represented at the fair, none of them were ones with whom the Trustees are employed. She stated that Trustees should consider encouraging their employers to participate in this event.

Mrs. Collins stated that Mr. Jasmin reported on the highlights from the SGA elections and shared details about the upcoming Homecoming activities. He said that, to date, 5,000 concert tickets have been sold. He also shared some concerns about the caliber of artists that are contracted to perform at the student concerts and the negative impact and images some of them place on the University. Chairwoman Buncum interjected that often times the decision about who the entertainers will be are in the hands of a promoter and students may not have much control over who is invited to perform. She commended Mr. Jasmin for taking a stand against promoting and bringing to campus entertainers with negative messages in their lyrics.

Dr. Welborne stated that he received word that the A&T Register is not reaching all Trustees and he would make sure the editor and advisor have the most current mailing addresses for them.

REMARKS FROM THE BOARD CHAIR

Chairwoman Buncum informed the members that the Board of Trustees website has been set up. In the past, the Board books have been the primary source of information for the Board meetings; however going forward, materials covered under the Open Meetings Act will be available on the website. Closed Session materials will not be posted.

She then covered several housekeeping items, which included a reminder to new Trustees to contact Mrs. Fails to schedule an appointment to get their formal portraits done. The portraits will be displayed on the Board Wall located on the 4th floor of the Dowdy Administration Building. She also reminded those still needing to complete the Ethics Training, to do so before the end of the year.

Chairwoman Buncum then entertained a motion to go into Closed Session. She called upon Mr. Waldrup to provide the appropriate General Statute to justify going into the session. He said in accordance with N.C.G.S.143-318.11 the Board would move into Closed Session to establish or instruct the staff or agent concerning the negotiation of the amount of compensation or other terms of an employment contract; to consider the qualifications, competence, performance, condition of appointment of a public officer or employee or prospective public officer or employee; to hear or investigate a complaint, charge, or grievance by or against a public officer or employee, and to consult with counsel. [NCGS 143-318.11(a)(1), (3), (5) & (6). Mrs. Zollar offered a motion based on the aforementioned General Statute. The motion was seconded by Mr. Cornelio and unanimously carried.

CLOSED SESSION

Following the discussion, Chairwoman Buncum entertained a motion to resume open session. A motion was made by Mrs. Collins and seconded by Mr. Deese. The motion was unanimously carried.

OPEN SESSION RESUMES

Chairwoman Buncum reported that in Closed Session, the Board discussed personnel matters. She then invited Ms. Farrington to the podium to administer the Oath of Office to Mr. Emerson U. Fullwood. Chairwoman Buncum welcomed Mr. Fullwood to the Board, and he was received with a round of applause.

She then asked Mr. Waldrup to provide an update on EPA Grievance/Litigation Cases. Chancellor Martin said these particular cases have been ongoing since before his arrival. Mr. Waldrup stated that there are three EPA faculty appeals that need to be heard. There are three pending EPA Non-faculty cases—two are in court, one is awaiting EEOC mediation. Under the SPA employee grievances, 13 have been filed with the EEOC and are pending determinations; two of the grievances are in federal or state court, the remaining cases are going through the process with various administrative bodies.

Chairwoman Buncum said that she is looking to establish an Emeritus status for Dr. Velma Speight-Buford. Such an entitlement is not customarily done across the UNC system.

She shared handouts regarding similar designations at other universities nationwide as well as a bio of Dr. Speight-Buford. She asked the Board to look over the information and plan to move in a more definitive manner at the next meeting. She wanted to introduce the possibility today and revisit the matter in November. Prior to today's meeting, Chancellor Martin had asked Mr. Waldrup to review the policy and the Code for the UNC system and to speak with the General Counsel of the system to gain a better understanding of what would be required to create a Trustee policy to grant emeritus status. The information he collected is in the handout that was disseminated. In his research, Mr. Waldrup found that Trustees who have served two full terms on the Board would be ineligible to return the Board. To establish an emeritus status for a Trustee, an act of the General Assembly would be required, followed by an act by the Board of Governors. Mr. Waldrup said it would be a complicated process to bring it to fruition. Chancellor Martin said the University will continue to explore this matter and he recommended that Mrs. Buncum have further conversation with Mr. Waldrup, Ms. Luger and President Bowles. Mrs. Zollar said that given the complexity of establishing this status, it might be better to develop a "Plan B" for recognizing this valued alumna.

There being no further items for discussion, Chairwoman Buncum entertained motion for adjournment. A motion made by Mrs. Collins was seconded by Mrs. Zollar and unanimously carried.

Respectfully submitted,



Harold L. Martin, Sr.
Assistant Secretary

Janese A. Fails
Recording Secretary