

**FULL BOARD MEETING
Thursday, September 25, 2025
9:00 a.m.**

The Fayetteville State University Board of Trustees convened on Thursday, September 25, 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, Donald Moore, Kimberly Jeffries Leonard, Warren McDonald, John McFadyen, Fred Nelson, Brian Pearce, Greg Pinnix, Al Ragland, and Will Warner.

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 Donald Moore that the minutes of the regular board meeting held on June 12, 2025, and the special call meetings on June 23, 2025, and July 30, 2025, be approved. The motion carried.

COMMITTEE REPORTS

Committee on Academic and Student Affairs: Committee Chair Greg Pinnix

Committee Chair Greg Pinnix provided the report for the committee on academic and student affairs, which met on September 24, 2025.

ACADEMIC AFFAIRS UPDATES

Provost and Senior Vice Chancellor Monica T. Leach provided an update on the implementation of the faculty workload policy approved by the Board in June 2024. The policy provides guidance for faculty workload plans that will enable the Division to assist the University in fulfilling its mission. The workplan is now in its second year of implementation with 243 workplans compared to 227 last year. Dr. Leach also noted that there is a decrease in differential teaching from 48% last year to 38% this year.

Additionally, Dr. Leach shared progress on the Faculty Teaching and Effectiveness Policy and the Academic Program Review Policy. Peer observations and mid-term evaluations are underway to review teaching and effectiveness, while nine degree programs are included in this cycle of academic program reviews. The programs will be reviewed based on the following metrics: student and workforce demand, student outcomes, costs, and contribution.

FSU continues to enhance their academic portfolio with the onboarding of the Bachelor's in Construction Project Management program this Fall. The program is the sixth new academic program since 2021.

Dr. Leach announced that fall commencement will be on Friday, December 12 at 10am in the Felton J. Capel Arena.

ENROLLMENT AND STUDENT SUCCESS UPDATES

Next, the Committee heard the enrollment management and student success report by Vice Chancellor Pamela Baldwin. Fayetteville State University announced record enrollment and academic achievements. For the fourth consecutive year, FSU set an all-time high enrollment of 7,628 students, exceeding last year's record of 7,100 by more than 500 students. The freshman class is the largest in university history since 2007, gaining 820 students with an average GPA of 3.32. Along with record enrollment, FSU again posted one of its strongest student retention rates in history, at 78% - an astounding 15% gain since 2021.

STUDENT AFFAIRS UPDATES

Dr. Juanette Council, Vice Chancellor for Student Affairs, presented a report detailing the university's efforts to enhance disability services in response to growing student needs. Over the past four years, enrollment in FSU's disability services program has nearly doubled—from 211 students in the 2022–2023 academic year to 377 in 2025. The number of students requesting housing accommodation has also increased, reflecting broader national trends in higher education where more students are seeking support and accommodation.

To better support students, the Division of Student Affairs partnered with the Association on Higher Education and Disability (AHEAD) to conduct an external review of the university's disability services. Following the review, the university received a comprehensive report outlining actionable recommendations in which Student Affairs and the Office of Risk and Compliance are partnering to implement.

Committee on Athletics: Committee Chair John McFadyen

Committee Chair John McFadyen provided the report for the committee on athletics, which met on September 24, 2025.

Athletic Director Bennett introduced two new members to the Athletics Department: Mr. Devin Hoehn is the new Head Coach for Men's Basketball and Mr. Frank Hyland is the new Associate Head Coach for Track and Field.

Next, AD Bennett shared the progress the Athletics Department has made in advancing student-athletes academic success since the creation of the Committee on Athletics in 2021. The department has increased support, including the Student Success Center for the student-athletes. In just three academic years, FSU's student-athletes achieved a record-setting

academic milestone during the Spring 2025 semester, posting an all-time high 3.42 overall grade point average (GPA), the highest in the department's history over the past decade.

AD Bennett presented a review of fall sports programs, which include football and volleyball. There has been a slight increase in the number of football athletes, however, the program has made significant effort in matching the number of coaches and instructional staff to be consistent with average Division II programs. The volleyball program also has increased the number of volleyball athletes to be above the CIAA average and comparable to Division II programs. Both programs have steady scholarship aid with opportunities to increase consistency with peer averages.

The Athletics staff continuously evaluate the budget to identify opportunities for increasing resources for student-athletes. Currently, the department's funding is primarily sourced from student fees (60%), state-supported allocations (30%), and private donations (10%). These revenue streams are used to support essential areas such as personnel, operations, and athletic scholarships.

AD Bennett concluded with announcing the 2025 Fall championship dates.

- The 2025 CIAA Cross Country Championship is October 23 in Salem, VA
- The 2025 Volleyball Championship is November 20-23 at Bowie State University
- The 2025 Football Championship is November 15 in Durham, NC

Community on University Advancement: Committee Chair Warren McDonald

Committee Chair Warren McDonald provided the report for the committee on university advancement, which met on September 24, 2025.

Vice Chancellor Omar Bell opened the committee meeting with a status report on closing out a record-breaking year for University Advancement. Fiscal Year 2025 concluded with record-breaking fundraising results. Total contributions reached ~\$9.8million – the highest amount in university history. Alumni engagement was also on the rise at FSU. Participation grew for the third consecutive year to 7.4%, which is 2,001 donors. Further, Endowment funding grew to ~\$39.2million ensuring long-term stability and financial support for student scholarships, faculty development, and academic programs.

VC Bell shared an exciting theme as the University Advancement team looks to the new fiscal year. Bronco giving will center around sustaining momentum. To do so, the division's strategic focus will prioritize meeting new donor and endowment growth metrics aligned with the FSU Strategic Plan. While the team has made great strides in strengthening data analytics, they are eager to improve system automation and hear direct feedback from donors. The team will also incorporate strategic solicitations and engagement to build qualified portfolios for the University.

In his closing, VC Bell announced that FSU is already coming out the gate strong with total fundraising at a little over \$875,753—which is almost \$50,000 more than this time last year.

Committee on Legal, Audit, Risk and Compliance: Committee Vice Chair Kimberly Jeffries Leonard

Committee Vice Chair Kimberly Jeffries Leonard provided the report for the committee on legal, audit, risk, and compliance, which met on September 24, 2025.

During the meeting, Assistant Vice Chancellor Beth Hunt provided an overview of Fayetteville State University's Non-Discrimination and Title IX training. This training, which is regularly delivered to faculty, staff, and students, outlines the university's commitment to the protection of individuals' rights under federal and state law.

FSU's nondiscrimination statement affirms that the university does not discriminate against applicants, students, or employees. The University provides reasonable accommodation to students, employees, and visitors through Disability Services. Additionally, FSU has developed policies and procedures in line with Title IX guidance prohibiting discrimination on the basis of sex, including upholding protections for individuals based on pregnancy or related conditions. To support nursing mothers, FSU provides a dedicated Lactation Station equipped with personal care supplies and other amenities.

Students may report or file discrimination and Title IX complaints through written or online notice, or by submitting a student conduct form. The university has established policies and procedures to ensure prompt, fair, and impartial resolution of reports. Supportive services are available to all parties involved, regardless of whether a formal complaint is filed. FSU strictly prohibits retaliation against individuals who report alleged discrimination or engage in protected activity.

The Office of Risk and Compliance encourage Trustees to review the materials thoroughly to become familiar with the university's approach to fostering a safe campus environment.

ACTION ITEM

The committee approved one action item at its meeting. The item is recommended by the Committee to the full Board for approval:

Action Item LARC-1 – The 2025-26 risk assessment and workplan is being presented for recommendation by the Legal, Audit, Risk and Compliance Committee to the full Board of Trustees for approval. Once approved, the Internal Audit Work Plan will be submitted to the UNC System and NC Council of Internal Auditing.

Motion: It was moved by Trustee Kimberly Jeffries Leonard and seconded by Trustee Warren McDonald to approve the University's 2025-26 Internal Audit Risk Assessment and Fiscal Year 2026 Internal Audit Work Plan. The motion carried.

Committee on Budget and Finance: Committee Chair Donald Moore

Committee Chair Donald Moore provided the report for the committee on budget and finance, which met on September 24, 2025.

Chief Financial Officer Kenny Spayd provided the committee with an update on the legislature's passing of the mini budget and its impact on FSU. NC Promise was funded to the tune of \$9.5million for this year. While performance funding still has not been funded for this past year, the UNC System will implement a self-funded model across its institutions. The recently approved mini budget also included \$2million for FSU's Repair and Renovation projects.

Further, state-funded operations, highlighting several changes from the initially approved All Funds Budget. Funding increases in tuition funding (up \$1.3million) and NC Promise funding (up \$4.3million) are largely driven by enrollment growth across the system this Fall. The mini budget recently passed resulted in an increase in performance funding to \$420,000, along with an increase to fringe benefits. However, funding from enrollment growth will decrease due to receiving half of the amount previously expected.

Auxiliary operations are well-positioned to build on recent surpluses and strengthen the university's cash reserves. Student fees are trending approximately \$1 million above budget due to record enrollment. Sales and services remain aligned with projections, and gift revenues have already surpassed budget expectations.

Lastly, Mr. Wilson Jones from Reith Jones Advisors presented the outcomes of FSU's Housing Study. The study developed a comprehensive strategy to strengthen the financial sustainability of the university's housing system, enhance student experience, and align with broader strategic goals. Mr. Wilson shared the key findings and initial implementation steps. Activities thus far include the opening of newly built Bronco Pride Hall, securing a new laundry provider with improved options for students, and procuring a reviewer to complete a comprehensive facilities condition assessment.

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 September 24, 2025.

The Committee on Governance and Personnel heard a federal relations update highlighting recent developments in U.S. Department of Education funding. Vice Chancellor Wesley Fountain shared that while discretionary funding tied to racial and ethnic quotas is being phased out of federal funding, HBCUs remain unaffected and will continue receiving support through statutory programs. The Department announced earlier this month HBCUs would receive increased funding to exceed \$1.34 billion—a 48.4% boost from previous levels.

The presentation also addressed significant delays in TRIO grant funding, which have impacted over 2,000 programs nationwide and placed 650,000 students at risk. At FSU,

TRIO operations were previously paused, resulting in employment disruptions due to the government withholding approximately \$2.25million. Since funding has been restored, FSU has reestablished the positions impacted.

VC Wesley Fountain and the Division of External Relations and Military Affairs will continue to monitor federal updates.

STUDENT UPDATE

Trustee Latoya Harper provided the Student Update. She began by sharing her personal academic updates including receiving a passing score on the Elementary Education Exam and early approval for 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 thus far been able to complete three goals including transportation and parking advocacy, collaborating with campus organizations, and providing a monthly SGA report. 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 first meeting of the academic year and hoped that the year would come with a renewed sense of purpose and anticipation. He shared that he is pleased to serve as the Board chair. Following, Chair Adams introduced the 2025-26 Board Members and recognized new trustees Latoya Harper, Brian Pearce, and Al Raglin. He announced the UNC System's biennial BOT Workshop on October 15, 2025, in Raleigh, NC at the Lenovo Center. Lastly, he gave a call for 100% Board giving for the 2025-26 fiscal year.

Trustee Frederick Nelson acknowledged the recently published op-ed by Chair Glenn Adams regarding FSU's record enrollment. It was moved by Trustee Nelson and seconded by Trustee McDonald that the comments be spread across the minutes. The trustees were unanimously in favor.

CHANCELLOR'S REMARKS

Chancellor Darrell T. Allison provided his quarterly report to the Board by introducing Mr. Charles McKinnon, Associate Vice President for Strategic Communication. AVC McKinnon shared the new marketing campaign under the theme: Make Way! Next, Vice Chancellors Pamela Baldwin and Wesley Fountain shared the military appreciation week schedule of events to support and show appreciation for students and their families. Chancellor Allison invited the Board to attend a special partnership announcement between Cape Fear Valley Health and FSU on September 30.

CLOSED SESSION*

It was moved by Trustee Joyce Adams and seconded by Trustee Brian Pearce 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:

- Join us on September 30 at 11am for a Cape Fear Valley Health and FSU major announcement at the School of Nursing
- Our next quarterly meeting will be on December 10-11th.

ADJOURNMENT

The Full Board meeting adjourned at 10:27 a.m.

Respectfully submitted,

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