



**Board of Trustees  
Committee Meeting  
Charles W. Chesnutt Library  
Board Room**

**Committee on Legal, Audit, Risk, and Compliance  
Wednesday, June 10, 2026  
11:30 a.m.**

**AGENDA**

Call to Order Glenn Adams, Committee Chair

Welcome and Opening Remarks Glenn Adams

Roll Call Karen Bussey

Approval of Minutes: March 25, 2026

**Information Items:**

A. Internal Audit Update

Robert Davis  
*Director of Internal Audit*

B. Department of Police and Public  
Safety Update  
*Chief of Police*

Damon Williams  
*Associate Vice Chancellor for Police and Public Safety/*

**Action Items:**

There are no action items to be presented at this committee meeting.

**Committee Members:** Glenn Adams, Kimberly Jeffries Leonard, Jerry Gregory, John McFadyen,  
Donald Moore

Staff Liaison: Wanda Jenkins

Board Professional: Tamara Davis

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For further information, please contact:

Wanda Jenkins

General Counsel and Vice Chancellor for Legal, Audit, Risk and Compliance

910.672.1145

**COMMITTEE ON LEGAL, AUDIT, RISK, AND COMPLIANCE**

**Wednesday, March 25, 2026**

**11:30 a.m.**

The Committee on Legal, Audit, Risk, and Compliance (LARC) of the Fayetteville State University Board of Trustees convened Wednesday, March 25, 2026, in the Rudolph Jones Student Center, Multi-Purpose Room 242, and via Microsoft Teams. Committee Chair Glenn Adams called the meeting to order at 11:30 a.m.

**ROLL CALL**

The following Trustees were in attendance: Mr. Glenn Adams, Dr. Kimberly Jeffries Leonard, Mr. Jerry Gregory, Mr. John McFadyen, and Dr. Donald Moore.

Staff in attendance were Mrs. Elizabeth Hunt, Mr. Robert Davis, Atty. Benita Powell, Mr. Terrance Robinson, Mr. Joseph Bates, Mr. Jeff Womble, Mr. Damon Williams, and Ms. Chneadra Floyd.

**APPROVAL OF MINUTES**

It was moved by Trustee John McFadyen and seconded by Trustee Jerry Gregory that the December 10, 2025, minutes be approved as printed. The motion carried.

**COMMITTEE UPDATE**

Assistant Vice Chancellor for Risk and Compliance Beth Hunt presented the top 5 university risks for recommended approval by the Full Board.

**Action Item LARC-1: Top 5 University Risks:**

UNC Policy 1300.7-University Enterprise Risk Management and Compliance requires each university to annually collect, analyze and present to the Chancellor and Board of Trustees for approval. This year's major risks include regulatory compliance, mental health and campus safety, talent management, deferred maintenance, and cybersecurity and data security. Each risk was assessed for impact, probability, and urgency, with several rated as immediate institutional priorities.

Trustees Glenn Adams and Kimberly Jeffries Leonard commented on the importance of finance and talent management risks, as well as their thoughts on ranking.

Trustee Kimberly Jeffries Leonard moved to accept the Top 5 University Risks, as presented, and recommend approval to the Full Board. Trustee Donald Moore seconded the motion. The motion carried.

Following, AVC Hunt presented data on discrimination, harassment, and retaliation allegations, prohibited sexual conduct reports, and related investigation outcomes across 2024–2026. The report focused on legal and regulatory compliance, nondiscrimination, harassment, retaliation, prohibited sexual conduct, Title IX, employee-management disputes, and hazing.

AVC Hunt reviewed the University’s reporting channels, including the compliance intake form, ethics helpline, Human Resources referrals, Student Conduct referrals, campus appearance tickets, mail, phone, email, the UNC System Office, and the State Auditor. She noted that reports are reviewed within 24 hours. The following complaint totals:

- 2024: 118 reports
- 2025: 138 reports
- 2026 (as of March 13th): 30 reports

Accessible reporting mechanisms continue to be important in supporting accountability across the institution, including the ethics helpline, compliance intake forms, HR processes, and student conduct reporting. The Chancellor emphasized the significant work completed by the Legal, Audit, Risk, and Compliance Office and stated that the reporting system has helped resolve matters internally before they escalate externally. Trustees noted that the numbers reflect a working system and increased trust in the process.

Trustee Al Ragland asked AVC Hunt to clarify who does the investigation, internal or external resources, if the complaint turns into an investigation. AVC Hunt explained that it depends on the level of investigation and the purview (e.g., criminal). The compliance office—she and Ms. Floyd—are trained investigators for the university and follow a standard operating procedure.

AVC Hunt reviewed Title IX and prohibited-sexual-conduct reports. She explained that some reports do not result in formal complaints because complainants may choose not to proceed with the Title IX hearing process. However, supportive measures are offered in each case, including counseling referrals, case management support, class absence notifications, and other resources. One identified trend involves non-FSU respondents in prohibited sexual conduct reports. She stated that the University has focused on student education, particularly regarding dorm safety and risks associated with allowing non-affiliated individuals into residential and intimate spaces.

Trustee Kimberly Jeffries Leonard asked about how we are educating students on prohibited sexual conduct given the data on non-FSU respondent data. AVC Hunt shared some examples in coordination with Student Affairs, especially at the beginning of the semester (e.g., the red zone). AVC Hunt also clarified that the hazing data for 2024 is zero due to data not being collected that year—suggestion to change to not applicable.

Hazing was also discussed. Attorney Hunt explained that under new federal requirements, her office is now responsible for hazing investigations, while Student Conduct remains the

adjudication arm. Trustees recommended that prior years not be listed as “zero” if the office did not previously maintain the data. It was clarified that there had been one hazing matter in 2025 and two in 2024, all unsubstantiated.

AVC Hunt reviewed the estimated time required for compliance matters:

- Dismissed reports: approximately 2.5 hours
- General investigations: at least 8 hours
- Title IX formal complaints: at least 25 hours
- Hazing investigations: approximately 20 hours

The Chancellor emphasized the workload handled by the compliance team, noting the size of the student and employee population compared to the limited number of staff in the office.

The presentation further outlined the University’s preventive and educational measures. These include mandatory nondiscrimination and equality training, Title IX programming, safety training, policy revisions, and updated institutional processes. Attorney Hunt reported that in Fall 2025, 1,830 employees, students, and other individuals received targeted training. This figure does not include new student orientation, new employee orientation, or annual mandatory training.

Trustee Kimberly Jeffries Leonard asked about the pregnancy and related conditions Title IX training for athletes and why it was targeted to that group only. AVC Hunt shared that it is specific to NCAA rules and is in addition to the existing Title IX training for all students and employees. AVC Hunt clarified that other related conditions are considered as loss of pregnancy, hypertension, and postpartum depression (e.g., conditions that occur alongside pregnancy).

AVC Hunt also presented the Bronco Strong Initiative: Voices Against Violence, a partnership supported by University Advancement, Student Affairs, and Bronco Wellness. The initiative provides training on preventing sexual violence, active bystander intervention, dating and domestic violence, and human trafficking awareness. Students who complete the training receive a Bronco Strong lapel pin. The Committee discussed incorporating the program into Title IX trainings going forward, including freshmen. The Chair commended the compliance team for its work and noted that compliance in this area is a major institutional risk. The Chair encouraged continued conversations regarding staffing and support.

Lastly, Vice Chancellor Wanda Jenkins introduced the new Director of Internal Audit, Mr. Robert Davis.

#### ADJOURNMENT

The Committee on LARC adjourned at approximately 12:22 p.m.

Respectfully submitted,

Glenn Adams, Chair  
Tamara Davis, Recorder



# **BOARD OF TRUSTEES COMMITTEE ON LEGAL, AUDIT, RISK AND COMPLIANCE**

**Wanda L. Jenkins**  
**General Counsel and Vice Chancellor for Legal, Audit, Risk and  
Compliance**  
**June 10, 2026**

# INTERNAL AUDIT

**Robert Davis**  
**Director of Internal Audit**



# UNC SYSTEM REGULATION

## Procurement and Purchasing Card Programs

- The UNC System issued Policy 1300.7.2[R]: Regulation on University Procurement and Purchasing Card Programs on November 7, 2024.
- The policy requires Internal Audit to assess compliance of the Purchase and Travel Card programs annually.
- The March 2026 planned review of P/T Card programs has been postponed until the Office of State Auditor (OSA) concludes its purchasing card program review.
- The Office of Internal Audit's next review will be FY26 activity and any OSA findings (if applicable)

# UNC SYSTEM REGULATION

## Campus Emergency Communication and Alert Systems

- The UNC System issued 1300.7.3[R]: Regulation on Campus Emergency Communication and Alert Systems on February 26, 2025.
- The UNC System wants to ensure that institutions have policies and protocols in place that facilitate timely warnings and emergency notifications in light of any eventualities.
- Annual Audit Oversight Component – evaluate and report
- Review is currently in progress.

# ANONYMOUS COMPLAINTS RECEIVED

- Five (5) anonymous complaints received and closed out by Internal Audit since March 2026. (All referred from the UNC-System Office's anonymous reporting system (Hotline))
  - Enrollment Management (Concerns of Unqualified Hires) – *Unsubstantiated* on 4/13/26
  - Library (Health and Safety Concerns) – *Referred to EHS* on 4/13/26
  - Strategic Enrollment & Student Success (Employee Relations) – *Referred to Human Resources* on 5/14/26
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# OTHER INTERNAL AUDIT ACTIVITIES

- **Advisory Services** (Consulting/Advice/Cursory Reviews)
  - AFROTC Budget/Expenditures Review – No issues, **closed on 5/15/26**
  - Research Corp (Associated Entity Review of expenses under \$250k) – **Currently underway**
  
- **FY27 Risk Assessment** – Senior management interviews currently underway (used to determine FY27 Audit Plan)
  
- **Self Assessment Maturity Model (OSBM)** – Currently attending scheduled OSBM sessions to ensure compliance with submission by 6/15/26
  
- **Auditor Vacancy** - interviewing applicants process underway

# Questions



# DEPARTMENT OF POLICE AND PUBLIC SAFETY (DPPS)

**Damon Williams**  
**Associate Vice Chancellor for Police and  
Public Safety/Police Chief**

# DPPS SIX-MONTH ASSESSMENT

## Where We Started

An honest look at DPPS upon arrival.  
We are building on a good foundation.



# CHALLENGES

**Staffing**

**Technology**

**Training**



# STAFFING

## Supervisor Status

Several supervisory level employees were on leave for various reasons. Those supervisors have now returned to full duty.

## Supervisor Vacancy

The previously unfilled supervisory position has been filled by a seasoned law enforcement professional with prior supervisory experience.

## Open Officer Positions

Four police officer positions were vacant. Of the four, 2 have been filled by fully sworn officers. One position is being filled by a recent FSU honors graduate, and the remaining position is currently posted.



## Emergency Systems

- Camera Surveillance Network
- Emergency Notification System
- Screen Takeover
- License Plate Recognition System
- Big Voice Siren System
- Rave Guardian
- Alertus Notification System
- Blue Light Towers
- Drone Program

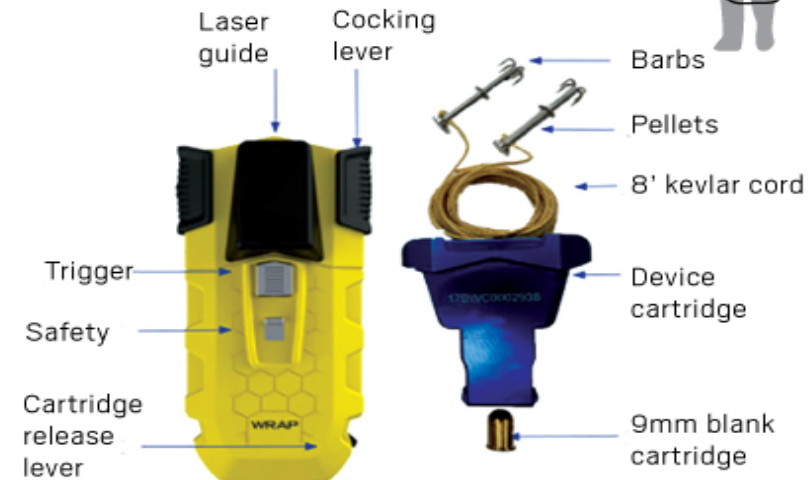
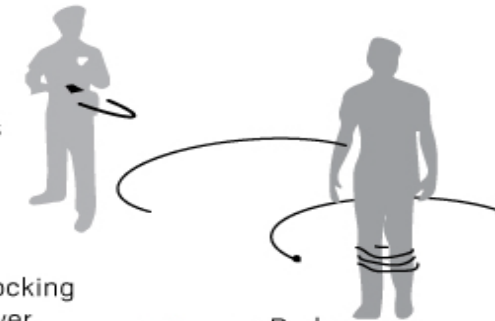
## Access Control

The department is working with university partners to improve access control ability across campus.

## The hand-held BolaWrap

An early engagement tool intended to reduce the need and frequency for pain-inflicting or injurious use of force.

Discharge speed - 513 feet per second  
 Distance - 10-25 feet  
 Number of wraps - 1-3 times  
 Reload time - 3-8 seconds  
 Distance required around subject - 2-4 feet



Sources: Wrap Technologies, Officer.com

SCNG

# TRAINING

## Internal Training

The department is conducting more internal training. This includes training with staff and students. Safety is everyone's responsibility.



## Partnerships

We continue to work with our sister campuses to offer joint training.



# PARKING

## Campus-Wide Challenges

Among the most immediate operational challenges encountered upon arrival was a severe parking disruption driven by ongoing **campus construction**. The loss of parking capacity created frustration and logistical difficulties for students, faculty, staff, and visitors. This is placing significant pressure on the police department to manage traffic, enforce order, and find solutions.



# PARKING MITIGATION

## A Collaborative Response

Rather than treating the parking situation as purely an enforcement matter, DPPS took a **problem-oriented approach**, working proactively with campus partners to develop practical, community-centered solutions that reduced friction and improved the daily experience of everyone on campus.

### Identified the Problem

Assessed the full scope of parking displacement caused by construction and mapped impact zones across campus.

### Launched Shuttle Route

Partnered with Student Affairs to establish a dedicated shuttle route connecting Washington Drive and the main campus.

### Created Open Parking

Coordinated with campus partners to designate and open additional parking areas across campus to absorb displaced vehicles.

### Ongoing Communication

Maintained active coordination with campus stakeholders to monitor conditions and adapt solutions as construction evolved.

**This cross-departmental collaboration is a direct reflection of the community policing philosophy now guiding DPPS, solving problems together, before they become crises.**

# NEW INITIATIVES

## Where We Are



# DPPS POLICING PHILOSOPHY



**One of the most significant strategic changes made in the last six months is a deliberate shift in how this department approaches its mission.**

# NEW POLICING MODEL

**Traditional**  
Reactive,  
enforcement-focused  
approach



**Community**  
Engagement-driven,  
partner-focused  
policing



**Transition**

Shift toward  
collaboration and  
prevention



**Problem-  
Oriented**

Proactive strategies to  
prevent harm



This model places the greatest emphasis on community engagement and crime prevention, building relationships before incidents occur, addressing root causes of problems and partnering with campus stakeholders to create a safer, more connected university environment.

# COMMUNITY-CENTERED APPROACH

## Engagement First

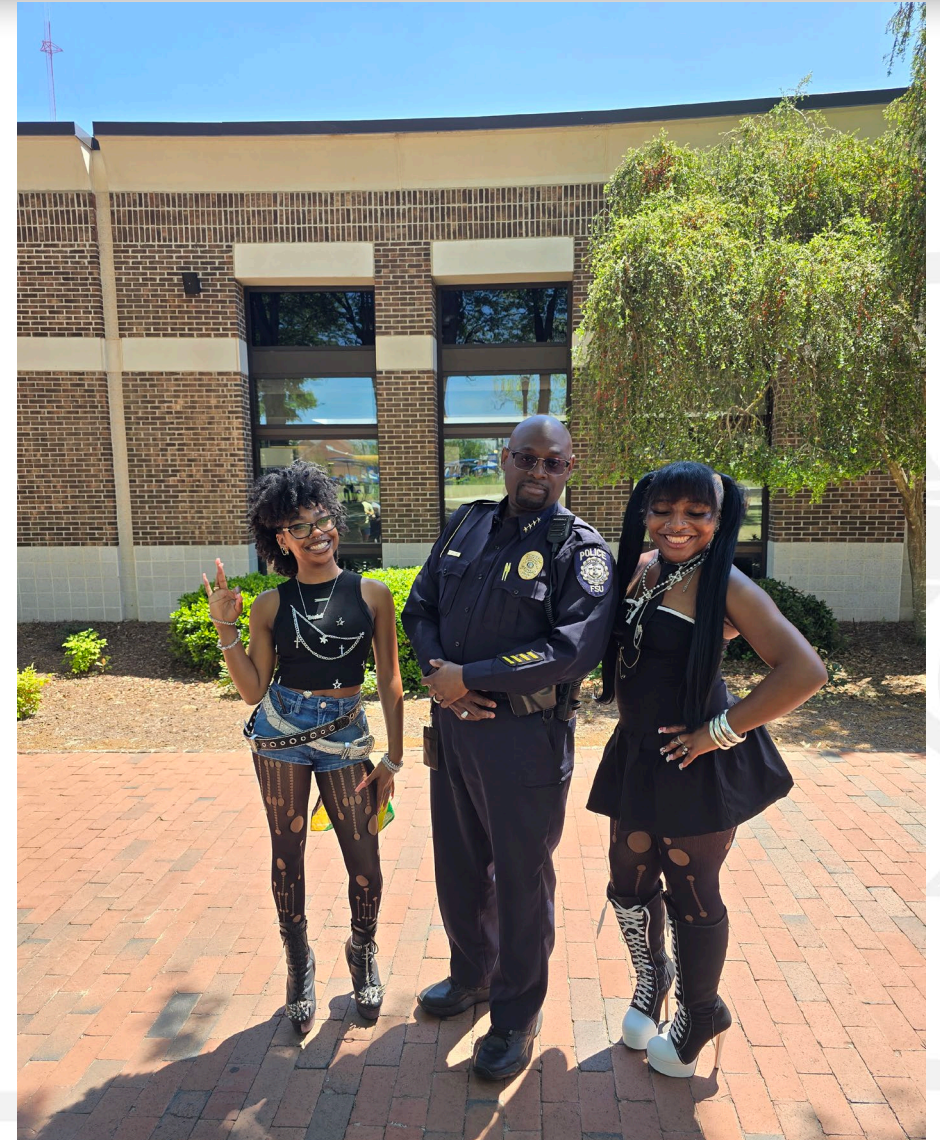
Officers prioritize building relationships with students, faculty, and staff.

## Crime Prevention

Proactive strategies to address issues before they escalate.

## Problem-Oriented

Identifying root causes and working with campus partners on lasting solutions.



# COMMUNITY POLICING IN PRACTICE

The transition to community and problem-oriented policing is not simply a philosophy; it is reflected in day-to-day operations, officer expectations, and how the department interacts with every segment of the FSU campus community.



## Campus Partnerships

Actively building relationships with academic departments, student organizations, faculty, and administrative offices to foster mutual trust and collaborative problem-solving.



## Visible Presence

Officers are encouraged to be accessible, approachable, and present throughout campus — not only in vehicles but on foot, building familiarity with familiarity with the students and staff they serve.



## Crime Prevention Priority

Shifting officer focus toward proactive engagement and environmental assessment to identify and address conditions that could lead to criminal activity before they escalate.



## Problem-Oriented Response

Identifying recurring issues and developing targeted, data-informed solutions in partnership with campus stakeholders rather than relying solely on enforcement responses.

# COMMUNITY POLICING AT ITS BEST



# SOCIAL MEDIA PRESENCE



Share a thought...



## Fayetteville State University Police and Public Safety Department

4.1K followers • 34 following

The Fayetteville State University (FSU) Department of Police and Public Safety provides law enforcement and security services 24 hours a day, 7 days a week for students, faculty, staff, alumni and visitors.

Police Station

Professional dashboard

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### Details

Not yet rated (0 Reviews)

Always open

Fayetteville, NC, United States, 28301

### Links

uncfsu.edu

### Contact info

+1 910-672-1775

Fayetteville State University Police and Public Safety Department

What's on your mind?

Photo/video Reel Live video

### Featured

Manage

Fayetteville State University Poli...  
January 21

Stay connected with the Fayetteville State University Police Department on Instagram



## Expanded Digital Reach

Our strategic approach to social media has transformed how the Police and Public Safety Department connects with the community, fostering a more engaged and positive campus environment which has significantly increased our online presence and visibility, connecting with a broader segment of the campus community and beyond..

# COMMITMENT TO DPPS EMPLOYEES

The creation of an internal appreciation program fosters morale, strengthens teamwork, and reinforces a culture where employees feel valued for their dedication and service.



# AUTOMOBILES

This vehicle redesign is intended to project professionalism, partnership, and trust rather than solely emphasizing enforcement.

The tribute vehicles would publicly recognize the sacrifices made by military personnel and their families.



## REAR MOCKUP

- Reflective **"POLICE"** across rear hatch
- **FAYETTEVILLE STATE**

## KEY ELEMENTS

- Blue/black/white university brand colors
- Large reflective **"POLICE"** text for high visibility

## BENEFITS

- Modern, identifiable university fleet branding
- Enhanced night-time visibility for officer safety

# PATCH AND BADGE REBRANDING

Uniform patches and badges serve as the most recognizable symbols of a law enforcement agency. A professionally designed, university-centered approach will help establish long-term recognition of the department within the campus community and among external stakeholders, alumni, visitors, and partner agencies.



# RENAMING OF PARKING LOTS

In preparation for the upcoming academic year, DPPS' Parking Services unit has undertaken a comprehensive initiative to rename all of the university's current parking lots. The purpose of this effort is to improve campus wayfinding, enhance visitor navigation, and create a more user-friendly parking system by aligning parking lot names with nearby campus buildings and landmarks rather than relying solely on letter-based designations.



# DPSS SIX-MONTH SUMMARY

In the first six months of this administration, the Fayetteville State University Police Department has taken meaningful steps forward, acknowledging inherited challenges honestly and responding with purpose, professionalism, and a commitment to the campus community.

## Leadership Established

New command structure in place with a clear vision, values, and direction for the department.

## Model Transformed

A successful transition from traditional to community and problem-oriented policing is underway.

## Partnerships Built

Strong cross-departmental collaboration was established, particularly with Student Affairs.

## Parking Solutions Delivered

Open parking and shuttle route implemented to address construction-related campus disruption.

***The foundation is set. The work continues. We are committed to making Fayetteville State University a safer, more connected, and more engaged campus community.***

# THIS IS WHY WE DO IT!



# Questions

