

**FULL BOARD MEETING
Thursday, December 11, 2025
9:00 a.m.**

The Fayetteville State University Board of Trustees convened on Thursday, December 11, 2025, in the Rudolph Jones Student Center, Multipurpose Room 242. Chair Glenn B. Adams presided and called the meeting to order at 9:00 a.m.

ROLL CALL

The following trustees were in attendance: Glenn Adams, Joyce Adams, Jerry Gregory, Latoya Harper, Warren McDonald, John McFadyen, Fred Nelson, Brian Pearce, Al Ragland, and Will Warner. Trustee Greg Pinnix joined via Microsoft Teams and therefore was not included in voting.

Before proceeding into the main portion of the meeting, Chair Glenn Adams read the State Government Ethics Act to remind all members of the board of their duty to avoid conflicts of interest and appearances of conflict under this act. No conflicts were reported.

APPROVAL OF MINUTES

It was moved by Trustee Warren McDonald and seconded by Trustee McFadyen that the minutes of the regular board meeting held on September 25, 2025, and the special call meetings on October 8, 2025, be approved. The motion carried.

COMMITTEE REPORTS

Committee on Academic and Student Affairs: Committee Vice Chair Latoya Harper

Committee Vice Chair Latoya Harper provided the report for the committee on academic and student affairs, which met on December 10, 2025.

Provost and Senior Vice Chancellor Monica T. Leach announced winter commencement ceremony on Friday, December 12, to celebrate the accomplishments of 665 graduate and undergraduate students. The new alum will include 6 doctoral students, 101 graduate students, and 558 undergraduate students.

FSU continues to enhance their academic portfolio with the approval of the Bachelor of Science in Special Education. The program will be the seventh new academic program since 2021.

Further, Provost Leach shared that the University's grants, awards, and contracts continue to grow. The top five grantees for this fiscal year's funding include:

- Title III grant at \$16.5 million
- Gear-up grant at \$13.3 million

- Trio Student Success grant at \$2.9 million
- NC Stem Talent Pipeline and Thurgood Marshall College Fund grants at \$1.99 million each.

ENROLLMENT AND STUDENT SUCCESS UPDATES

Next, the Committee heard the enrollment management and student success report by Vice Chancellor Pamela Baldwin. Along with record enrollment each year, FSU consistently demonstrates strong student persistence rates, reflecting that students return year after year to continue their studies. The data for the Fall 2021 cohort shows that 47.1% of students persisted to the fourth year, while 57.6% of students in the Fall 2022 cohort persisted to the fourth year. Dr. Baldwin and team continue to monitor the data for the additional cohorts.

FSU had the largest turnout in three years during the Fall 2025 Open House with 561 participants and 1,207 total guests. The event resulted in 56 new applications submitted the day of and another 130 new applications the following Monday.

Dr. Baldwin concluded by emphasizing that enhancements to advising services have significantly strengthened student support and access to resources. By launching spring registration advising one month earlier, completed appointments increased by more than 1,500 this fall than last year this time.

STUDENT AFFAIRS UPDATES

Dr. Juanette Council, Vice Chancellor for Student Affairs, concluded the committee presentation by sharing the realities students face that shape their educational journey. Student Affairs has launched several programs to support students with economic need, demographic, work demand, and well-being challenges.

The Broncos Helping Broncos program provided \$433,600 in assistance during Fall 2025, primarily for tuition and emergency needs. Case Management supported 223 students this semester, addressing housing, food insecurity, and transportation challenges. The campus food pantry served 800 students this fall, surpassing 60% of last year's total in half the time.

Mental health services have undergone significant expansion, including doubling the number of full-time counselors, launching 24-hour protocol counseling, and increasing counseling appointments to over 3,000.

Committee on Athletics: Committee Chair John McFadyen

Committee Chair John McFadyen provided the report for the committee on athletics, which met on December 10, 2025.

The Athletics Committee met yesterday, with a presentation from Todd Bennett, Director of Athletics. The committee reviewed key performance indicators and strategic priorities for the athletics program.

Academically, our student-athletes continue to excel, posting a six-year graduation rate of 71%, well above the Division II average of 60% and the CIAA average of 38%. NCAA eligibility rates remain strong at 96%, reflecting the university's commitment to academic success for student-athletes.

Financially, athletic expenses per student-athlete in 2024 was approximately \$22,000, aligning more closely with peer institutions. Total athletics expenses for 2024 were \$5.7 million. The department prioritizes funds to support enhanced student engagement and development opportunities

I am excited to share that Fayetteville State Athletics celebrated notable achievements this semester, including the 2025 CIAA Men's and Women's Cross Country Championship and Women's Volleyball Championship.

Community on University Advancement: Committee Chair Warren McDonald

Committee Chair Warren McDonald provided the report for the committee on university advancement, which met on December 10, 2025.

Vice Chancellor Omar Bell presented to the Committee on University Advancement with a progress review on fundraising and engagement initiatives for the current fiscal year.

Year-to-date giving has more than doubled compared to this time last year, with total contributions reaching \$5.1 million, up from \$2.06 million in FY25 and \$936,904 in FY24. This strong performance reflects continued momentum in advancing the university's philanthropic goals.

Alumni participation has also improved significantly. As of December 8th, 1,641 alumni donors have contributed, representing a 5.9% participation rate, compared to 3.0% in FY24 and 1.6% in FY25 this time last year.

Homecoming 2025 was highlighted as a major success, generating \$380,866 in giving. Alumni's feedback praised the university's customer service including event organization and new services such as hotel shuttle transportation. Class reunion giving totaled \$192,034.

The committee expressed appreciation for the strong engagement and fundraising results, which position Fayetteville State University for continued growth and impact.

Committee on Legal, Audit, Risk and Compliance: Committee Member Jerry Gregory

Committee Member Jerry Gregory provided the report for the committee on legal, audit, risk, and compliance, which met on December 10, 2025.

Assistant Vice Chancellor Beth Hunt provided an update on the enterprise risk management process and key risk areas impacting the university.

In March 2025, the Board approved the annual top five university risks: mental health, student retention, deferred maintenance, cybersecurity, and regulatory compliance. Risk mitigation activities are actively underway to reduce the likelihood and impact of these risks.

AVC Hunt highlighted that Student Affairs and campus partners have taken the lead in addressing mental health through community engagement, clear communication, and enhanced emergency response processes.

To address deferred maintenance, the university is prioritizing facility upgrades, particularly in research labs. Improvements such as new storage systems, equipment purchases, and mandatory faculty and staff training are significantly enhancing safety and operational efficiency.

The cybersecurity team continues to strengthen infrastructure through robust incident response planning and data loss prevention measures.

AVC Hunt also provided updates on regulatory compliance, including the Division of Accountability, Value, and Efficiency (DAVE) Act, the CHIPS and Science Act requiring research security training, and new ADA digital accessibility standards with an April 2026 compliance deadline.

The Office of Risk and Compliance will continue to deliver regular updates and detailed reports on these top risks, ensuring proactive monitoring and alignment with UNC System guidelines.

Vice Chancellor Wanda Jenkins concluded by introducing Mr. Damon Williams as the new Chief of Police.

Committee on Budget and Finance: Committee Vice Chair Frederick Nelson

Committee Vice Chair Frederick Nelson provided the report for the committee on budget and finance, which met on December 10, 2025.

Chief Financial Officer Kenny Spayd provided the committee with an update on the university's financial position and proposed fee rate adjustments for the upcoming academic year.

The university is tracking toward an operating surplus for the current fiscal year, which will be critical in managing uncertainty in the next cycle. For state-funded operations, revenues through November total approximately \$50.7 million against a budget of \$112.9 million, while expenses stand at \$46.7 million against a budget of \$106 million.

Auxiliary operations also remain strong, with student fees trending \$1 million higher due to enrollment growth and gifts exceeding projections. A surplus is anticipated in both state and auxiliary funds.

ACTION ITEMS:

The proposed fee adjustments for the 2026–2027 academic year was recommended by the Committee to the Full Board for approval:

Action Item BF-1: Graduate Tuition – Proposal to increase graduate tuition for 2026-27, which include an increase of \$250 for residents and \$900 for nonresidents. Graduate Tuition has not increased since 2017-18. Resident graduate tuition is a major source of financial support for residential graduate instruction and nonresident graduate tuition is the sole source of financial support for nonresidential graduate instruction.

Trustee Frederick Nelson moved to approve an increase to the graduate tuition rates for 2026-27 as presented. The motion did not need a second since coming out of committee. The motion carried.

Action Item BF-2: Education and Technology Fee – Proposal to increase the education and technology fee by \$40 for 2026-27 to address rising technology costs. The current rate is no longer sufficient to maintain existing services and infrastructure, as well as future enrollment.

Trustee Frederick Nelson moved to approve increase to the education and technology fee for 2026-27 as presented. The motion did not need a second since coming out of committee. The motion carried.

Action Item BF-3: Housing – Proposal of changes to the residential hall room rates for 2026-27, which include an increase of 3.01% on a weighted-average basis to support facility operations and modernization. The Department of Residence Life is an auxiliary financed unit, supported by student fees and charges for services. The revenue generated from room fees covers costs for 24- hour campus staff support, facility operations, and student services. The proposed room rate increases are to assist with addressing deferred maintenance, inflationary costs and providing better laundry services.

Trustee Frederick Nelson moved to approve the change to the residence hall room rates for 2026-27 as presented. The motion did not need a second since coming out of committee. The motion carried.

Action Item BF-4: Meal Plan – Proposal to increase dining rates for 2026-27. Meal plans have been reconstructed to offer simplicity and additional value to our students. Specifically, “meal exchanges” have been removed from the meal plans and have been replaced with additional “Bronco Bucks.” This will enable our students to have greater flexibility in maximizing the use of their selected meal plan.

Trustee Frederick Nelson moved to approve the dining plan rates for 2026-27 as presented. The motion did not need a second since coming out of committee. The motion carried.

Committee on Governance and Personnel: Committee Chair Joyce Adams

Committee Chair Joyce Adams provided the report for the committee on governance and personnel, which met on December 10, 2025.

The Committee on Governance and Personnel heard an external relations and military affairs update from Vice Chancellor Wesley Fountain.

At the federal level, Fayetteville State University benefited from a historic Title III HBCU investment, receiving an additional \$8.9 million in FY2025 funding. The university also secured a \$13.4 million GEAR UP grant to support college readiness over the next seven years.

State relations updates included the passage of House Bill 125, a “mini budget” signed in August to maintain government operations and fund enrollment growth for NC Promise institutions, as well as capital projects within the UNC System. Additional legislation addressed infrastructure, economic development, and accreditation flexibility for UNC institutions.

Locally, the committee noted recent municipal election outcomes and their potential impact on community engagement.

Military relations remain a cornerstone of FSU’s external partnerships, highlighted by collaboration with the XVIII (18th) Airborne Corps’ Joint Innovation Outpost at Fort Bragg. This partnership fosters innovation through projects such as AI-assisted battlefield assessments, ocean anomaly detection, and advanced manufacturing applications.

These efforts collectively strengthen FSU’s regional influence, expand opportunities for students and faculty, and position the university as a key partner in workforce development and technological innovation.

The Committee discussed the remaining action items in closed session.

STUDENT UPDATE

Trustee Latoya Harper provided the Student Update. She began by sharing her personal academic updates including finishing her 15-day clinical experience at a local elementary school and acceptance into the Urban Teaching Alliance. Following, she shared the 2025-26 Student Government Association (SGA) administration’s vision and goals including the pillars to advocate, create, and trust. The students have been able to complete three goals including transportation and parking advocacy, collaborating with campus organizations, and providing a virtual student concern forum for social media. The SGA has several ongoing

projects that they look forward to sharing the progress at future meetings. Lastly, Trustee Harper shared student feedback and insights during listening sessions and the collaborative partnerships with academic and administrative departments, student groups, and the Future Alumni Association to continue improving student experiences.

CHAIR'S REMARKS

Chair Glenn Adams provided remarks to the Board. He welcomed the Board to the last meeting of the calendar year, 2025. Following, Chair Adams and Trustee John McFadyen recognized Dr. Monica Leach's extraordinary career and expressed the Board's deepest gratitude to her. This is her last Board meeting as she prepares to step into retirement. Lastly, Chair Glenn Adams encouraged everyone to attend the Winter Commencement tomorrow to celebrate the accomplishments of 655 students.

CHANCELLOR'S REMARKS

Chancellor Darrell T. Allison provided his quarterly report to the Board which included a faculty and staff investment report. Chancellor Allison shared the findings of the 2024 faculty salary study. Within our UNC System peer group, FSU ranks first in salary for the assistant professor and lecturer positions and second for the associate professor position. There is an opportunity to improve by investing to bring faculty to the median market range alignment percentage. Similarly for staff, Chancellor Allison shared that there is an opportunity to improve our SHRA staff salary levels. The investments made include bringing all SHRA up to the 95% median rate. The \$500,000 investment will go towards adjusting the pay for 128+ SHRA staff by March 31, 2026.

Lastly, Chancellor Allison shared the new marketing campaign with the theme: Make Way!

CLOSED SESSION*

It was moved by Trustee Joyce Adams and seconded by Trustee Warren McDonald to move into closed session to prevent the disclosure of privileged or confidential information that is protected: under Article 7 of Chapter 126 of the North Carolina General Statutes or not considered a public record within the meaning of Chapter 132 of the General Statutes. The motion carried.

ANNOUNCEMENTS

Chair Glenn Adams shared the following announcements:

- Our next quarterly meeting will be on March 25-26, 2026.

ADJOURNMENT

The Full Board meeting adjourned at 10:18 a.m.

Respectfully submitted,

Mr. Glenn B. Adams, Chair
Karen Bussey, Secretary to the University