

NCPFP Commission Meeting

April 27, 2023

9:00 - 10:30 am

Conducted in person and by use of simultaneous communication (via Zoom)

Attendees:

Commission: Dr. Eddie Price, Brenda Berg, Dr. Wendy Cabral, Dr. Jackie Ennis, Dr. Ethan Lenker, Dr. Shirley Prince, Blair Propst, Mike Ray, Jim Roberts, Dr. Melba Spooner, Mamie Sutphin, Dr. Jim Watson

NCPFP Staff and Guests: Ron Deaton, Dr. Bonnie Fusarelli, Dr. Lance Fusarelli, Kevin Garay, Dr. Chris Kelly, Dr. Debra Morris, Dr. Tony Stewart, Dr. Lesley Wirt

I. Welcome and Call to Order

Dr. Price welcomes everyone and thanks Commission members for their attendance at today's meeting.

A. Roll Call

Dr. Stewart calls attendance, which is recorded above, and informs Dr. Price that we have a quorum.

B. Approval of the Agenda

Dr. Price asks members if there are any concerns or revisions needed for today's [agenda](#). A motion to approve the agenda is made by Dr. Watson and a second by Ms. Sutphin. The motion carries and is approved by unanimous vote.

C. Approval of the Minutes from February 16, 2023 Meeting

Dr. Price reminds Commissioners of their access to the [February 16 2023](#) meeting minutes. Dr. Stewart asks for a motion to approve the minutes. A motion is made by Mr. Roberts and a second by Dr. Spooner. The motion passed by unanimous vote.

D. Conflict of Interest and Open Meetings Act Amendment

Dr. Price reads the [conflict of interest statement](#) and no Commissioner indicates any concern. He then addresses the [Open Meetings Act](#) with everyone.

E. PANC President Transition

Dr. Price thanks Dr. Wendy Cabral for her two-year service on the Commission. As she is the outgoing PANC President, her term is coming to an end.

Dr. Cabral expresses her gratitude and states that she has thoroughly enjoyed serving with the group.

Dr. Price welcomes Mr. Blair Propst, the incoming PANC President, to the Commission. Mr. Propst shares his enthusiasm for joining the Commission and looks forward to working with everyone.

F. Introduction of Special Guests

Dr. Price introduces the UNC Charlotte team, who is with us today. He welcomes Dr. Debra Morris, UNCC PFP Director, and Mr. Ron Deaton, UNCC PFP Coordinator. Dr. Price also introduces and thanks Mr. Kevin Garay, Kannapolis City Schools Superintendent, for hosting our meeting today and his partnership with the Principal Fellows Program.

II. Previous Meeting Follow-up

A. Candidate Capacity Survey

1. **ACTION ITEM:** NCSU and UNC G Contract Addenda

Dr. Price explains that a survey was recently sent out to all eight PF Programs to assess any capacity for growth as determined by their partner's needs. Two programs indicated they had the organizational capacity, desire to prepare additional students and a strong need per their partnering districts – UNC Greensboro and NC State University. The programs developed a proposal which was provided to Commissioners last week. Dr. Price reminds the group that we have been given clearance by the State Education Assistance Authority to use the trust fund for additional program innovation and to produce more students. During our last Commission meeting, we approved ECU's coaching pilot partnership with Pitt County Schools.

Dr. Price informs the group that the NCSU and UNC Greensboro addenda include a request for an increase in funding to prepare additional candidates above and beyond their existing contract cohorts. He reminds Commissioners that the rubric used to review the two proposals is simply a tool to assist in our discussion today. As each program is a well-functioning entity, we are not scoring the program as we did in the initial RFP process.

Dr. Stewart provides Commissioners with the current rubric review information, explaining that nine of the members have reviewed both proposals and determined them to have met the standards, overall.

Dr. Price explains that Commissioners may still vote on the approval of the addenda without going through the rubric exercise. He goes on to state that each program director is with us today in the event there are questions. He provides a few basics with respect to each program's proposal.

UNCG proposes an increase of 14 additional students (7 in 2024-2026 and 7 in 2026-28) for a total of \$1,264,047. When you combine UNCG's existing grant allocation with this request the average per-student cost comes to \$77,500.

NCSU proposes an increase of 14 additional students in 2024-2026 for a total of \$1,596,080. When you combine NCSU's existing grant allocations with this request the average per-student cost comes to \$79,844.

These per-student costs are on par with the programs who received funds for 2022-28. Further, if both proposals are approved, the long-term impact on the trust is \$2,860,127.00, leaving a balance of approximately \$7,413,005.00 by FY2028.

Dr. Stewart asks the Commission if there are any questions or comments relative to the proposals.

Mr. Ray shares his appreciation behind the intent of the programs' proposals to serve underrepresented demographics.

Ms. Sutphin asks NCSU about the significant difference in contract costs over the first three years of the budget. Dr. Bonnie Fusarelli explains that these costs are due to various professional development offerings provided to Principal Fellows and in some years, training is a little heavier than others.

Dr. Prince thanks both programs for the excellent work they are doing and asks NCSU about the potential to saturate Cumberland County as a previous cohort recently graduated from that area. She goes on to ask if other districts who currently do not have representation in any Principal Fellows Programs would benefit from a partnership. Dr. Bonnie Fusarelli explains that they have engaged in conversations with Dr. Marvin Connelly and his leadership team, which led to the enclosed letter of commitment. They are certain, by 2026, the cohort of Principal Fellows graduates will be needed in their district.

Ms. Berg asks UNCG about their cohorts, confirming graduates will complete the program in even years. She also expresses concern regarding the larger size of the two cohorts being requested. Dr. Kelly explains that they are requesting an additional staff member as part of the proposal and feels they have the capacity and bandwidth to accommodate the additional students in each cohort. He confirms Ms. Berg's understanding that they are graduating Fellows in even years. Ms. Berg encourages programs to look at ways to stagger graduates so that some are completing the program in odd years.

Dr. Price commends both programs for their collaboration with school district partners and efforts to create proposals that capture such unique needs.

Mr. Roberts encourages programs to continue efforts around diversity to create greater alignment between school leaders, teachers, and the students they serve with respect to demographic makeup.

Hearing no further questions, Dr. Stewart asks for a motion to approve NCSU's and UNCG's proposals for contract addenda to their existing grant. Mr. Roberts makes a motion and Mr. Ray seconds. The motion is carried by unanimous vote.

B. Forgivable Loan Repayment Cap

Dr. Price reminds Commissioners of a closed session agenda item involving the forbearance of a former Principal Fellow during our last meeting. During the conversation, it was agreed that Dr. Price would speak with NCSEAA Director Andrea Poole to explore possible solutions. Ultimately, the Commission would defer to the NCSEAA on any potential action. During the conversation with Ms. Poole, Dr. Price discussed the idea that a cap on repayment could provide some relief to graduates who are not able to secure a qualifying position. Ms. Poole stated that any changes to the repayment language as part of the rules would need legislative action. Dr. Price informed Senator Meyer, who originally brought the request to the Commission from his constituent. Senator Meyer also indicated he would communicate with the SEAA as well. Dr. Price states that he will continue to keep the Commission informed should there be additional updates.

Mr. Roberts offers his assistance if additional action is necessary. Dr. Price states that it may be beneficial for Mr. Roberts to inform Andrea Poole that the Commission has engaged in this conversation and Senator Meyer has been informed.

Dr. Watson asks if there are any additional graduates with similar situations and Dr. Price states that he will double check with Michelle Hemmer. He does not believe, however, there are others with financial burdens such as this.

Mr. Roberts states that NCSEAA may know of more and Dr. Price agrees. Dr. Stewart will check with Michelle Hemmer to ensure no additional graduates have similar situations warranting conversation.

III. Program Updates

A. PFP Site Visits and Check-ins

Dr. Stewart reminds Commissioners that we will continue to provide updates on program check-ins. He informs the group they have a linked summary of topics on their agenda. Since the last Commission meeting, visits with NC Central University/CCRESA and NC State University have occurred. Dr. Stewart provides a few highlights for each program.

NC Central University/CCRESA:

The program is focusing on increased diversity amongst its upcoming cohorts. The number of male and Hispanic candidates has increased as they work towards aligning school leadership characteristics with those of the students their partners serve. They have met with their district partners several times and will continue to advocate for increased diversity.

The program is preparing for the start of their first odd-year cohort, which will begin this Fall with sixteen candidates.

The program is excited about the increased number of potential candidates during the last recruitment period. They are now able to select the highest-caliber Principal Fellows due to the larger application pool.

A new mentoring program is beginning that involves partnering Principal Fellows in the first year of the program with NCCU MSA alumni who are practicing principals. Establishing this relationship early will help ensure a strong foundation of trust exists when they work through the internship experience. The program plans to collect perception data from both the mentor and mentee to assess the quality of this supportive relationship.

The CCRESA has established an Equity Council which will host a symposium in Fall, 2023 in Nash County.

NC State University

Program Director, Dr. Bonnie Fusarelli, received the 2022 Governor James Holshouser Award for Excellence in Public Service and was recognized during the February UNC Board of Governors Meeting.

The program's relationship with their district partners is strong, although with respect to Wake County, this has not always been the case. However, Cohort Director, Karen Anderson has worked hard to develop positive relationships with district leaders and these efforts are coming to fruition. Two AP Interns have recently been hired in full-time AP positions in Wake County – something that rarely happens.

Dr. Stewart states that the visits have provided us with insight into the amazing work programs are doing. Additional check-in highlights will be shared at future meetings. He points out that one final program visit will occur later this Summer with Western Carolina University.

B. PLN Series

Dr. Stewart provides a brief update regarding the Professional Learning Network Series. He reminds the Commission of a focus on the Leadership Competencies resource and how program faculty and staff have been supported in understanding the competency activities, as well as gaining confidence in using this resource as part of their coursework. He reminds members that sessions were held in Asheville, Charlotte, and Raleigh earlier this academic year. The final session, which took place in Greenville, occurred on March 30th. He points out that former and current Principal Fellows attended some of the sessions, along with non-Principal Fellows-affiliated programs, including some independent universities.

Dr. Stewart indicates that programs have provided feedback on their continued needs, and next year's series will focus on leadership coaching for executive coaches, and resilience/trauma-informed schools training. These topics are aligned to DPI's Operation Polaris (Student Support Services) and to the State Board of Education's Strategic plan (Meeting the Needs of Every Student).

C. LETRS for Administrators

Dr. Stewart informs the Commission that, except for one program, all Principal Fellows Programs have completed LETRS for Administrators Training this year. He reminds the group that our enhancement offerings are aligned to

Superintendent Truitt's Operation Polaris, and we began this year with the Science of Reading.

He also reminds Commissioners that feedback has been shared with all programs and with the vendor, Lexia. They are committed to making improvements to ensure participants have a positive experience.

Dr. Stewart shares that one such change includes extending the length of the training to accommodate the amount of content. Rather than two packed days of instruction, the new version includes four days. Program Directors attended an overview of the new training model a few weeks ago and have started sharing their preference for dates.

Dr. Stewart finishes his update, reminding Commissioners that our office will continue to provide LETRS for Administrators for two additional cohort cycles before releasing the content to PFPs, who will include the training themselves. Beginning in 2024-25, a new enhancement on resiliency and trauma-informed schools will be provided to Principal Fellows.

D. Evaluation Efforts

Dr. Stewart provides an update on the NCPFP's evaluation and data collection efforts. He informs the Commission that all programs have made significant headway with their completer spreadsheets, particularly those with Spring 2023 graduates. He reminds the group that this information is the basis for EPIC's analysis around candidate characteristics, mentoring principal characteristics, and the interning school attributes. For those same programs – ECU, NC State and UNC Charlotte – internship surveys have been sent out and candidates are in the process of responding.

Additionally, he mentions that independent and public principal preparation programs not affiliated with Principal Fellows have been invited to participate. He then informs the group that EPIC is facilitating several focus groups with candidates in the first year of their program to gather further insight into perspectives around program preparation. He also points out that a survey designed to gather information from graduates will be deployed with the goal of capturing perceptions of preparation now that a year or two in the administrative seat has occurred. He goes on to discuss that these data will ultimately contribute to the overarching question related to impact on school-related factors. He reminds everyone that it takes time for school leaders to truly make an impact on student achievement, culture, and all other school-related factors. Pointing out

that most graduates are still in assistant principal positions, he explains there are limitations with respect to their level of impact.

He states that of the 151 Principal Fellows graduates in 2022 who are in qualifying positions, only 3 are principals. He also states that the 400+ combined TP3 and NCPFP grads who began their programs in 2016 could be reviewed. 331 of these completers (which also includes the 2022 NCPFP grads) are in Assistant Principal positions while 30 are Principals.

He cautions the group that this data set does not completely reflect the recent merger. He goes on to say there are substantive differences between the two programs and an analysis conducted on this group of completers would not accurately portray the current model.

He also reminds Commissioners that change in schools can take anywhere between 3 to 5 years to institutionalize. He reiterates that the partnership with EPIC will ensure the conversation about return on investment will remain at the heart of our work but says the research team feels we are still a few years away from any accurate depiction of impact. EPIC will analyze evaluation data from program completers in hired positions, however, and those reports will be shared when available.

Dr. Stewart concludes his update, informing the Commission that during the October meeting, EPIC will provide their annual presentation of the FY23 findings. He goes on to state that there are discussions regarding the development of a written brief and more information on its content will be shared in the Fall. This would most likely include possible themes across programs with respect to descriptive data and characteristics of candidates and their placement.

E. Class 28 Virtual Celebration

Dr. Stewart reminds the Commission of the upcoming celebration on May 18, 2023. He explains that there are 46 students – from UNC Charlotte, NC State and East Carolina University. He points out that the RSVP announcement is linked to the agenda and encourages everyone to attend if possible. He goes on to say that Superintendent Truitt and Vice Chair Duncan will provide congratulatory remarks, as well as our very own Leah Carper and Dr. Patrick Greene, who has served as the 2022 NC Principal of the Year.

Dr. Stewart then turns the meeting back over to Dr. Price.

IV. Miscellaneous

A. State Board of Education Meeting

Dr. Price informs the Commission that Dr. Maria Pitre-Martin has extended an invitation to the NCPFP to present program highlights and historical changes to the program to the State Board of Education. The presentation is scheduled for May 3, 2023 in Charlotte at the Board's planning meeting. The Board is most interested in EPP and District partnerships. After the presentation, Dr. Price will serve as a moderator for a panel of the UNC Charlotte director for the Principal Fellows Program and a superintendent of a UNCC partner, Lincoln County's Superintendent, Dr. Aaron Allen. Dr. Price will lead the group through a discussion around authentic partnerships and the collaboration involved in recruitment, selection, placement, and employment.

B. NCPFP Staff Evaluations

Dr. Price points out the language in General Statute 116-74.49 that states "the Commission shall appoint a director of the North Carolina Principal Fellows Program." He goes on to state that because the Commission appoints the director, the System Office is requesting that the Commission evaluate the director and provide a copy of the evaluation to the System Office for record-keeping. He further explains that the System Office has asked him to transfer the role of evaluation to the Commission. He states that Dr. Stewart will supply the group with the previous tool used by the System Office as a starting point. He goes on to say that the Commission may use a different tool if they choose. The upcoming evaluation will be for the 2022-2023 year which ends on June 30, 2023.

C. Legislative Updates

1. Request for Information from General Assembly Fiscal Research

Dr. Price explains that the NCPFP was asked to meet with Stephen Bailey, Fiscal Analyst for the NC General Assembly, to go through the 2021 selection process that resulted in eight public university program partners and no private institution partners. He reminds the group that he has already provided this information to Representatives Blackwell and Hardister previously.

He also reminds the group that there are currently no competitive priority points assigned for being a private institution. Dr. Price states that he explained the program's selection process and went into specific detail regarding the service area for WCU and HPU, the two programs competing for the eighth and final spot.

He states that the decision rested on the impact of eliminating WCU as it would create a greater void in their geographic area rather than eliminating HPU. He reminds everyone that HPU had two higher scoring programs serving similar areas - App State and UNCG. WCU, he explains, is serving eleven districts that are not served by any other program

Dr. Price also informs the group that Stephen Bailey asked about Campbell University. Dr. Price informed Stephen that Campbell did not apply for the last RFP. He clarifies, stating that the Sandhills RESA was the applicant and proposed to work with Campbell. As such, no information was provided regarding Campbell's application. Finally, Stephen Bailey asked about the program's desire to increase the number of programs beyond the cap of eight. Dr. Price explained the concept of competition and the necessity of more funding if programs were added. Dr. Price invites questions and comments from the Commission. Hearing none, he moves to the next agenda item.

2. House Bill 259

Dr. Price explains that House Bill 259 includes language about the Principal Fellows Program. Specifically, it calls for an increase in the number of programs from eight to ten, and requires that two of them be private institutions or RESAs partnering with private institutions. He further explains that this revision does not provide additional funding. He reminds the group of ongoing conversations around competition and whether six, eight, or ten programs is a reasonable number for competition. Considering the last two RFPs, the language stating "up to ten programs" would not have been an issue for competition as there were ten solid programs in competition with one another - which led to the challenge in making a final selection. Dr. Price feels the issue in which the Commission should rally around is the lack of additional funding if two additional programs are added.

Dr. Price reminds everyone that the program is not provided with a lobbyist, but he has spoken with Eric Naisbitt, System Office Assistant VP of State Government Relations, about these concerns. Dr. Price goes on to explain that with two different contract cycles in place, the lack of additional funds is compounded as we will still be under contract with three programs in a 2022-28 cycle and not able to increase our number of candidates. Further, the funding for two new programs starting in 2026-2027 would come from the contract cycle that includes four programs.

To help understand the impact of this bill, Dr. Price explains that adding two more programs without funding to the 2026-2032 cycle will result in a reduction of funding for each of the four currently participating programs by approximately \$300,000 for a total annual award of approximately \$650,000. As such, we would be reducing the size of the cohorts of the participating programs in this cycle and not producing more candidates by adding two programs without additional funding. Roughly, the same number of candidates would be graduating through ten programs instead of eight. He reiterates the concern of funding and not necessarily the expansion of the program. Dr. Price closes by stating that the bill must still pass the Senate and be signed by the Governor before it becomes law.

Ms. Berg points out that we do not have a principal turnover report for North Carolina which prevents us from truly knowing how many candidates we should prepare annually. She points out that with the program's recent survey of institutions, only two indicated they could add candidates with additional funds. As such, we may not know enough to make a decision. She mentions that BEST NC has made requests to DPI for turnover data to help determine how large the talent needs are in districts. She goes on to emphasize the importance of competition and does not know if she agrees adding a ninth program is necessary, clarifying that she isn't saying a ninth program isn't qualified. Not having a clear understanding as to the number of graduates needed to fill vacancies without some kind of turnover report, make this difficult. She closes by saying that we should not make changes until we have better information.

Dr. Prince states that her group has been advocating for principal turnover data and references a meeting in Fall 2022 with DPI expressing how necessary it is for a principal organization to have information as they develop plans for compensation. She goes on to state that she feels optimistic that a report will be provided during the next State Board of Education meeting. She spoke with Superintendent Truitt about the need for this data and how it contributes to their PD evaluations, ability to retain principals, and applications for grant funds.

Dr. Prince reminds the Commission that she is proponent of expanding the number of programs to include those who are highly qualified. She believes the original legislation was intended to transform the entire state's mechanism for preparing school leaders, pointing out that so many aspiring principals graduate from nonPFPs and go on to become assistant principals and principals. She asks, why would we not want them to benefit from the PFP.

Dr. Prince continues, stating her advocacy for the two programs that were not selected during the last RFP. She believes, based on her conversation with Dr. Price, that this new legislation may not pass in the Senate. She does believe, however, including a few private institutions would benefit the State.

Dr. Prince asks Ms. Berg if she has any idea what the Senate might be thinking about this program revision. Ms. Berg states that she is not sure, and says she is focused on licensure data and turnover reports.

Ms. Berg asks Dr. Von Dohlen about a comment she placed in the chat box. Dr. Von Dohlen states that at Western Carolina University, they have Principal Fellows, traditional MSA students and post-Master Degree certificate students. Although many are drawn to the Principal Fellows Program, the most significant inhibitor is the gap in retirement contributions resulting from a leave of absence. Ms. Berg asks if this is more of a perception issue or does paying for one's degree make up for a loss in retirement. She is curious if there's a messaging solution to this issue and how the Commission can help. Dr. Von Dohlen points out that Western Carolina is one of the most affordable programs in the State at less than \$9000 for the entire degree. As such, more educators are willing to pay those expenses and retire earlier. As the Commission engages in conversation around adding candidates, Dr. Von Dohlen offers this issue as something to keep in mind.

Dr. Price reminds everyone that the Principal Fellow is on a leave of absence during the internship and does receive a year of experience credit for that work. Additionally, the Commission took action to ensure the intern's salary was held harmless. However, no contributions are being made toward the Principal Fellow's retirement during that time. Candidates have the option to buy that year of retirement back if they choose, but it is extremely expensive. Although this can be a "sticking point" for candidates, there is also a balance struck when you consider the benefits of the program. Not everyone looks at the year of retirement the same – for some it's more important to take advantage of the Principal Fellows Program.

Dr. Watson focuses on the lack of funding that comes with the potential for expanding the number of programs, reminding the Commission that current programs would be negatively impacted, losing approximately \$300,000 each. He questions whether the State would gain anything from this decision as it would significantly decrease the number of candidates being prepared due to the loss of funding. He goes on to state how important the vetting process

was in the original selection of the programs and our obligation to fund them as initially decided. If the General Assembly wants to add two programs, Dr. Watson feels that should come with adequate funding. Dr. Prince states that she agrees with Dr. Watson.

Dr. Price discusses the importance of having attrition data, stating the NCPFPs own attempts for several years to obtain it. He thanks Dr. Prince and Ms. Berg for their continued efforts as well. The current formula from which we've been operating, which was provided to Dr. Price when he began directing the program, informs us that we need about 300 new administrators each year. The Commission decided a few years ago to target 40% through the Principal Fellows Programs and we are just about at that point with the additional odd year funding that was granted last year. If this is not correct, he looks forward to receiving new information soon. Dr. Price states that he wanted to reiterate the existing formula used as we communicate the State's needs for administrators, and that whether the number is correct or not, it has guided us for the last few years.

Dr. Prince asks if the bill states there are no additional funds appropriated if the expansion was to pass. Dr. Price confirms that it does state that no funds are provided.

Ms. Berg thanks Dr. Price for clarifying the attrition formula currently being used and goes on to say that we still do not know how individual programs are accounting for districts who may have "grow your own" models in place. We are unsure if 40-50% is the tipping point or if that number is higher. The conversation may need to shift from program capacity to whether we need to graduate more than 120 or 150 candidates annually. Ms. Berg wonders if school districts should be surveyed to determine how many administrators they will need one year from now, five years from now, etc., to gain a better sense of what is needed considering some districts have more leadership pipelines than just Principal Fellows.

Dr. Price states that the recent survey we sent out did a good job of getting at some of this information as it relies on PFPs engaging in conversation with their district partners, but also points out that it focused only on Principal Fellows availability, not MSA in general. We could look at designing a process to better understand what other pipelines exist for programs and hope that our stakeholders see the difference between self-selected candidates and those who go through the Principal Fellows Program.

Dr. Price follows up on a point made by Dr. Prince, stating that, although NC State University has partnered with Cumberland County Schools, there are still several districts in the Sandhills without Principal Fellows. They may have some other means of producing principal candidates, however.

Dr. Prince mentions that there has been significant turnover in some of those districts. New superintendents don't always know what is available as they are learning the ropes. Dr. Price states that UNC Chapel Hill is taking steps to secure partnerships with the area.

3. *House Bill 432*

Dr. Price moves to the next agenda item and discusses House Bill 432. He states that this bill proposes the NCPFP be part of the development of principal candidates' portfolio for licensure eligibility. He explains that this would involve collaboration with our eight PFPs and seeking their feedback to share with PEPSC and DPI. Dr. Price reminds Commissioners that there was much debate around whether or not an exam would be required, and the State Board of Education recommended a portfolio to the General Assembly. Hearing no questions or comments, he turns the agenda over to Dr. Stewart.

VII. Adjournment

Dr. Stewart points out that there are tentative meeting dates for the 2023-24 academic year and asks that Commissioners review these and let him know if anyone sees a conflict.

Dr. Stewart reminds Commissioners of our next meeting, which will take place in Asheville. We will meet at their Biltmore Park Graduate Studies location. Dr. Stewart will reach out to everyone for an accurate headcount prior to the June 29, 2023 meeting.

Dr. Stewart states that today's business has concluded and asks Dr. Eddie Price for permission to seek a motion to adjourn. Permission is granted by Dr. Price and a motion is first made by Dr. Watson with a second by Ms. Sutphin. The motion carries with a unanimous vote.

Commission Member	Vote 1 Approval of Proposed Agenda	Vote 2 Approval of February 16, 2023 Minutes	Vote 3 NCSU & UNCG Contract Addenda Proposals
Brenda Berg	Yes	Yes	Yes
Wendy Cabral	Yes	Yes	Yes
Leah Carper	Absent		
Jackie Ennis	Yes	Yes	Yes
Pamela Huffman	Absent		
Ethan Lenker	Yes	Yes	Yes
Sonja Nichols	Absent		
Olivia Oxendine	Absent		
Shirley Prince	Yes	Yes	Yes
Mike Ray	Yes	Yes	Yes
James Roberts	Yes	Yes	Yes
Melba Spooner	Yes	Yes	Yes
Mamie Sutphin	Yes	Yes	Yes
Jim Watson	Yes	Yes	Yes