

MINUTES
MEETING OF THE BOARD OF TRUSTEES
APPALACHIAN STATE UNIVERSITY

Friday, March 14, 2025

10:00 a.m.

Grandview Ballroom

North End Zone Facility

CALL TO ORDER: The Board of Trustees of Appalachian State University met at the call of the Chair and the Chancellor in the Grandview Ballroom in the North End Zone Facility on the campus of Appalachian State University on Friday, March 14, 2025, at 10:00 a.m. Chair Mark E. Ricks presided and called the meeting to order.

MEMBERS PRESENT:

J. Jeffries Chesson
Fairley Bell Cook
Tamela W. Everett
Anita B. Greene
James E. Harris
Scott K. Lampe
Kathryn Long
James K. Reaves
Mark E. Ricks, Chair
E. Bonnie Schaefer
Kimberly M. Shepherd
R. Thomas Sofield
Steven D. Wyatt

OTHERS PRESENT:

Dawn Antonucci
John Adams
JJ Brown
Hank Foreman
Doug Gillin
Megan Hayes
Troy Johnson
Heather Norris, Chancellor
Will Sears
Neva Specht
Brad Trahan

CONFLICT OF INTEREST NOTICE: Chair Ricks read the following statement:

"Under the State Government Ethics Act, all voting members of the Board of Trustees have a duty to avoid conflicts of interest and appearances of conflicts. Looking at the agenda for today's meeting, does anyone know that you have a conflict of interest or an interest that would give rise to the appearance of a conflict of interest? If so, please let me know now."

None Reported.

Chair Ricks also read the following: "As we begin the business portion of the meeting, I would like to remind everyone of the Board's expectations for conduct at our meetings. We ask that those attending today remain respectful of fellow attendees and the Board. Those attending an official meeting may not engage in conduct that is inconsistent with our Bylaws or that interferes with the rights of others to observe and listen to the proceedings. Any individual who disrupts the meeting will be asked to leave and may be subject to arrest."

ROLL CALL: Chair Ricks asked Dawn Antonucci to call roll to verify all participants at the meeting.

RECOGNITION OF VISITORS: Chair Ricks welcomed Board of Governors Member Philip Byers, guests and press in attendance as confirmed during the roll call.

APPROVAL OF ABSENCES: None to report.

CLOSED SESSION: Chair Ricks called on Trustee Sofield to share a motion for the Board to convene in closed session. Upon motion duly made and seconded, the motion was approved as presented.

Chair Ricks asked that Board of Governors member Philip Byers, Chancellor Norris, the Acting Provost & Vice Chancellors, Interim General Counsel, Interim Chief Financial Officer, Chief Communications Officer, Athletics Director and the Assistant Secretary join the Trustees in closed session.

Chair Ricks stated the livestream would be closed as the Board convened in closed session. Once the Board returns to open session the livestream will resume.

Upon motion duly made and seconded, the Board convened in closed session to:

- prevent the disclosure of privileged or confidential information pursuant to North Carolina General Statute, Section 126-22 in accordance with [N.C.G.S. §143-318.11(a) (1)];

- prevent the premature disclosure of an honorary degree, scholarship, prize, or similar award in accordance with [N.C.G.S. §143-318.11(a) (2)];

- consult with the University's attorney in order to preserve the attorney-client privilege pursuant to [N.C.G.S. §143-318.11(a) (3)];

- discuss matters relating to the location or expansion of industries or other businesses in the area served by this Board in accordance with N.C.G.S § 143-318.11(a)(4); and

plan, conduct, or hear reports concerning investigations of alleged criminal conduct in accordance with N.C.G.S § 143-318.11(a)(7).

PUBLIC SESSION RECONVENED: Upon motion duly made, seconded and approved, the Board reconvened in open session at 11:00 a.m.

REMARKS FROM INTERIM CHANCELLOR NORRIS: (see Attachment 1).

REPORT FROM THE ACADEMIC AFFAIRS COMMITTEE: Chair Ricks recognized Trustee Fairley Bell Cook, Chair of the Academic Affairs Committee, for this report.

Trustee Cook stated the Academic Affairs Committee considered two action items in closed session and heard two information items and discussed two items for approval by the full Board.

University Libraries Presentation

Trustee Cook shared that Dr. Sue Polanka, Dean of the University Libraries, shared a presentation on the unique and innovative services, facilities, and collections our library provides for our students, faculty, and staff. The Belk Library and Information Commons is celebrating its 20th year this year and there are many exciting plans underway for new spaces and services in the coming year.

Promotion and Tenure

Trustee Cook stated the two items for approval are the promotion and tenure recommendations. They have come through Committee in two separate motions, one for promotion and one for tenure.

The Committee presented their tenure recommendation to the Board for approval. Tenure was approved as presented.

The Committee presented their promotion recommendations to the Board for approval. Promotions were approved as presented.

Peer Group

Trustee Cook stated Acting Provost Neva Specht shared information about the peer group selection process and the list of institutions in our new peer group as approved by the UNC System Office. Universities choose their peer institutions that are used for benchmarking and comparison in areas such as tuition and fees, graduation and retention rates, student financial aid, degree production, and institutional revenues.

Trustee Cook stated this concluded her report from the Academic Affairs Committee (see Appendix A).

REPORT FROM ATHLETICS COMMITTEE: Chair Ricks recognized Trustee Jeff Chesson, Chair of the Athletics Committee, for this report.

Head Volleyball Coach

Trustee Chesson stated that the Athletics Committee met and approved the minutes for the December 5, 2024, Athletics Committee meeting.

Trustee Chesson then shared the Committee began with a presentation given by Deputy Athletics Director, Jonathan Reeder, who provided a brief overview of the UNC Intercollegiate Athletics Survey report, in which no corrective action was required.

Director of Athletics, Doug Gillin, then gave Athletics Updates to the Committee beginning with App State Student-Athletes finishing the fall 2024 semester with above a 3.0 Grade Point Average for the 25th consecutive semester.

In the community, App State Baseball hosted home games in February at L.P. Frans Stadium, partnering with Enrollment Management to promote App State. App State Football is also hosting the “Battle at The Rock” Spring Game on April 12th.

Competitively, the Wrestling program finished the season as Southern Conference Regular Season Co-Champions.

App State’s revenue generation efforts were discussed, including significant increases in both a new Multimedia Rights partnership with Playfly Sports, and a new 5-year apparel contract extension with NIKE and BSN Sports.

Lastly, Trustee Chesson shared the Athletics Department continues to aggressively fundraise and self-generate program resources, which led to nearly \$900,000 in new fundraising commitments in January 2025. There are also multiple sport specific and department wide fundraising events scheduled in the months ahead.

Trustee Chesson stated the Committee then convened in closed session, which concluded the meeting.

Trustee Chesson stated this concluded his report from the Athletics Committee (see Appendix B).

REPORT FROM THE AUDIT COMMITTEE: Chair Ricks recognized Trustee Steve Wyatt, Chair of the Audit Committee, for this report.

Trustee Wyatt stated the Audit, Risk, and Compliance Committee met and considered two action items. The Committee approved a new “Institutional Compliance and Ethics Program Plan” and also approved an updated “Internal Audit Charter.” These items are included in the consent agenda.

In addition, the Committee heard other informational items:

- Received a review of the objectives and results of the University’s FY2024 financial audit from Ms. Robin Davis of the Office of the State Auditor.

- Received an update on progress of the Audit Plan since the previous Audit Committee meeting.
- Reviewed the external audits currently in progress and completed since the last meeting.
- Received a report from Keith Werner, Chief Information Officer, regarding AI.

Trustee Wyatt stated this concluded his report from the Audit Committee (see Appendix C).

REPORT FROM FINANCE AND OPERATIONS COMMITTEE: Chair Ricks thanked Trustee Scott Lampe for providing support as Acting Chair for the Committee meeting and recognized Trustee Jamie Harris, Chair of the Finance & Operations Committee, for this report.

Trustee Harris stated the Finance and Operations Committee met and approved the minutes for the December 5, 2024 and February 19, 2025 Finance and Operations Committee meetings and considered twelve action items in open session and they are included in the consent agenda for approval.

- The first action item is the FY 2026 All Funds Budget that can be found in Board Effect under EXHIBIT D-1.
- The second action item is a Capital Projects Approval for Fermentation Sciences Renovation that can be found in Board Effect under EXHIBIT D-2A.
- The third action item is a Capital Projects Approval for Campus Parking and Paving 2025 that can be found in Board Effect under EXHIBIT D-2B.
- The fourth action item is a Capital Projects Approval for Parking Deck Maintenance 2025 that can be found in Board Effect under EXHIBIT D-2C.
- The fifth action item is a Capital Projects Approval for Student Rec Center Lighting Controls Upgrade that can be found in Board Effect under EXHIBIT D-2D.
- The sixth action item is a Capital Projects Approval for Kidd Brewer Stadium Miller Hill Upgrade that can be found in Board Effect under EXHIBIT D-2E.
- The seventh action item is a Capital Projects Approval for Wey Hall Steam Vault Replacement that can be found in Board Effect under EXHIBIT D-2F.
- The eighth action item is a Capital Projects Approval for Appalachian House Additional Renovations that can be found in Board Effect under EXHIBIT D-2G.
- The ninth action item is a Capital Projects Approval for NRLP Oak Grove Substation Repairs that can be found in Board Effect under EXHIBIT D-2H.
- The tenth action item is a Capital Projects Approval for Baseball Hitting and Pitching Practice Facility that can be found in Board Effect under EXHIBIT D-2I.

- The eleventh action item is a Capital Projects Approval for Increased Authorization for the Peacock Hall Addition that can be found in Board Effect under EXHIBIT D-2J.
- The twelfth action item is a Phase IV Student Housing Project Approval that can be found in Board Effect under EXHIBIT D-3.

Trustee Harris stated this concluded his report for the Finance and Operations Committee (see Appendix D).

REPORT FROM THE STUDENT AFFAIRS COMMITTEE: Chair Ricks recognized Trustee James Reaves, Chair of the Student Affairs Committee, for this report.

Trustee Reaves stated the Student Affairs Committee met and their agenda consisted of one informational item and one item for consideration in closed session.

Trustee Reaves shared the first agenda item featured a presentation of an overview of the proposed App 105 Housing Project by J.J. Brown, Vice Chancellor of Student Affairs, and Matt Dull, Associate Vice Chancellor for Student Affairs. The Committee heard about the challenges with the housing market, the limited availability, and the increase in rent impacting the cost of attendance for students. Additionally, the Committee heard how housing is a critical part of the recruitment, retention and persistence of students.

The Committee then went into closed session and has one item for consideration by the full Board in closed session.

Trustee Reaves stated this concluded his report from the Athletics Committee (see Appendix E).

CONSENT AGENDA: Upon motion duly made and seconded, the consent agenda was approved as presented and consisted of the following items:

- Meeting Minutes 12.6.24, 12.7.24 & 2.21.25
- Institutional Compliance & Ethics Program Plan – EXHIBIT C-1
- Internal Audit Charter – EXHIBIT C-2
- FY 2026 All Funds Budget - EXHIBIT D-1
- Capital Projects Approval – EXHIBIT D-2
 - a. Fermentation Sciences Renovation - \$150K
 - b. Campus Parking and Paving 2025 - \$250K
 - c. Parking Deck Maintenance 2025 - \$250K
 - d. Student Rec Center Lighting Controls Upgrade - \$300K
 - e. Kidd Brewer Stadium Miller Hill Upgrade - \$349K
 - f. Wey Hall Steam Vault Replacement- \$500K
 - g. Appalachian House Private Residence - \$500K
 - h. NRLP Oak Grove Substation Repairs - \$748K
 - i. Baseball Hitting and Pitching Practice Facility - \$749K
 - j. Peacock Addition Increase in Authority - \$3.5M
- Phase IV Student Housing Project – EXHIBIT D-3

REMARKS FROM SGA PRESIDENT: Chair Ricks recognized Student Government Association President Kathryn Long to share comments. Ms. Long shared the following remarks:

“Thank you, Chair Ricks and Chancellor Norris for allowing me the opportunity to speak. It’s truly an honor to be here today, as I address you one last time in my role as Student Body President.

As I reflect on my time at Appalachian State, I am filled with overwhelming gratitude—not just for the opportunity to sit at this table with all of you, but for the incredible experiences and growth I’ve had here, all thanks to this remarkable community and the people who make it so special.

I want to begin by thanking each of you for your leadership and support throughout my journey at Appalachian. Your commitment to this institution has shaped my college experience, and the experiences of countless students before me and ones to come. I vividly remember meeting all of you for the first time back in June. To be honest, I was a bit nervous. I didn’t know what to expect, and I didn’t know any of you. But I quickly realized that you weren’t as intimidating as I had imagined. Instead, you all embraced me with open arms, making me feel welcomed and valued in the role of student trustee.

Thank you for inviting me into this space, for genuinely seeking my opinions, and for making decisions with students at the heart of everything you do. I’ve learned so much from each of you, but above all, I’ve learned the most about the passion this board has for Appalachian State—and, more importantly, for the success of our students. It’s incredibly comforting to know that as I step out of this role, the Board and our Chancellor remain steadfast in their focus on the well-being and success of every student.

When I was asked recently what I’m most proud of during my time here, I found it difficult to pick just one thing. I’ve had the privilege of serving on the Board of Trustees, representing the student body as Student Body President, contributing to the Chancellor Search Committee, and working on my honors thesis.

Each of these roles has been meaningful, and each has taught me invaluable lessons. But when I look back on my time here, I know my most significant accomplishment isn’t any one role—it’s the fact that I will be walking across the stage in May to earn my degree.

As many of you know, I come from Northampton County, North Carolina, where only 17% of the population holds a bachelor’s degree. For me, this moment feels almost surreal. It’s not just about earning a degree, it represents breaking barriers, overcoming limitations, and showing my community that higher education is within reach. I wouldn’t be sitting at this table today without the support of my family, friends, faculty, staff, mentors, and generous donors who have invested in my success. Each of you has played a part in making my dream a reality, and for that, I will be forever grateful.

At our meeting in June, we were discussing what we each thought our spirit animal would be.

When it was my turn, I said I thought I'd be a butterfly because, oddly enough, I really like change. But now, as I prepare to graduate in less than sixty days, I'm not sure how much I enjoy change after all. App State has given me so much: it has taught me who I am, who I am not, and who I want to become. I owe so much of the person I've become to this university, and if I could give back even half of what it has given me, I'd consider myself to have done something right. I told someone recently that I feel like my life didn't truly begin until I came to App State, and I truly mean that. These four years have been the best years of my life, and I am forever grateful that you've been part of my journey.

When I ran for Student Body President, my campaign centered around the idea of "leaving it better than you found it." I remember my first leadership position in the Appalachian Popular Programming Society, when I felt uncertain about my ability to make a difference.

A friend of mine, who had more leadership experience, gave me simple but powerful advice: "Kathryn, all you can do is leave it better than you found it." Those words stuck with me and became a guiding principle in everything I do. Whether as a student, a leader, or a future healthcare professional, this philosophy has shaped my actions.

It's not about perfection; it's about making a positive impact. It's about showing up, supporting others, and striving to improve the communities we're a part of. This mindset will continue to drive me as I move forward, knowing that the best way to honor the Appalachian community that has given me so much is by contributing in a way that leaves it better than I found it.

I hope that future generations of Mountaineers will continue to embrace this idea, leaving Appalachian even stronger than they found it, just as so many of us have been blessed to do. As I prepare to step down from my role as Student Body President, I want to extend my deepest thanks to all of you for everything you have done to make Appalachian State the extraordinary place it is. You are the ones whose leadership creates the environment where students like me can thrive. Your dedication to our growth, not only as students but as people, has made all the difference in my life.

You've worked tirelessly to ensure this university's continued success, and for that, I am forever grateful. As I walk across that stage in May, I will carry not just my degree, but the values of Appalachian with me into the world—values of leadership, service, and the importance of leaving every space better than we found it.

Thank you, Board of Trustees, for all that you do. I am deeply grateful, and I will always treasure the role this Board, this university, and this community have played in shaping who I am today. Thank you."

REMARKS FROM CHAIR MARK RICKS: Chair Ricks thanked Kathryn for her thoughtful remarks and stated the next Board of Trustees meeting is scheduled for Friday, September 5, 2025. Chair Ricks also reminded the Trustees the Board of Trustees Retreat is scheduled for June 16 -18, where we will welcome the incoming SGA President. Chair Ricks also congratulated Director of Public Safety and Chief of Police Johnny Brown and thanked Interim General Counsel Brad Trahan for his service to App State.

Chair Ricks also stated the past 12 months has brought a great deal of change and thanked UNC System President Peter Hans for his guidance and process for choosing our new Chancellor. He also thanked Chancellor Norris for her leadership especially during the challenging time of Hurricane Helene. Chair Ricks also thanked the Trustees, faculty, staff and students for the tremendous collaboration and partnership across the High Country. Lastly, Chair Ricks thanked all the support staff for their hard work to host a successful Board meeting.

ADJOURNMENT: There being no further business, the meeting was adjourned at 11:37 a.m.

Mark E. Ricks, Chair

By: 

Dawn Antonucci
Assistant Secretary

Remarks from the March 14, 2025, Meeting of the Board of Trustees

Friday, March 14, 2025

Thank you, Chair Ricks, and I'd like to take a moment to convey a special thank-you also to Vice Chair Sofield, Secretary Harris and the full board for your support and encouragement during the last 11 months. I am deeply honored to be Appalachian State University's chancellor, and I look forward to continuing to work with all of you.

We are at a pivotal moment in Appalachian State University's history. Last month, the university was recognized for our high research activity and doctorate production with a Research Activity Designation of Research 2 from the Carnegie Classification of Institutions of Higher Education. App State is one of only five institutions of higher education in North Carolina with an R2 designation.

Research designations are based on two quantitative metrics: research expenditures and doctoral degrees awarded. I want to acknowledge the faculty and staff in the Reich College of Education, which houses the university's first doctoral program, for producing the required number of doctoral degrees. This was a significant contribution to our achieving R2 status. With the addition of our Doctor of Psychology in clinical psychology in 2019 and our new Doctor of Nursing Practice program, which will begin admitting students in fall 2026, we're increasing our doctoral degree portfolio to meet the needs of our state and region.

Innovation is central to who we have always been at App State, and over the last three years, our faculty and staff have accelerated their innovative research, increasing research dollars invested in our university. This has allowed more students to work side by side with faculty who are seeking and applying knowledge to solve problems and share their findings in peer-reviewed and published academic research and creative activities.

With our founding 125 years ago, our leaders desired to create a school that was both innovative and practical in order to meet the needs of the community that surrounded it. From humble beginnings, our founders wanted their students to rise to challenges, overcome obstacles and make the High Country a more educated region.

One hundred and twenty-five years later, App State is a leader in the region in various disciplines — from education to sustainable technology, to business and rural health care — and a university recognized around the world.

At our core, we are still a teaching institution, and that will always remain fundamental to our identity; and, our emphasis on undergraduate and graduate research opportunities and creative endeavors has set App State apart from other research universities. Our students benefit from hands-on experience with impactful projects and avenues to present their research at major conferences — deepening their learning experiences and preparing them to excel in their future careers and graduate studies.

The work of our faculty, staff and students yields real-world solutions and technologies that drive innovation — answering the needs of our communities and strengthening economies.

This innovative Mountaineer spirit permeates throughout the App State Experience, whether our students are solving medical problems in a laboratory, building a championship solar race car or documenting the stories and challenges of regional communities devastated by Hurricane Helene.

True to our founding mission of ensuring access to education, student success is at the heart of everything we do, and true to our Appalachian roots, innovation drives us to think differently to solve complex problems. These foundational aptitudes inform the way we approach teaching, research, service and operations.

The academic partnerships we share:

- With the U.S. Department of Education, resulted in a seven-year, \$35 million GEAR UP grant designed to increase the number of students who are prepared to enter and succeed in postsecondary education through a wide range of research-based services to students, families and teachers. This will open college access to even more middle and high school students within our communities. It also affirms our commitment that every student should have the opportunity to pursue higher education. By investing in their futures, we are investing in the future of our entire region.
- With community colleges, ensure students have a seamless and economical path to four-year degrees and beyond.
- With Project Kitty Hawk, enhance the flexibility of our program offerings to placebound adult learners, and have potential for significant growth, as this

partnership has, in less than a year, grown to comprise nearly 7% of our online student enrollment.

- With NCInnovation, translate university research into solutions that benefit the people and economies of our state and region, and direct research funding into our local community.

At the college level, our research enterprise emphasizes applied problem-solving, designed to meet the needs of our communities and enhance economic development:

- In the Walker College of Business, we expanded our cybersecurity offerings to include a bachelor's degree in cybersecurity at both the Boone and Hickory campuses. This program addresses the urgent need for trained experts to secure and safeguard information, infrastructure and digital assets for public, private and nonprofit organizations.
- In the Beaver College of Health Sciences, the first class in our Doctor of Nursing Practice program will begin in August 2026. The hybrid degree will combine online learning with in-person intensive clinical training so we can meet the needs of our students while helping address critical health care shortages, particularly in rural areas of our state.

In advance of a \$2.2 million nursing grant from the North Carolina legislature and the UNC System last year, we took quick action to increase training and preparation for nurses, earning praise from the UNC System at last month's Board of Governors meeting as we help answer the call to alleviate an expected statewide shortage of more than 18,000 registered nurses over the next decade.

And, we continue to develop programs to support health care professionals within our communities, thanks in part to a multiyear grant from Public Health AmeriCorps to enhance public health preparedness and mental health training for rural Western North Carolina counties. Our campus, the Watauga County community and the High Country benefited firsthand from this AmeriCorps program in the aftermath of Hurricane Helene. Many of our students involved with AmeriCorps supported the various health agencies that began the healing and recovery efforts.

- In the College of Fine and Applied Arts, the Lab for Innovative Design at Appalachian, which opened in 2020 and provides students in the Department of Applied Design with access to state-of-the-art resources and equipment, is

facilitating the integration of technology into furniture, interior and product design projects. The accomplishments in these learning environments have led to national and international student awards and increased corporate funding to support continued educational opportunities for our students.

- In the College of Arts and Sciences, a grant in excess of \$640,000 — earned by Dr. Rahman Tashakkori, our Lowe's Distinguished Professor of Computer Science — led a honeybee hive monitoring system, with the potential to preserve our agriculture and food supply, to open doors to other researchers. App State is now a hub for NCInnovation, supporting other researchers in bringing their ideas to the commercial world.
- In the Reich College of Education, we are changing lives and communities — through our laboratory schools, in particular — with robust, exploration-based academic programs focused on literacy and STEM. Innovative and flexible learning models and support for teachers promote personalized learning, positive school culture and learning communities that foster opportunities for lifelong learning and forward-looking community impact. It's a remarkable example of what higher education can do, with legislative backing and support from individuals with a passion for helping children learn — thank you, Gov. Byers!

A strong emphasis on applied undergraduate research opportunities has long set App State apart from other research universities across the nation. When we blend our operations with applied research, the university benefits in myriad ways. Student, faculty and staff research has long maximized energy efficiency for the university and the state. These efforts have helped our university avoid more than \$64 million in energy costs since 2002 — and has also saved our state nearly \$2 billion in the last 12 years.

Our Innovation District, which you saw on our tour yesterday afternoon, will soon come online, offering additional research opportunities — not only to App State students but to students in area K-12 schools as well — while also helping the university realize additional significant energy savings and reducing our reliance on steam power.

Our creative approach to enrollment growth includes tailoring our offerings in Hickory to ensure we're meeting market demand and increasing Hickory and online enrollment while managing growth in Boone.

As we ready for our next cycle of master planning, we continue to explore infrastructure solutions that will help us maximize limited space on our Boone campus, and find mutually beneficial ways to work with business and civic leaders to enhance economic growth in the communities we serve.

And, as we continue to navigate the new world of collegiate athletics with all of its complexities and opportunities for educational institutions and student-athletes, we are thinking differently, embracing unconventional ideas and welcoming new perspectives.

At App State, we relish a challenge. With each eyebrow raise and thoughtful nod we elicit, we're developing practical solutions to complex problems, and teaching others to employ them.

Our university community is beginning a new chapter, empowered by a commitment to advance and drive innovation in our communities and industries that has been more than a century in the making. I thank you for your support of our students, faculty and staff as we work together to advance a brighter future for all.

Chair Ricks, this concludes my remarks.

APPENDIX A

MINUTES
MEETING OF THE ACADEMIC AFFAIRS COMMITTEE
APPALACHIAN STATE UNIVERSITY
BOARD OF TRUSTEES

Thursday, March 13, 2025
Parkway Ballroom, North Endzone Facility
Meeting Room A
11:00 a.m.

CALL TO ORDER: The Academic Affairs Committee of the Board of Trustees of Appalachian State University met at the call of the Chair and the Chancellor on Thursday, March 13, 2025, at 11:00 a.m. Chair Cook presided and called the meeting to order.

MEMBERS PRESENT:

Fairley Bell Cook, Chair
Tamela Everett
Anita Greene
Kathryn Long
Bonnie Schaefer

MEMBERS ABSENT:

None

OTHERS PRESENT:

Chancellor Norris
Mark Bradbury
J.J. Brown
Kathy Brown
Ashley Colquitt
James Douthit
Robin Eggers
Scott Lampe
Mike Madritch
Adryona Nelson
Anna Oakes
Will Sears
Kim Shepherd
Neva Specht
Melba Spooner
Brad Trahan
Troy Tuttle
Steve Wyatt

CONFLICT OF INTEREST NOTICE: Chair Cook read the following statement:

"Under the State Government Ethics Act, all voting members of the Board of Trustees have a duty to avoid conflicts of interest and appearances of conflicts. Looking at the agenda for today's meeting, does anyone know that you have a conflict of interest or an interest that would give rise to the appearance of a conflict of interest? If so, please let me know now."

OPENING STATEMENT ON EXPECTATIONS OF CONDUCT: Chairperson Cook read the following statement:

“As we begin the business portion of the meeting, I would like to remind everyone of the Subcommittee’s expectations for conduct at our meetings. We ask that those attending today remain respectful of fellow attendees and the Committee. Those attending an official meeting may not engage in conduct that is inconsistent with our Bylaws or that interferes with the rights of others to observe and listen to the proceedings. Any individual who disrupts the meeting will be asked to leave and may be subject to arrest.”

APPROVAL OF MINUTES: The minutes from the previous meeting were approved without objection.

PRESENTATION: Sue Polanka, Dean of the University Libraries, shared a presentation on the unique and innovative services, facilities, and collections the library provides for our students, faculty, and staff. The Belk Library and Information Commons is celebrating its 20th year this year and there are many exciting plans underway for new spaces and services in 2025.

CLOSED SESSION:

Upon motion duly made and seconded, the Academic Affairs Committee convened in closed session to:

prevent the disclosure of privileged or confidential information pursuant to North Carolina General Statute, Section 126-22 in accordance with [N.C.G.S. §143-318.11(a)(l)]; and

consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer or employee or prospective public officer or employee in accordance with [N.C.G.S §143-318.11(a)(6)].

OPEN SESSION RECONVENED: Upon motion duly made, seconded, and approved the Academic Affairs Committee reconvened in open session at 11:30 a.m.

BUSINESS ITEM: Promotion and Tenure Recommendations

Chairperson Cook requested a motion that the Committee approve all promotion recommendations as presented and discussed in Exhibit A-1A. A motion was made by Tamela Everett and seconded by Anita Greene to approve all promotion recommendations. The motion was approved unanimously.

Chairperson Cook requested a motion that the Committee approve all tenure recommendations as presented and discussed in Exhibit A-1B. A motion was made by Tamela Everett and seconded by Anita Greene to approve all tenure recommendations. The motion was approved unanimously.

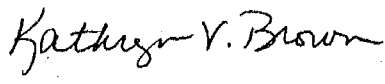
BUSINESS ITEM: Peer Group

Acting Provost Specht shared information about the peer group selection process and the list of institutions in our new peer group as approved by the UNC System Office. Universities choose

their peer institutions that are used for benchmarking and comparison in areas such as tuition and fees, graduation and retention rates, student financial aid, degree production, and institutional revenues.

ADJOURNMENT: There being no further business, the meeting was adjourned at 11:36 a.m.

Fairley Bell Cook, Chair

By: 
Kathy Brown
Recording Secretary

MINUTES
MEETING OF THE BOARD OF TRUSTEES ATHLETICS COMMITTEE
APPALACHIAN STATE UNIVERSITY

Thursday, March 13, 2025
10:00-11:00 a.m.
Meeting Room A
End Zone Facility, Campus
Livestream at: chancellor.appstate.edu/bot/

CALL TO ORDER: The Athletics Committee of the Board of Trustees of Appalachian State University met at the call of the Chairperson and the Chancellor on Thursday, March 13, 2025, at 10:00 a.m. in the North End Zone Facility Meeting Room A on the campus of Appalachian State University. Jeff Chesson presided and called the meeting to order.

MEMBERS PRESENT:

Jeff Chesson
Fairley Bell Cook
Scott K. Lampe
Kimberly M. Shepherd

OTHERS PRESENT:

Brad Boswell
Tamela Everett
Douglas P. Gillin
Troy Johnson
Adryona Nelson
Jonathan B. Reeder
Mark E. Ricks
Rene Salinas
Will Sears
R. Thomas Sofield
Chris Wood

CONFLICT OF INTEREST NOTICE: Chair Chesson read the statement: "Under the State Government Ethics Act, all voting members of the Board of Trustees have a duty to avoid conflicts of interest and appearances of conflicts. Looking at the agenda for today's meeting, does anyone know that you have a conflict of interest or an interest that would give rise to the appearance of a conflict of interest? If so, please let me know now." [None reported]

OPENING STATEMENT ON EXPECTATIONS OF CONDUCT: Chair Chesson read the statement: "As we begin the business portion of the meeting, I would like to remind everyone of the Committee's expectations for conduct at our meetings. We ask that those attending today remain respectful of fellow attendees and the Committee. Those attending an official meeting may not engage in conduct that is inconsistent with our Bylaws or that interferes with the rights of others to observe and listen to the proceedings. Any individual who disrupts the meeting will be asked to leave and may be subject to arrest."

APPROVAL OF MINUTES: Chair Chesson stated the December 5, 2024 Athletics Committee meeting minutes were previously made available in the Board Materials. Without objection, the Minutes stand approved.

UNC INTERCOLLEGIATE ATHLETICS SURVEY: Deputy Athletics Director, Jonathan Reeder, provided a brief overview of the UNC Intercollegiate Athletics Survey report, which includes athletics

financial information, academic performance, and other related data, in which no corrective action was required.

PRESENTATION BY DIRECTOR OF ATHLETICS: Mr. Doug Gillin, Director of Athletics, presented several updates to the Committee:

- App State Student-Athletes finishing the fall 2024 semester with above a 3.0 Grade Point Average for the 25th consecutive semester.
- In the community, App State Baseball hosted Home games in February at L.P. Frans Stadium, partnering with Enrollment Management to promote App State. App State Football is also hosting the "Battle At The Rock" Spring Game on April 12th.
- Competitively, the Wrestling program finished the season as Southern Conference Regular Season Co-Champions and Tournament Champions.
- Revenue generation efforts were discussed, including significant increases in both a new Multimedia Rights partnership with Playfly Sports, and a new 5-year apparel contract extension with NIKE and BSN Sports.
- The Athletics Department continues to aggressively fundraise and self-generate program resources, which led to nearly \$900,000 in new fundraising commitments in January 2025. There are also multiple sport specific and department wide fundraising events scheduled in the months ahead.

OPEN SESSION ADJOURNED: A motion was made and seconded that the Committee convene in closed session to:

- prevent the disclosure of confidential or privileged information under Chapter 126-24 of North Carolina General Statutes. Pursuant to [N.C.G.S § 143-318.11(a)(1)];
- consult with our attorney and protect the attorney-client privilege; and
- establish or instruct the staff or agent concerning the negotiations of the amount of compensation or other terms of an employment contract. Pursuant to [N.C.G.S § 143-318.11(a)(5)].

The motion was approved unanimously. Chancellor Heather Norris, Governor Philip Byers, Board of Trustees members, Hank Foreman, Neva Specht, J.J. Brown, Troy Johnson, Will Sears, John Adams, Megan Hayes, Brad Trahan, Doug Gillin, and Jonathan Reeder were asked to remain for closed session. All others were excused.

OPEN SESSION RECONVENED: Chair Chesson reconvened the open session.

ADJOURNMENT: After the open session reconvened, the meeting of the Athletics Committee adjourned at 10:50 a.m.

Respectfully submitted,

Jonathan B. Reeder
Recording Secretary

MINUTES
MEETING OF THE AUDIT, RISK, AND COMPLIANCE COMMITTEE
APPALACHIAN STATE UNIVERSITY
BOARD OF TRUSTEES

Thursday, March 13, 2025
9:00 – 10:00 am
Meeting Room A
End Zone Facility
Livestream at: chancellor.appstate.edu/bot/

CALL TO ORDER: The Audit, Risk, and Compliance (ARC) Committee of the Board of Trustees of Appalachian State University met at the call of the Chair on Thursday, March 13, 2025, at 9:00 a.m. in meeting room A, End Zone Facility, on the campus of Appalachian State University in Boone, North Carolina. Mr. Steve Wyatt, Chair, presided and called the meeting to order.

MEMBERS PRESENT: Steve Wyatt, Chair
Tamela Everett
Anita Greene
James Reaves

OTHERS PRESENT:

Anna Oakes	Robin Davis (Via Zoom)
Brad Trahan	Tom Van Gilder
David Jamison	Justin Cervero
Heather Norris	Will Sears
Omar Gonzalez	Thomas Sofield
Jamie Parson	Brad Boswell
Jim Webb	Troy Johnson
Keith Werner	Kristi Gragg
Kathryn Long	Paul Pusateri
Kim Shepherd	Chris Wallace
Neva Specht	

CONFLICT OF INTEREST NOTICE: Chair Wyatt read the following: "Under the State Government Ethics Act, all voting members of the Board of Trustees have a duty to avoid conflicts of interest and appearances of conflicts. Looking at the agenda for today's meeting, does anyone know that you have a conflict of interest or an interest that would give rise to the appearance of a conflict of interest? If so, please let me know now." No conflicts were voiced.

CONDUCT EXPLANATION: Chair Wyatt explained the expected conduct during the meeting as well as possible consequences that could occur if they were not followed.

APPROVAL OF MINUTES: The December 5, 2024, Audit, Risk, and Compliance Committee meeting minutes were delivered to all Committee members prior to the meeting. Without objection, the minutes stand approved.

INTRODUCTION OF ROBIN DAVIS: Chair Wyatt introduced the Committee to Ms. Robin Davis, from the Office of the State Auditor, who presented via Zoom the results of the 2024 Financial Statement Audit Report for the University.

PRESENTATION OF THE 2024 FINANCIAL STATEMENT AUDIT REPORT: Ms. Robin Davis, Assistant State Auditor – Audit Manager, Office of the State Auditor, provided the Committee with a review of the objective of the June 30, 2024 Financial Statement Audit Report. No deficiencies were reported. Ms. Davis then allowed for questions. Chair Wyatt asked if she was given the level of cooperation and respect expected from staff. Ms. Davis agreed with positive remarks.

APPROVAL OF THE INSTITUTIONAL COMPLIANCE AND ETHICS PROGRAM PLAN – EXHIBIT C-1: Chair Wyatt called for a motion to approve the Institutional Compliance and Ethics Program Plan – Exhibit C-1. Upon motion made by Trustee Everett and seconded by Trustee Reaves, the Plan was approved as presented.

APPROVAL OF INTERNAL AUDIT CHARTER – EXHIBIT C-2: Chair Wyatt called for a motion to approve the Internal Audit Charter – Exhibit C-2. Upon motion made by Trustee Reaves and seconded by Trustee Greene, the Charter was approved as presented.

SUMMARY OF 2024-2025 AUDIT PLAN AND RECENT INTERNAL AUDIT ACTIVITY: Mrs. Kristi Gragg, Interim Chief Audit Officer, provided the Committee with an update on the activity of the FY 2025 audit plan. The audit plan was reviewed. The audit reports completed for this quarter were:

- Consultation project to confirm compliance of the UNC System Office KPIs for Student Accounts
- Consultation project to confirm that policies and procedures for storage of I-9 documentation was compliant with relevant laws and regulations
- A follow-up audit of management actions regarding Secondary Job Position Time Tracking
- Compliance audit of the Office of Student Financial Aid's process of identifying and returning unearned Federal Title IV and state aid funds for students who withdraw from the University

SUMMARY OF EXTERNAL AUDITS COMPLETED AND IN-PROGRESS: Mrs. Kristi Gragg, Interim Chief Audit Officer, provided a summary of the following external audits.

- In Progress:
 - Digital Accessibility Audit – The U.S. Department of Education – Office of Civil Rights is conducting an audit to determine whether people with disabilities have the full and equal enjoyment of the University's online programs, services, and activities. This is ongoing.
- Completed:
 - State Financial Audit – The Office of State Auditor has completed this audit for FYE June 30, 2024
 - Appalachian Real Estate Corporation – An audit of the June 30, 2024, financial statements has been completed. External Auditor: *Blackburn, Childers, & Stegall, CPAs*.
 - NCAA Agreed Upon Procedures re: Intercollegiate Athletics Revenues, Expenses, and Capital Expenditures – An audit of the period ended June 30, 2024, has been completed. External Auditor: *Combs, Tennant & Carpenter*

OTHER OIA UPDATES: Mrs. Kristi Gragg, Interim Chief Audit Officer, shared the following:

- As of this week, we are live in our new audit software.
- We continue to promote the Fraud, Waste, and Abuse hotline information across campus.
- We continue to ensure that our procedures are up-to-date with the IIA's *Global Standards* that went into effect at the first of the year.
- The Internal Auditor-I position posting was completed, and we are working on the hiring details with our final candidate.
- Omar Gonzalez, Enterprise Risk Manager, Brad Boswell, Chief Compliance and Ethics Officer, and OIA have been collaborating on the University's Annual Risk Assessment. During February, we sent surveys to deans and directors for their feedback on matters of risk. For the month of March, we are focusing on interviews with senior management. We will compile the results in order to prepare two items: 1) ERM will provide the top five risks to the UNC System Office per their ongoing annual request. 2) OIA will use the comments to help prepare the Annual Audit Plan for FY 2026.

ADDITIONAL POINTS OF INFORMATION:

Mr. Keith Werner, Chief Information Officer, gave a presentation on Artificial Intelligence in Higher Education: Opportunities & Challenges. The discussion included definitions and relevance to higher education.

ADJOURNMENT: There being no further business, the meeting adjourned at 9:55 am.

STEVE WYATT, Chair

By: Paul Pusateri
Recording Secretary

MINUTES
MEETING OF THE FINANCE AND OPERATIONS COMMITTEE
APPALACHIAN STATE UNIVERSITY
BOARD OF TRUSTEES

Friday, March 14, 2025
Grandview Ballroom, North Endzone Facility
Meeting Room A
8:30 a.m.

CALL TO ORDER: The Finance and Operations Committee of the Board of Trustees of Appalachian State University met at the call of the Chair and the Chancellor on Friday, March 14, 2025, at 8:30 a.m. at the North End Zone facility on Appalachian State University's Boone Campus. Chair James Harris presided.

MEMBERS PRESENT:

James Harris
Jeffries Chesson
Kim Shepherd
Scott Lampe

TRUSTEES PRESENT:

Thomas Sofield
Fairley Bell Cook
Mark Ricks
Tamela Everett
Anita Greene
Steve Wyatt
James Reaves
Kathryn Long

OTHERS PRESENT:

Governor Philip Byers
Chancellor Norris
Hank Foreman
Brad Trahan
Will Sears
Troy Johnson
John Adams
JJ Brown
Neva Specht
Megan Hayes
Nick Katers
David Jamison
Matt Dull
Jamie Parsons
Sarah Rupp
Josh Lassiter

Amanda Whittington
Robin Eggers
Kristi Gragg
Adryona Nelson
Jeff Pierce
Keith Werner
Doug Gillin

CONFLICT OF INTEREST NOTICE:

Chair James Harris read the following: "Under the State Government Ethics Act, all voting members of the Board of Trustees have a duty to avoid conflicts of interest and appearances of conflicts. Looking at the agenda for today's meeting, does anyone know that you have a conflict of interest or an interest that would give rise to the appearance of a conflict of interest? If so, please let me know now." [None reported]

The following statement was also read, "As we begin the business portion of the meeting, I would like to remind everyone of the Committee's expectations for conduct at our meetings. We ask that those attending today remain respectful of fellow attendees and the Committee. Those attending an official meeting may not engage in conduct that is inconsistent with our Bylaws or that interferes with the rights of others to observe and listen to the proceedings. Any individual who disrupts the meeting will be asked to leave and may be subject to arrest."

ROLL CALL: Chair Harris asked Amanda Whittington to call roll. Mrs. Whittington completed the roll confirming there was a quorum present.

APPROVAL OF MINUTES: The minutes of the December 5, 2024 and February 19, 2025 meetings of the Finance and Operations Committee were made available for members to review in advance in BoardEffect. There being no objections, the minutes were approved unanimously.

CLOSED SESSION: Upon motion duly made and seconded, the Finance and Operations Committee convened in closed session to:

discuss matters relating to the location or expansion of industries or other businesses in the area served by this Board in accordance with N.C.G.S § 143-318.11(a)(1), (a)(3), and (a)(4).

FY 2026 ALL FUNDS BUDGET: Chair Harris recognized Mr. John Adams, Interim Chief Financial Officer, who gave an overview of the All-Funds Budget for FY 2026. A motion was made by Trustee Lampe and seconded by Trustee Everett to approve the budget. The motion was approved unanimously.

CAPITAL PROJECTS APPROVAL: Chair Harris recognized Nick Katers, Associate Vice Chancellor of Facilities Management, who presented the following capital projects for approval:

- a) Fermentation Sciences Renovation
- b) Campus Parking and Paving 2025
- c) Parking Deck Maintenance 2025
- d) Student Rec Center Lighting Controls Upgrade
- e) Kidd Brewer Stadium Miller Hill Upgrade
- f) Wey Hall Steam Vault Replacement
- g) Appalachian House Additional Renovations
- h) NRLP Oak Grove Substation Repairs
- i) Baseball Hitting and Pitching Practice Facility
- j) Peacock Additional Increase in Authority

The motion was made by Chair Ricks and seconded by Trustee Lampe to approve these capital projects as presented. The motion was approved unanimously.

PHASE IV STUDENT HOUSING PROJECT: Chair Harris recognized Mr. J.J. Brown, Vice Chancellor of Student Affairs, who presented the Phase IV Student Housing Project for consideration. The motion was made by Trustee Sofield and seconded by Student Body President, Kathryn Long to approve the project. The motion was approved unanimously.

ADJOURNMENT: There being no further business, a motion was made by Chair Harris and was approved unanimously. The meeting adjourned at 9:36 a.m.

James Harris, Chair

Respectfully submitted by:

Amanda R. Whittington
Recording Secretary

APPENDIX E

MINUTES
MEETING OF THE STUDENT AFFAIRS COMMITTEE
APPALACHIAN STATE UNIVERSITY
BOARD OF TRUSTEES

Thursday, March 13, 2025
Grandview Ballroom - Meeting Room B
10:00 a.m.

CALL TO ORDER: The Student Affairs Committee of the Board of Trustees of Appalachian State University met at the call of the Chair and the Chancellor on Thursday, March 13, 2025, at 10:00 a.m. Chair James Reaves presided and called the meeting to order.

MEMBERS PRESENT:

James Reaves, Chairperson
Kathryn Long
Bonnie Schaefer
Steve Wyatt

OTHERS PRESENT:

J.J. Brown
Margaret Bumgarner
Jeff Cathey
Matt Dull
Trustee Anita Greene
Chancellor Heather Norris
Brad Trahan, Interim General Counsel

CONFLICT OF INTEREST NOTICE: Chair Reaves read the following statement:

"Under the State Government Ethics Act, all voting members of the Board of Trustees have a duty to avoid conflicts of interest and appearances of conflicts. Looking at the agenda for today's meeting, does anyone know that you have a conflict of interest or an interest that would give rise to the appearance of a conflict of interest? If so, please let me know now."

Trustee Long recused herself from voting in today's closed session item.

OPENING STATEMENT ON EXPECTATIONS OF CONDUCT: Chair Reaves read the following statement:

"As we begin the business portion of the meeting, I would like to remind everyone of the Committee's expectations for conduct at our meetings. We ask that those attending today remain respectful of fellow attendees and the Committee. Those attending an official meeting may not engage in conduct that is inconsistent with our Bylaws or that interferes with the rights of others

to observe and listen to the proceedings. Any individual who disrupts the meeting will be asked to leave and may be subject to arrest.”

APPROVAL OF MINUTES: The minutes of the December 5, 2024 Student Affairs Committee meeting were made available to all Committee members prior to the meeting. There were no corrections. Chair Reaves called for a motion to approve the December 5, 2024 Student Affairs Committee open session meeting minutes. Without objection, the minutes of the meeting were approved as presented.

PROPOSED APP 105 HOUSING PROJECT:

Our first agenda item consisted of a presentation by J.J. Brown, Vice Chancellor of Student Affairs, and Matt Dull, Associate Vice Chancellor for Student Affairs.

Vice Chancellor Brown begins with sharing an overview of the student housing challenge along with the current housing inventory. Vice Chancellor Brown then shares student feedback regarding off-campus housing. He shared how housing is critical in the recruitment, retention and persistence of students and their overall success.

The proposed App 105 Property project is designed to house up to 850 students, with a particular emphasis on providing accommodations for upperclassmen. The focus of this development is on creating a living environment that prioritizes affordability and privacy for the students. Conveniently, the property is located along the AppalCart bus route, providing easy access to public transportation for residents.

Trustee Long reflects on her experience as an upperclassman living off-campus, highlighting the challenges she has faced with annual rent increases and the added expense of paying separately for parking. She also discusses the placement of this apartment complex could benefit athletics by encouraging greater attendance at sporting events.

ADJOURNMENT: Without objection, the meeting was adjourned at 10:36 a.m.

James Reaves, Chair

By: Mary Logan Yancey
Recording Secretary