

UNCSA Faculty Council
Report from Board of Trustees Meetings
September 26-27, 2024

Members of Faculty Council, below you can find items of importance that were discussed in the Board of Trustees committee meetings on September 26, and the full Board meeting on the 27th. I have ranked them in order of my perception of their importance.

Thank you to Clint Smith for attending and providing the reports on the Finance and Governance committee meetings.

You can find all pre-meeting materials (agendas, slides, handouts) here:

<https://www.uncsa.edu/about/leadership/uncsa-board-of-trustees/pre-meeting-materials/docs/september-2024.aspx>

- (Personnel Committee) Change to 600.3.4[R] Regulation on the Delegations of Authority and Granting of Management Flexibility on Human Resources Matters.
 - Effective September 1 (faculty were NOT notified that this was coming)
 - Removes the requirement for Board of Trustees approval for the following actions:
 - With the approval of the president (or designee), the chancellor may make **all permanent and temporary appointments and set non-salary compensation for all SAAOs** (Tier 1 hires, dean and up), with the exclusion of the chancellors.
 - With the approval of the president (or designee), the chancellor may make **all permanent, nonpromotional salary increases for SAAOs, with the exclusion of the chancellor, that do not exceed 10 percent of the June 30 base salary and do not exceed the 75th percentile of the salary range.**
 - Faculty Rank Promotions may be approved on campus within the approved salary range and no longer requires Board of Trustees approval.
- (Audit, Risk, Compliance Committee) New Title IX Final Rule from Biden Administration
 - Currently under some legal challenges; about half of the 50 states are operating under old regulations as a result (also many individual campuses, including 7 UNC system schools)
 - We are operating under the 2024 final rule, with 2 updated policy documents
 - <https://uncsa.edu/integrity/title-ix/>
 - Sexual Harassment now termed "sex-based harassment," language now says "**limits or denies**" access to education (used to only say "denies")
 - Some things that we put under policy 121 previously may now stay under Title IX
 - Few changes to how we operate. We already use the most expansive interpretation of required reporting, annual training.

- (Personnel Committee) Open Enrollment:
 - 2025 Open Enrollment is September 30 – October 25, 2024
 - The State Health Plan is transitioning from Blue Cross NC to Aetna beginning Jan. 1, 2025, as a new third-party administrator (TPA).
 - No premium increases for the 7th year in a row!
 - ALL active employees, including dependents, will be defaulted to the 70/30 plan. Employees MUST take action to enroll in the 80/20 Plan to reduce their premiums. Failure to take action will result in a higher premium due to not completing the tobacco attestation and will remain in the 70/30 plan.
 - Those employees who have a Flexible Spending Account will need to re-enroll if they wish to continue in the plan.
- (Finance Committee) Tuition & Fees committee
 - Guidance received from system
 - Determinations presented to Board in December
 - Cannot raise in-state, undergraduate tuition (from state – last year of a decade)
 - Might be able to increase next year for 26-27
 - Tuition funds have to go into need-based aid and enrollment

➤ (Personnel Committee) Hires and separations

New hires 2018 – year to date:

Year	Permanent New Hires
2018	32
2019	39
2020	24
2021	40
2022	81
2023	72
2024	59

Separations 2018 – year to date:

Year	Permanent Employee Separations
2018	43
2019	51
2020	52
2021	54
2022	74
2023	47
2024	54

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- (Personnel Committee) Audit Findings: HR Control Environment (FY 2019) - Insufficient Plans for Effective Operational Management
 - 100% of findings in audit have been responded to and resolved.
- (Personnel Committee) Electronic Personnel Action Forms (EPAF)
 - Streamlines process for returning temporary employees
- (Advancement Committee) Fundraising Update
 - FY 2024 - raised \$10.4 of \$10.8M goal (PLEDGED – not cash in hand)
 - Larson donation - story led to 3 other donors
 - Dixon medication management pilot: daily medicine protocol (best standard of care)
 - FY 2025 - goal of \$15.1M

- Kenan Inst. numbers count in our numbers
 - Projecting \$12.9M (86%)
 - Approaching largest generational transfer of wealth ever (perhaps never seen again) - must be able to accept non-cash properties
 - IRA designation (can also accept insurance bequests)
 - Scholarship in costume design
 - 2 endowed scholarships in music
 - Watson donation: scholarship in Hector's name
- (Advancement Committee) Upcoming Capital Campaign
 - In "quiet" phase through FY 27
 - Refine priorities, hire consultant, recruit team
 - 3 hires (1 new, 2 vacancies)
 - Annual giving fully staffed for the first time - got fall appeal out for first time in a while
 - 3 upcoming searches (2 new, 1 vacancy)
 - Advancement Services roles transitioned to Foundation (in line with best practices)
 - Jim Langley - primary campaign consultant (started in July) – apparently legendary
 - Looking to do something "audacious and huge"
 - Focus on "big ideas" that expand fundraising reach into the community
- (Advancement Committee) Alumni Engagement
 - Alumni Network (platform on our website) - <https://alumni.uncsa.edu/>
 - Searchable alumni database + heat map
 - Business directory for promotion
 - Job board
 - Events calendar (alumni & university overall)
 - UNCSA Connects: matches students with alumni for mentorship
 - Class notes: way to share accomplishments
 - Social media presence
 - Tangible positive response
- (Advancement Committee) Homecoming (10/17 - 20) - close to 300 registrants so far
 - 10/17: Golden Pickles
 - 10/18: campus tours & open houses, student exhibition, milestone reunions
 - 10/19: historical walk, open wind ensemble & horton method classes; SoF birthday, chamber music festival (into 10/20)

- Class of '84 having 40th reunion
- (Audit, Risk, Compliance Committee) Enterprise Risk Management
 - UNCSA risk priorities
 - Performance funding & enrollment
 - Scholarships
 - Employee Compensation
 - Student Health & Wellness
 - Cybersecurity
 - System office risk register: talent management, cyber security, business operations
 - Aggregated risks from institutions include talent management, student retention, financial risk, public safety, and mental health, facilities management, regulatory compliance, business continuity
- (Audit, Risk, Compliance Committee): Cyber Security
 - ISO 27002 Security Assessment: made progress, but still well below our target of 3.1 average out of 5.
- (Audit, Risk, Compliance Committee): External Audits
 - State Auditor: financial statement audit
 - Internal control portion of audit on-site in October, expect final reports in December
 - Housing Corp, Program Support Corp, Kenan Institute completed, reports imminent
 - NCSEAA completed program review of state-funded student financial assistance - clean
 - Foundation audit - clean (16th year)
- (Audit, Risk, Compliance Committee): Internal Audits
 - Key performance metrics
 - Audit plan completion: 10/14
 - Reporting: avg 89 days from planning to draft
 - 76% of recommendations resolved (implemented by management)
 - Contract is 1800 planned audit hours per year; actual = 1986 (increase due to investigations vs planned audits)
 - Reports completed:
 - Title IX Programming & Training for Faculty & Staff: no reportable observations
 - Outstanding observations: 16 observations (only 2 from FY 24, the other 14 are historical) & 40 recommendations still outstanding.

- Chancellor report
 - Sept 7, 2025: 60th anniversary of the school
 - Now: 30th year of film program
 - Stevens Center: scaffolding up, interior demolition
 - Phase I: Jan 2026 (rough)
 - Phase II in active planning (by summer 2025, start work in fall)
 - High School Expansion:
 - Established demand
 - Add concentrations: film, D&P, drama
 - Feasibility study -> adjusted request for dorm capacity + support requirements
 - Campaign
 - Take a big swing at student debt, lofty goal of eliminating it
 - Accreditation
 - Required for financial aid, affect transfers and job prospects
 - QEP: advising for student success
 - On-site: Feb 2026
 - Role of art & artist in divisive times
 - Explore commonalities rather than forming echo chambers
 - Foster empathy, makes separate lived experiences into shared experiences
 - Heal and inspire change (ex: Laramie project)
 - Spark dialogue
 - Challenge us
 - Open & welcome to all - academic and artistic freedom, let go of biases
- (Finance Committee) Cost of losing a student
 - Approx \$10K
 - Don't have scholarship structure/flexibility to intervene case-by-case
- (Finance Committee) FY 25 state budget - in limbo at legislature
 - Proposing long session priorities
- (Finance Committee) Repair & Renovation: spending in excess of \$2M this year
- (Endowment Committee) Report on Endowment Investments
 - UNC Management Company report; overall gain of 12.6% FY 24

- [UNCMC](#) is a nonprofit organization that provides investment management services to the University of North Carolina System, its constituent institutions and their affiliated endowments and foundations.
- UNCSA endowment: net gain of 12% FY 24
- (Governance Committee) Terms for Board of Trustees members
 - Review charge & terms: no vacancies currently; next in July 25
 - All 5 who are up in July are available for 1 more term; Board must approve Dec