

OPEN SESSION

FOR ACTION

1. Continuation of Tenure Clock Extension Attachment A
Anne Fox, Associate University Counsel
Ron Strauss, Executive Vice Provost

FOR INFORMATION ONLY

(No formal action is requested at this time)

1. Employee Forum Update
Shayna Hill, Chair
2. Program for Public Discourse Update
Sarah Treul, Faculty Director
3. Economic Development Strategy
Kevin Guskiewicz, Chancellor
Doug Rothwell

Some of the business to be conducted is authorized by the N.C. Open Meetings Law to be conducted in closed session.

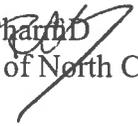
COMMITTEE MEMBERS

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Administrative Liaison:
Bob Blouin, Executive Vice Chancellor and Provost



TO: The University of North Carolina at Chapel Hill Board of Trustees

FROM: Robert A. Blouin,  PhD
Provost, University of North Carolina at Chapel Hill

DATE: March 22, 2021

RE: Request for extension of COVID tenure clock relief

On May 21, 2020, the Board of Trustees approved a temporary amendment allowing additional tenure clock relief for COVID-19-related disruptions to faculty duties. The temporary amendment is set to expire on May 20, 2021. This memo requests the Board approve a one-year extension of the amendment (until May 21, 2022). This extension would allow faculty members to apply for a single COVID-related tenure clock extension between May 21, 2021 and May 22, 2022, if they have not already received a prior COVID-related tenure clock extension. The reasoning for the request is set forth below.

The pandemic continues to affect many aspects of University operations, including faculty members' ability to carry out research and scholarship activities. Faculty members report difficulties related to budget cuts and resource limitations as well as lost professional opportunities. The Trustee Policies and Regulations Governing Academic Tenure in The University of North Carolina at Chapel Hill currently limit tenure track faculty members to 24 months' total extension of the tenure clock. Some tenure track faculty members may have or soon will reach this limit but still need additional time on the tenure clock as a result of the unexpected and unprecedented changes to their work due to the pandemic.

The Provost's Office requests that you approve a temporary amendment to the Trustee Policies and Regulations Governing Academic Tenure in The University of North Carolina at Chapel Hill to suspend the 24-month limit on total extensions for cases where the faculty member requests an extension for reasons related to the COVID-19 pandemic. The Provost's Office would review these requests under the existing university process for tenure clock extensions. Faculty members are permitted only a single extension for COVID-related reasons; however, they may still be granted extensions for other reasons (e.g., medical, birth of a child, etc.).

Attached is a suggested policy amendment memorandum for your consideration.

Board of Trustees of The University of North Carolina at Chapel Hill

Temporary Policy Amendment Memorandum

Date:

This memorandum sets forth a temporary amendment to the Trustee Policies and Regulations Governing Academic Tenure in the University of North Carolina at Chapel Hill. The temporary policy amendment described below is effective for a period of one (1) year beginning May 20, 2021 and ending May 20, 2022 unless further extended or otherwise altered by the Board.

Section 2.c.6.ii. of the Trustee Policies and Regulations Governing Academic Tenure in the University of North Carolina at Chapel Hill is hereby temporarily amended as follows:

(iii) Special provisions for extending the maximum probationary period

For reasons of health, requirements of childbirth or child care, or similar compelling circumstances, a faculty member holding a probationary term of appointment at the rank of assistant professor or associate professor may request a written memorandum of amendment extending the term of the current appointment and thereby the maximum probationary period with no resulting change in normal employment obligations, in order to provide the faculty member additional time to demonstrate fully his or her professional qualifications for reappointment or permanent tenure. Extensions under this subsection (iii) may be granted in increments not to exceed 12 months, up to a maximum of 24 months (including any extensions that may have been granted under subsection (ii), above), **except that a single extension beyond a maximum of 24 months may be approved by the Office of the Executive Vice Chancellor and Provost for reasons related to the COVID-19 pandemic.**

Program for Public Discourse

SARAH TREUL ROBERTS, FACULTY DIRECTOR

KEVIN MARINELLI, EXECUTIVE DIRECTOR

Program Goals

To support the implementation of pedagogical methods that increase student engagement and critical thinking

To foster civil deliberation and increase civic engagement

We seek to encourage students to engage with disagreements across the full range of issues that arise in the university and the broader society.

Goal achievement

Public Events

Abbey Speaker Series (4 annual events)

- Continuing the Conversation
- Remote environment
- Next year: Democracy and Public Discourse

Campus events

Public Discourse Post-Election: Is Dialogue Possible?

- A Frontline and Academic Perspective

Curriculum Work at UNC

Workshops for faculty/departments/schools

New curriculum; Communication Beyond Carolina

Symposium on Deliberative Pedagogy

Extra Curricula Work

Agora Fellows, student group

High school connections



Carolina Economic Development Strategy

MARCH 24, 2021

BOARD OF TRUSTEES

Goal

Grow Carolina's economic impact and institutional competitiveness by executing a comprehensive economic development strategy that benefits Chapel Hill, North Carolina and beyond.

Why are Universities Focusing On Economic Development?

- **Accelerate economic competitiveness:** National and state economic growth will increasingly be driven by the talent, innovation and research produced by higher education.
- **Grow and diversify revenue sources:** Federal and state spending on higher education is unlikely to grow significantly. Economic development can lead to expanded corporate partnerships, greater industry research and stronger alumni support.
- **Attract and retain talent:** Students and younger faculty increasingly choose where to go to school or work based on a community's vibrancy. Economic development works to ensure the host town enriches the campus experience.
- **Protect the brand:** Most universities and the towns they reside in are perceived synonymously. Economic development ensures the university's brand image is enhanced by the host town.

Why Should Carolina Focus on Economic Development?

- **Support Our State:** While North Carolina is growing, economic inequality is higher, and incomes are lower than most other states.
- **Support Our Hometown:** Chapel Hill is one of our state's more economically healthy communities, but lacks a diversified industry base, has an economically stressed downtown and is failing to attract and retain as much young talent, start-ups and growth-oriented companies as many of our peer communities.
- **Attract Talent:** The vitality of our community impacts Carolina's ability to attract the most talented students, faculty, and researchers in the future.
- **Protect Our Brand:** Many of our peer universities reside in more vibrant communities that enhance their brand and give them a recruiting advantage.
- **Protect Our Ranking:** The reputation and rankings of universities are based increasingly on their community economic impact.

Economic Development Supports Carolina Next

*To innovate for the public good, and
to bring health and prosperity to the
citizens of the state, nation, and
beyond.*

THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

CAROLINA NEXT

INNOVATIONS FOR PUBLIC GOOD

Updated - January 30, 2020

Benchmark Highlights

- **Well-defined strategies:** Most have well-defined economic development strategies and functions – championed by the President
- **Single point of contact:** Many have established a “single point of contact” to simplify partnering with businesses and communities
- **Robust incubators:** All have established incubators and accelerators to catalyze new business creation - Carolina’s facilities appear relatively under-resourced/sized relative to peers
- **Target industry clusters:** Most have programs to grow target industry clusters aligned with regional economic development goals
- **Recruit business:** Many actively recruit business to co-locate near their campus
- **Extended services:** Many extend their policing, maintenance or other services beyond the campus fence-line to the adjacent neighborhood

University Best Practice

- The university embraces the role of bring an “**anchor institution**” in the community

Carolina & Community Leader Perspectives

- **Not keeping up with our peers:**
 - Chapel Hill is not “keeping up” with peer college towns, including Durham and Raleigh
 - The Town cannot sustain a long-range economic development strategy without the university as a partner
- **Adverse impacts:**
 - Attracting and retaining talent in Chapel Hill is starting to become an issue, especially for trailing spouses, younger diverse candidates, and those in the “hard” sciences
 - We lose promising start-ups due to lack of space and wet labs
 - Research partners cannot be co-located due to a lack of space
 - There are few local placement opportunities for interns or graduates
- **Organizational challenges:** Economic development responsibilities are diffused throughout the university
- **Opportunity to lead:** Carolina has the networks, assets and capabilities to be a leader utilizing economic development as a strategy to deliver greater economic impact

Site Visit

Does the area adjacent to campus reflect who we are?

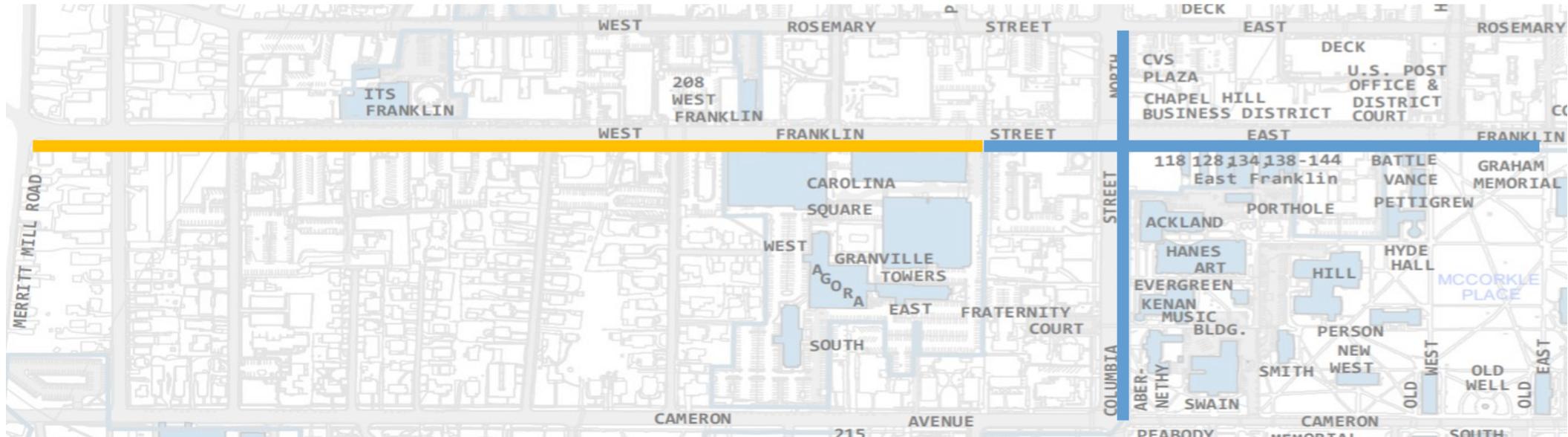


Carolina & community leaders agree that it doesn't reflect our brand

Create	Create a more distinct and positive first impression of Chapel Hill and Carolina
Catalyze	Catalyze a Downtown Innovation District
Cultivate	Cultivate a Network of Chapel Hill Innovation Hubs

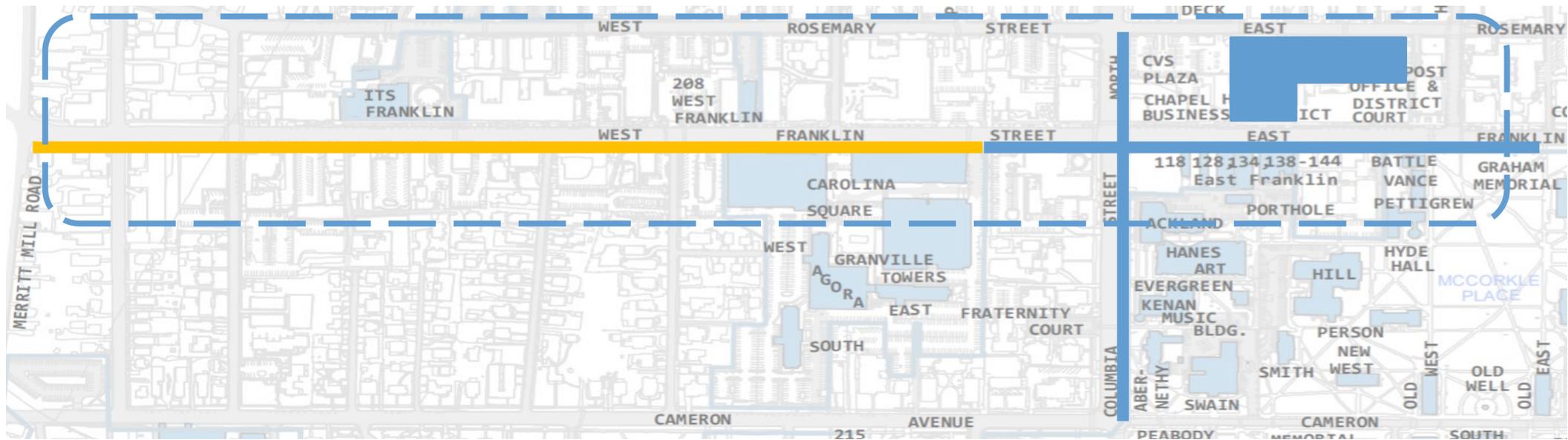
Three Core Chapel Hill- Centric Strategies

Create: An Adopt-a-Block Program



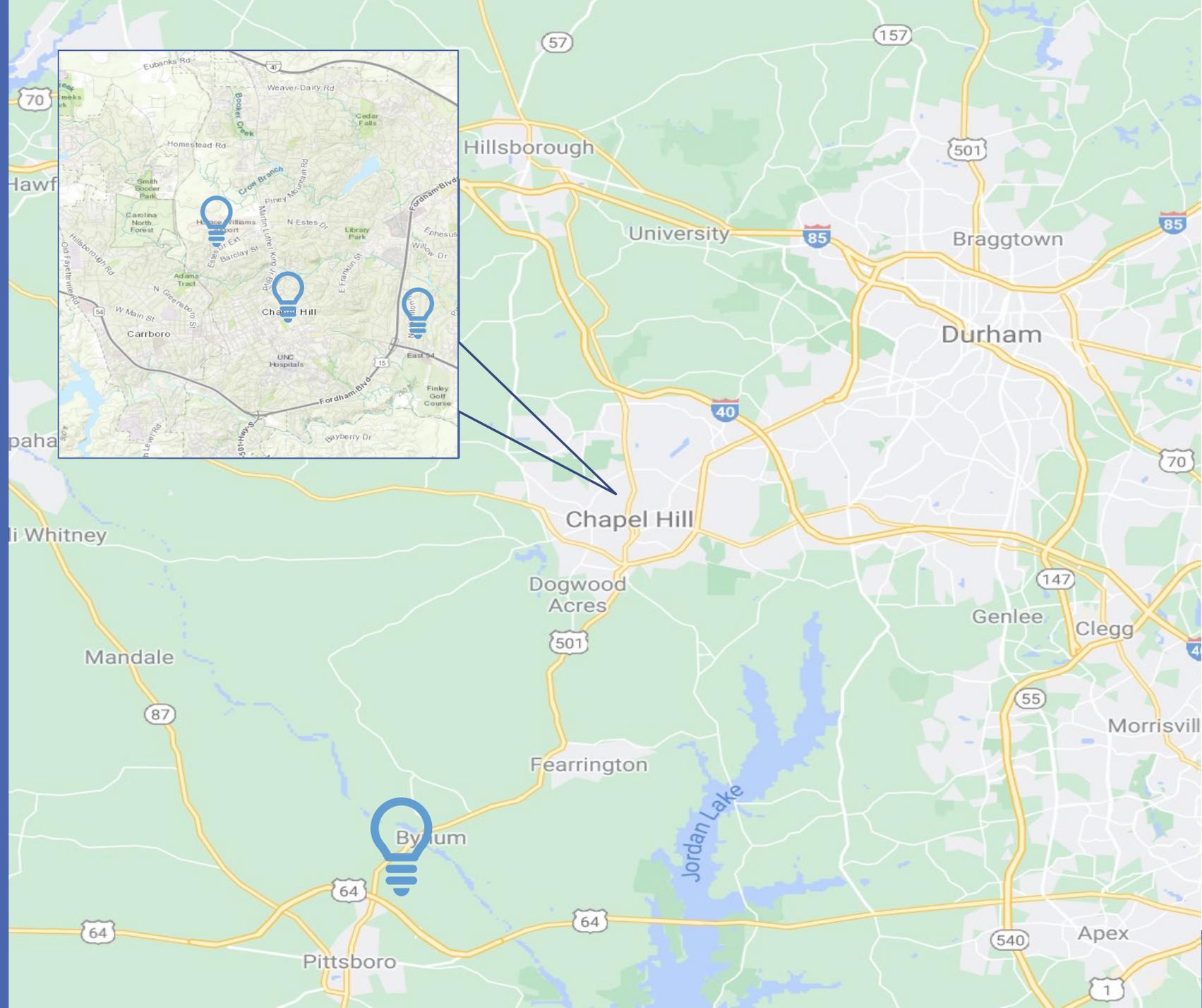
- Clean, attractive and distinct
- Cost-effective
- Student-supported

Catalyze: A Downtown Innovation District



- Recruit employers & pre-lease space to accommodate demand
- Develop a Downtown Master Plan to guide long-term development
- Utilize multiple investment vehicles to support the plan

Cultivate: A Network of Innovation Hubs





Chancellor's Economic Development Council

Recruit business



Director of Economic Development

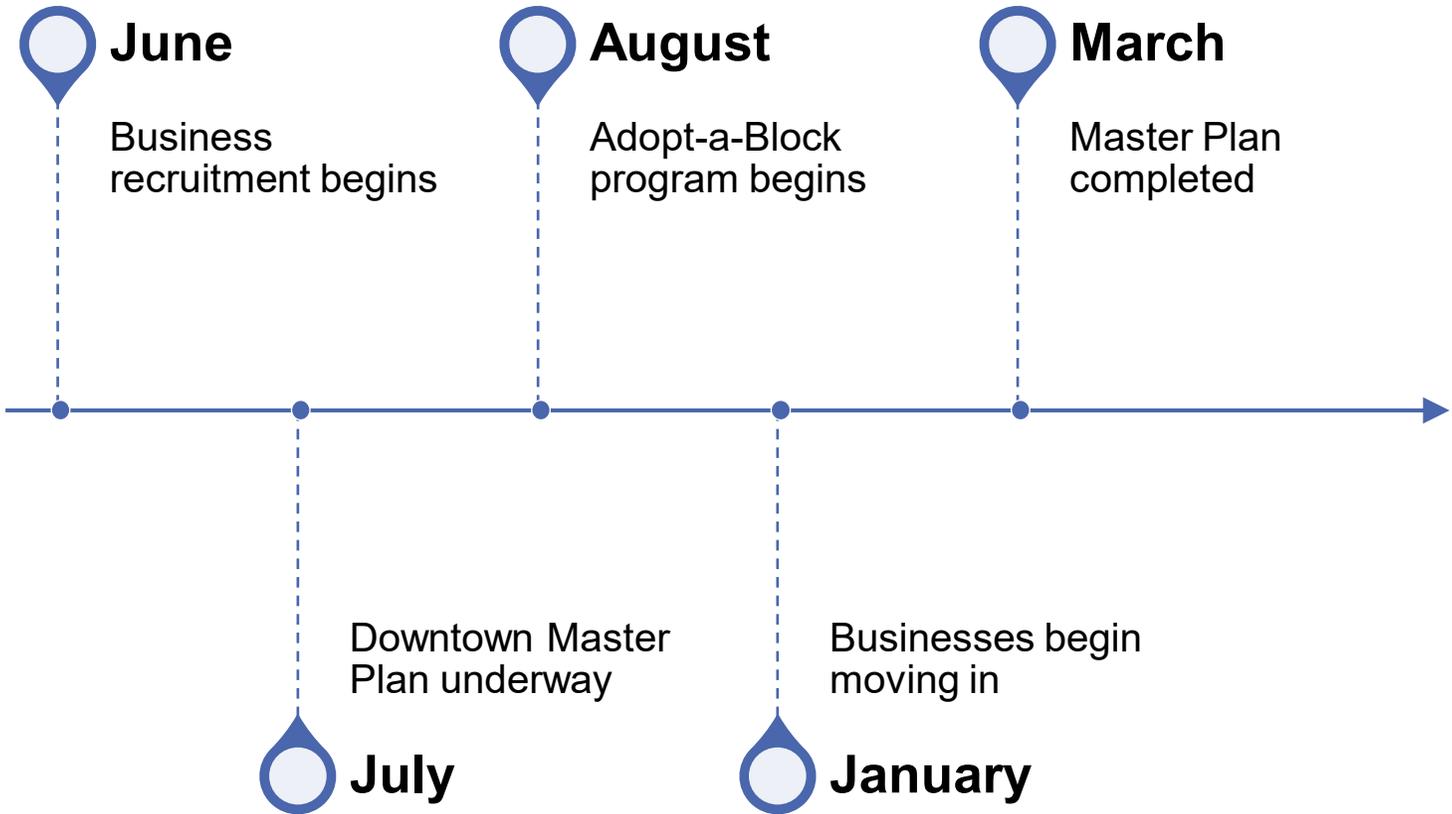
Coordinate all
aspects of the
program



“Downtown Together” Task Force

Ensure Town-
university
coordination and
long-term
sustainability

Implementation



Next Steps