

MINUTES  
MEETING OF THE BOARD OF TRUSTEES VIA CONFERENCE CALL  
APPALACHIAN STATE UNIVERSITY

Monday, July 6, 2020  
4:00 p.m.

CALL TO ORDER: The Board of Trustees of Appalachian State University met via conference call in open session at the call of the Chair and the Chancellor on Monday, July 6, 2020; at 4:00 p.m., Chair John M. Blackburn presided and called the meeting to order.

MEMBERS PRESENT VIA TELEPHONE:

James M. Barnes  
Donald C. Beaver  
John M. Blackburn  
Michael C. Davis  
Scott K. Lampe  
Charles V. Murray  
James K. Reaves  
Mark E. Ricks  
E. Bonnie Schaefer  
Kimberly M. Shepherd  
R. Thomas Sofield  
Carole P. Wilson

MEMBERS ABSENT:

M. Lee Barnes, Jr.

CONSTITUENCY REPRESENTATIVES  
PRESENT VIA ADDITIONAL TELEPHONE:

Michael C. Behrent, Chair  
Faculty Senate  
Donna Fiori, President  
Alumni Council

MEDIA PRESENT VIA TELEPHONE:

Anna Oakes  
*Watauga Democrat*

OTHERS PRESENT VIA TELEPHONE:

Dawn Antonucci  
C. Philip Byers, Member, UNC  
Board of Governors  
Sheri Everts, Chancellor  
Hank Foreman  
Megan Hayes  
Paul Meggett

All votes taken by roll call (see Attachment 1).

CONFLICT OF INTEREST NOTICE: Chair Blackburn 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]

ROLL CALL: Chair Blackburn asked Dawn Antonucci to call roll to verify all participants on the call.

RECOGNITION OF VISITORS: Chair Blackburn welcomed guests and press in attendance as confirmed during the roll call.

APPROVAL OF ABSENCE: Chair Blackburn stated that Trustee Lee Barnes was absent due to personal reasons. Upon motion duly made and seconded, the absence was approved.

REMARKS FROM CHAIR BLACKBURN: Chair Blackburn stated the next Board of Trustees meeting would be held on Friday, September 25, 2020.

CLOSED SESSION: Chair Blackburn announced that he would entertain a motion for the Board to convene in closed session. Chair Blackburn asked that the voting Trustees, Chancellor Everts, Governor Byers, Vice Chancellor & Chief of Staff, General Counsel, Chief Communication Officer, and the Assistant Secretary join the voting members in closed session.

Chair Blackburn stated the secondary telephone line would be muted to conduct closed session business. Should participants like to attend once open session is reconvened they may simply stay on the line and the host will reopen the line at the appropriate time.

Upon motion duly made, seconded and approved, 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)], and
- consult with our attorney to preserve the attorney-client privilege in accordance with [N.C.G.S. §143-318.11(a) (3)].

PUBLIC SESSION RECONVENED: Upon motion duly made, seconded and approved, the Board reconvened in open session at 4:47 p.m.

#### Amendment of the Agenda

Chair Blackburn recognized Trustee Lampe for this item. Trustee Lampe made a motion to amend the agenda to include a Resolution of Confidence in the Leadership of Chancellor Sheri

Everts. Upon motion duly made and seconded, the motion was approved to amend the agenda as presented.

Resolution of Confidence in the Leadership of Chancellor Sheri Everts

Chair Blackburn recognized Trustee Scott Lampe for this item. Trustee Lampe read the Resolution of Confidence in the Leadership of Chancellor Sheri Everts (see Attachment 2).

Upon motion duly made and seconded, the Resolution of Confidence in the Leadership of Chancellor Sheri Everts was approved unanimously.

ADJOURNMENT: There being no further business, the meeting adjourned at 4:50 p.m.

John M. Blackburn, Chair

By:

A handwritten signature in black ink, appearing to read "Dawn Antonucci", is written over a horizontal line.

Dawn Antonucci,  
Assistant Secretary

Board of Trustees Meeting  
July 6, 2020  
4:00 pm

Roll Call Vote to Approve Absences:

Thank you, the motion was made by: Carole P. Wilson

Seconded by: Charles V. Murray

James Barnes – yes  
Lee Barnes - absent  
Don Beaver - yes  
John Blackburn - yes  
Michael Davis - yes  
Scott Lampe - yes  
Charles Murray - yes  
James Reaves - yes  
Mark Ricks - yes  
Bonnie Schaefer - yes  
Kim Shepherd- yes  
Thomas Sofield - yes  
Carole Wilson – yes

Roll Call Vote to Convene in Closed Session:

Thank you, the motion was made by: Scott Lampe

Seconded by: Charlie Murray

James Barnes - yes  
Lee Barnes - absent  
Don Beaver - yes  
John Blackburn - yes  
Michael Davis - yes  
Scott Lampe - yes  
Charles Murray - yes  
James Reaves - yes  
Mark Ricks - yes  
Bonnie Schaefer - yes  
Kim Shepherd - yes  
Thomas Sofield - yes  
Carole Wilson - yes

Roll Call Vote to Reconvene in Open Session:

Thank you, the motion was made by: Charles V. Murray

Seconded by: Mark E. Ricks

James Barnes - yes  
Lee Barnes - absent  
Don Beaver - yes  
John Blackburn - yes  
Michael Davis - yes  
Scott Lampe - yes  
Charles Murray - yes  
James Reaves - yes  
Mark Ricks - yes  
Bonnie Schaefer - yes  
Kim Shepherd - yes  
Thomas Sofield - yes  
Carole Wilson - yes

Roll Call Vote to Amend the Agenda:

Thank you, the motion was made by: Scott K. Lampe

Seconded by: E. Bonnie Schaefer

James Barnes - yes  
Lee Barnes - absent  
Don Beaver - yes  
John Blackburn - yes  
Michael Davis - yes  
Scott Lampe - yes  
Charles Murray - yes  
James Reaves - yes  
Mark Ricks - yes  
Bonnie Schaefer - yes  
Kim Shepherd - yes  
Thomas Sofield - yes  
Carole Wilson - yes



Roll Call Vote to Approve Resolution of Confidence:

Thank you, the motion was made by: Scott K. Lampe

Seconded by: E. Bonnie Schaefer

James Barnes - yes

Lee Barnes - absent

Don Beaver - yes

John Blackburn - yes

Michael Davis - yes

Scott Lampe - yes

Charles Murray - yes

James Reaves - yes

Mark Ricks - yes

Bonnie Schaefer - yes

Kim Shepherd - yes

Thomas Sofield - yes

Carole Wilson - yes

Roll Call Vote to Adjourn:

Thank you, the motion was made by: E. Bonnie Schaefer

Seconded by: Mark E. Ricks

James Barnes - yes

Lee Barnes - absent

Don Beaver - yes

John Blackburn - yes

Michael Davis - yes

Scott Lampe - yes

Charles Murray - yes

James Reaves - yes

Mark Ricks - yes

Bonnie Schaefer - yes

Kim Shepherd - yes

Thomas Sofield - yes

Carole Wilson - yes

**APPALACHIAN STATE UNIVERSITY  
BOARD OF TRUSTEES  
RESOLUTION OF CONFIDENCE IN THE LEADERSHIP OF  
CHANCELLOR SHERI EVERTS**

Whereas, the COVID-19 Global Pandemic, recent acts of racism and inequities in our country and on our campus require strong leadership and action;

Whereas, the UNC System has required campuses to develop plans for a Fall 2020 return to campus as the System determines a return can be managed safely through the implementation of health and safety guidance provided;

Whereas, the health, safety and well-being of the Appalachian Community remains at the forefront of every decision as we navigate these challenges;

Whereas, excellent leadership has been developed throughout the Chancellor's Council, Chancellor's Cabinet, Provost's Council, Dean's Council and the recovery planning structure;

Whereas, in a time of unprecedented uncertainty, the Chancellor and members of her leadership team have been in constant communication with the UNC System Office to relay and address concerns expressed by faculty, staff and students, provide updates on campus needs and resources and to request assistance with health and safety planning and logistics.

Whereas, during the global pandemic, under Chancellor Everts' leadership the campus has accomplished, among other things:

- Faculty and staff transitioned 2,600 course sections from face-to-face to online learning in just two weeks;
- Nearly 600 faculty were assisted in transitioning to online learning through workshops, support and training sessions;
- Faculty shared teaching methods and best practices with one another, adapting their courses and their delivery methods always with the best interest of our students as their top priority;
- Student Affairs developed and implemented protocols to assist our more than 5,600 on-campus residents in safely moving from their on-campus residences. By the end of the semester, with special accommodations granted for students with extenuating circumstances, on-campus residents were down to 34 by the end of the semester and 10 for summer;
- Essential functions requiring on campus work were reviewed and approved with safety guidelines and more than 2,150 faculty and staff began work from home or off-campus locations;

- The university worked diligently to support students in international locations and assisted 128 students in arriving home from international programs, and suspended or cancelled 58 more international programs that were scheduled to begin spring semester and this summer;
- Identifying and freeing up resources to ensure we can meet the immediate needs before us, limiting expenditures to essential spending and continuing to closely monitor our resources and COVID-19-related expenditures;
- Delivering curbside meals to our campus community;
- Development and management of the Mountaineer Emergency Fund for our students who are facing financial challenges;
- Cleaning residence halls, offices and public spaces with increased frequency;
- Supporting the emergency response and relief efforts of our broader High Country community;
- Developing new work shifts to comply with social distancing and share work hours across staff members;
- Implementing a plan to distribute almost \$8 million in CARES direct aid to students with over \$4 million distributed within the first month;

Whereas, Chancellor Everts has established;

- The Recovery Strategy Leadership Group, which meets throughout the week;
- The Project Management and Implementation Team with leaders from Academic Affairs, Business Affairs, Student Affairs, Emergency Management, Human Resources and Athletics with a base of 26 working areas engaged by the team in all aspects of recovery and who bring recommendations at least weekly to the Recovery Strategy Leadership Group for review;
- Regular communications with campus, alumni and student families from her office, the implementation team, the Chief Diversity Office and health releases in partnership with local public health;

Whereas, to share information and address questions, concerns, and resource needs, Chancellor Everts and leadership have regularly met with, or in the case of Academic Departments have requested meetings with, campus community members through existing structures;

- UNC System Office
- Emergency Management Task Force
- Chancellor's Cabinet
- Faculty Senate Chancellor's Advisory Committee
- Faculty Senate Budget Committee
- Faculty Senate
- Dean's Council
- Provost's Council
- Council of Chairs
- All 43 Academic Departments



- Black Faculty and Staff Association
- Chancellor's Student Advisory Board for Diversity Recruitment
- Board of Trustees

Whereas, Chancellor Everts brings her experience in diversity and inclusion from numerous other educational institutions, and recognizes successful diversity initiatives must “go beyond the numbers” and include broad cultural changes that foster inclusive excellence;

Whereas, Chancellor Everts has asserted that the advances made during her leadership, while positive, are a beginning and she remains dedicated to the resources and hard work that ensure the inequities and injustices voiced by Black faculty, staff, students and alumni are heard and addressed;

Whereas, our 2019–20 enrollment of 17.4% ethnically diverse students is 46.6% growth since 2014 and an 80% growth in first-year ethnically diverse student enrollment, also since 2014, the year Chancellor Everts arrived and made diversity in enrollment a priority;

Whereas, Chancellor Everts brings her experience in diversity and inclusion from numerous other educational institutions, and recognizes successful diversity initiatives must “go beyond the numbers” and include broad cultural changes that foster inclusive excellence;

Whereas, Appalachian's overall retention rate stands at nearly 88%, which is well above the national average. Our overall retention rate for underrepresented students is 87% and the rate for Black/African American students is 89%;

Whereas, our underrepresented student graduation rate of 66% is higher than the national average, but we are dedicated to improving it and have many members of our campus working to do so;

Whereas, since spring 2019 90% of the university's academic departments have hosted training on implicit bias;

Whereas, from fall 2019 to spring 2020, the Faculty Diversity and Recruitment Training for Search Committees team conducted 18 training sessions with 227 attendees to ensure all search committee members are prepared to conduct an equitable search;

Whereas, currently, 32% of our new faculty hires are from underrepresented populations;

Whereas, since 2014 when Chancellor Everts arrived and advocated for diversity in hiring and bias education related to hiring, our underrepresented staff has more than doubled, increasing from 60 in 2014 to 124 in 2019;

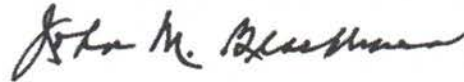
Whereas, under the Chancellor's leadership, the number of underrepresented Tier 1 and Tier 2 administrative employees on campus has risen from 5% in 2015 to 11% in 2019;

Whereas, Chancellor Everts made the decision to rename two residence halls because of their namesakes' ties to the Confederacy and segregationist policies;

Whereas, Chancellor Everts has established the first Chief Diversity Officer empowered with leading the development and implementation of a campus wide Strategic Diversity plan to be in place before Fall Semester 2020.

Therefore, be it resolved that we, the Board of Trustees for Appalachian State University, do unequivocally affirm our confidence in the leadership of Chancellor Sheri Everts.

Approved by the Appalachian State University Board of Trustees on this 6<sup>th</sup> day of July 2020.



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John M. Blackburn  
Chair