

FAYETTEVILLE STATE UNIVERSITY

MINUTES

BOARD OF TRUSTEES' MEETING

J. C. Jones Board Room, Charles Chesnutt Library

Thursday, September 27, 2007

1:30 p.m.

The Fayetteville State University Board of Trustees convened on Thursday, September 27, 2007, at 1:30 p.m. in the J. C. Jones Board Room in the Chesnutt Library. Chairman John (Ben) Brown presided. Trustee Roosevelt Wright delivered the invocation.

ROLL CALL

The following trustees were in attendance: John B. Brown, Jr.; Gloria Carter; Jerry Dean; John R. Griffin, Jr.; Clifford Parker; Juanita Pilgrim; Sylvia Ray; and Roosevelt Wright. Trustees Shirish Devasthali and Nathan Garrett were absent.

Before proceeding into the main portion of the meeting, Chairman Brown read the State Government Ethics Act to remind all members of the Board of their duty to avoid conflicts of interest and appearances of conflict under this Act.

APPROVAL OF MINUTES

It was moved by Trustee Dean and properly seconded by Trustee Griffin that the minutes of the regular board meeting held June 14, 2007, and special called meeting held July 10, 2007, be accepted as printed and distributed. *The motion carried.*

COMMITTEE REPORTS

Academic Affairs and Personnel Committee – Trustee John R. Griffin, Jr., Chair
Dr. Juliette Bell provided an update on personnel appointments within her division. She also announced searches that are currently underway: Dr. Lloyd V. Hackley Endowed Professor of Education; a new endowed chair – Senator Tony Rand Endowed Professor of Nursing; Dean, School of Business and Economics; Director, Center for Innovation in Teaching and Learning; Director of Extended Learning and Summer School, and the Director of Admissions.

Dr. Bell presented an update on Title III activities for 2007-2008. FSU has been approved to become a Historically Black Graduate Institution (HBGI). Fayetteville State University has also been awarded a \$3.6 million dollar grant for Title III undergraduate programs. (See Agenda Item 3-A)

An update was given on strategic planning. FSU's three strategic directions (high-academic quality, student access and success, and meeting workforce needs) were addressed. FSU's institutional goals based on the strategic direction and BoG Strategic Priorities were also highlighted. (See Agenda Item 3-B)

Ms. Wanda Jenkins, General Counsel, shared information on Management Flexibility. The Committee voted to accept the Non-Salary and Deferred Compensation Policy that must be in place before Management Flexibility can be requested. Chairman Griffin made a motion to the full Board to approve the Non-Salary and Deferred Compensation Policy. Trustee Dean seconded the motion. *The motion carried.* (See Agenda Item 3-C)

Audit Committee, Trustee John B. Brown, Jr., Interim Chair

The Committee received an update from Ms. Barbara Adcox and Mr. Robert Stogner, contract internal auditors, on their work plans, work they've completed, work in progress, and other initiatives that are on the horizon. They will provide a brief executive summary for each of the items listed in their report so that the Trustees can gain a better understanding and working knowledge of what those items mean. (See Agenda Item 8-A)

Business and Finance Committee, Trustee Jerry Dean, Chair

Mr. Benson Otovo, Vice Chancellor for Business and Finance, informed the Committee that the state auditors were on campus and would be auditing our records for 2005 - 2006 and 2006 – 2007, simultaneously.

The Committee was also given an update about the turf installation on the football field. The installation is complete and ready for use. Plans to pay for the turf were combined with a lease/purchase agreement and approved by the state purchasing agency. The cost of the project is \$685,994 plus interest. The cost will be distributed among Athletics, Student Affairs, Academic Affairs, and Facilities due to the various usage of the field.

Mr. Rudy Cardenas, Assistant Vice Chancellor for Facilities Management, gave an update on capital and bond projects. We have one bond project in the bid phase, four in the construction phase, and ten projects that have been completed. Under the Certificate of Participation (COPS) program, the Mitchell Building Renovation is in the bid phase, the new nursing building is in the design phase, and the new Science and Technology Complex is in the programming phase. (See Agenda Item 4-B)

SEARCH COMMITTEE UPDATE

Chairman Brown provided an update on the progress on the search for the next Chancellor of Fayetteville State University. He stated that four out of the five forums scheduled have taken place, and he was most impressed with the students. It was well

attended, and they provided useful information. There was also a good session with the alumni. A faculty forum will be held at 4 p.m. today.

The full committee will meet again on October 4th and will look at the information that was gleaned at the forums and will be used to refine the Leadership Statement, if necessary. Upon finalizing the Leadership Statement, it will be sent to the search firm so they may begin the search process. During a large part of October and possibly the first few weeks in November, the search firm will place ads, receive applications, sort through applications, and present 20 to 30 names to the Committee to look through. The Committee will recommend three to five names to the Board of Trustees, who will in turn select three finalists to send as recommendations to President Erskine Bowles. President Bowles will then recommend one person from the pool of three candidates to the Board of Governors. The objective of the Committee is to have its work done by February so that an offer can be extended and accepted in order to have the new Chancellor come on board by July 1, 2007.

Chairman Brown addressed several items as it relates to the Chancellor's Search. The Board had established and agreed to a Chancellor Search Committee consisting of seventeen (17) people. The Committee has come to a consensus that the Committee should be increased by one person to include an experienced member of the Board of Trustees. Trustee Griffin made a motion to enlarge the number of the Committee from seventeen (17) to eighteen (18). Trustee Ray seconded the motion. *The motion carried.* Trustee Gloria Carter was named to the Chancellor Search Committee.

The Sub-Committee to Review the RFP was tasked with finding a search firm to conduct the search for the next Chancellor. The Committee was unanimous in their decision to employ the firm of Witt/Kieffer. Trustee Griffin made a motion to approve the hiring of the firm Witt/Kieffer to conduct the search for the next Chancellor of Fayetteville State University. Trustee Wright seconded the motion. *The motion carried.*

Atty. Wanda Jenkins was asked to review and clarify the terms of FSU's contract with Witt/Kieffer. There was some discussion about the fee. The fee will be one-third of the total compensation to the Chancellor plus any signing bonus. Additional expenses include an administrative fee up to \$7,000 for overhead expenses and expenses related to candidate travel and accommodations. If Witt/Kieffer has to hire an additional candidate, a professional fee of 40% of the first year's total compensation including base salary and subjected bonus will be assessed. If a candidate leaves before a year and a half, Witt/Kieffer will conduct a search and will only charge an out-of-pocket fee.

Chairman Brown asked the Board to approve reimbursement for Search Committee members' travel and lodging due to their attendance at meetings/forums on behalf of the Committee, according to university practice. Trustee Dean made a motion to approve the reimbursement for Committee members' travel and lodging as deemed appropriate. Trustee Griffin seconded the motion. *The motion carried.*

Discussion was held regarding the number of candidates the Search Committee may recommend to the Board of Trustees. Trustee Griffin recommended that the Committee submit no more than five (5) names to the Board of Trustees of which three will be selected by the Board of Trustees and recommended to President Bowles and then to the Board of Governors. Trustee Griffin made a motion that the Chancellor Search Committee recommend to the Board of Trustees a number not to exceed five candidates to be considered for the position of Chancellor of Fayetteville State University. Trustee Ray seconded the motion. *The motion carried.*

FOUNDATIONS OF EXCELLENCE

Dr. John Young, Senior Associate Vice Chancellor for Academic Affairs, made a presentation on the Foundations of Excellence, a self-study model and improvement planning process that uses as its criteria performance indicators related to nine foundational dimensions: philosophy, organization, learning, faculty, transitions, all students, diversity, roles and purposes, and improvement. FSU is the first university/college in North Carolina to participate in this project and is one of 13 four-year institutions nationwide.

CHANCELLOR'S REPORT

Chancellor Lloyd Hackley addressed the Board regarding some of the major issues FSU currently face and what we resolve to do to correct them. Some of the issues are private housing, the nursing program, Banner, and fiscal affairs to include audit exceptions and the deficit. Chancellor Hackley stated the nursing program and Banner are on track, and while the deficit is at \$3.9 million, he is confident that prior to the next Board meeting the deficit issue will also be resolved.

Other issues include Human Resources (HR). A world-class consultant was hired and has reevaluated the entire HR process as well as recommended training programs necessary to improve overall effectiveness. The cell phone program for students is being reconciled, and we are moving forward with the PACE initiative – President Bowles' advisory committee on efficiency and effectiveness. Governance issues are critical, and there may be a need to seek outside consultation.

Critical to the university's success is retention, progression, and graduation rates, especially in the area of teacher education. Pass rates in nursing are also essential to our well being. We must improve productivity in the areas of teacher education and nursing; it's not enough to have students go through the program and then not turn out any teachers or nurses.

Chancellor Hackley addressed the role of the Board of Trustees per the laws of the North Carolina statutes and the UNC Codes governing the university and its mission. He admonished Board members to remember the humble beginnings of the university and the reason it exists. We must run the university as if it is a Fortune 500 company, being good stewards of the taxpayer's dollars. Chancellor Hackley further stated the

primary responsibility of the university rests with the Chancellor and the role of the Board of Trustees is consulting.

STUDENT REPORT

Trustee Clifford Parker provided an update on the activities of the Student Government Association since the opening of the new school year. Activities highlighted were SGA Week 2007, student-body elections, the Hip Hop Summit, the Chancellor Search Student Forum, and the Jena 6 Benefit Soiree.

SGA Week 2007 was held September 17 – 22 to increase awareness about SGA and its officers to the campus community. Shortly afterwards, student-body elections were held. Extensive campaigning went into the elections, which resulted in increased voter participation.

Ms. Lasana Hotep and Mr. Bryant Smith from the Harbor Institute spoke at the Hip Hop Summit hosted by the SGA. They gave workshops on the realities of the Hip Hop culture and how it affects students in their everyday lives.

A student forum was held in conjunction with the search for the next Chancellor of Fayetteville State University. Many students attended and provided great feedback to the Search Committee.

A benefit soiree was held to raise awareness about the Jena 6 ordeal in Louisiana. The Association raised over \$1,000 that was donated to the Jena 6 Legal Fund.

The Association will reassess their goals and objectives for the year.

CLOSED SESSION

Trustee Wright made a motion to go into closed session to consider the qualifications, competence, performance character, conditions of appointment of an individual public employee; or prospective public employee. The motion was properly seconded by Trustee Carter. *The motion carried.*

OPEN SESSION

Trustee Griffin made a motion to approve the promotion of Dr. James Raynor to the position of Associate Professor. Trustee Wright seconded the motion. *The motion carried.*

REPORT OF THE NOMINATING COMMITTEE

Trustee Roosevelt Wright, Interim Chair of the Board of Trustees Nominating Committee, presented the following recommended slate of officers for 2007 – 2008:

Chairman: Mr. John (Ben) Brown
Vice Chairman: Ms. Gloria M. Carter
Secretary: Ms. Juanita Pilgrim

Trustee Wright made a motion to accept the recommendation of the Nominating Committee. The motion was properly seconded and carried.

ADJOURNMENT

The meeting was adjourned at 3:14 P.M.

Respectfully submitted,

Gloria M. Carter, Secretary

Suzetta M. Perkins, Recorder