



Board of Trustees
Rudolph Jones Student Center
Room 242

FULL BOARD
Thursday, December 12, 2024
9:00 A.M.

AGENDA

Call to Order	Dr. Kimberly Jeffries Leonard, <i>Chair</i>
Invocation	
Roll Call	Frederick Nelson, <i>Secretary</i>
The State Government Ethics Act	Dr. Kimberly Jeffries Leonard, <i>Chair</i>
Approval of Minutes	Regular Meeting: September 26, 2024 Special Call Meeting: December 5, 2024
Committee Reports	
	<ul style="list-style-type: none">• Committee on Academic and Student Affairs• Committee on Athletics• Committee on University Advancement• Committee on Legal, Audit, Risk and Compliance• Committee on Budget and Finance• Committee on Governance and Personnel
Student Update	Johnae Walker, <i>SGA President 2024-25</i>
Chair's Report	Dr. Kimberly Jeffries Leonard, <i>Chair</i>
Chancellor's Report	Darrell T. Allison, <i>Chancellor</i>
Closed Session*	
Announcements	Dr. Kimberly Jeffries Leonard, <i>Chair</i>
Adjournment	

**Some portions of this meeting will be conducted in closed session, pursuant to state law.*
Next Quarterly Meeting: March 27, 2025

FULL BOARD MEETING
Thursday, September 26, 2024
9:00 a.m.

The Fayetteville State University Board of Trustees convened on Thursday, September 26, 2024, in the Rudolph Jones Student Center, Multipurpose Room 242. Chair Kimberly Jeffries Leonard presided and called the meeting to order at 9:02 a.m.

ROLL CALL

The following trustees were in attendance: Glenn Adams, Joyce Adams, Jerry Gregory, Donald Moore, Kimberly Jeffries Leonard, John McFadyen, Frederick Nelson, Brandon Phillips, Greg Pinnix, and Johnae Walker. Trustee Stuart Augustine joined via Microsoft Teams, therefore was not included in voting.

Before proceeding into the main portion of the meeting, Chair Kimberly Jeffries Leonard 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 Glenn Adams that the minutes of the regular board meeting held on June 13, 2024, and the special call meeting on August 22, 2024, be accepted, as distributed. Trustee Donald Moore seconded the motion. The motion carried.

STUDENT UPDATE

Trustee Johnae Walker presented student initiatives and activities for the semester under the three pillars of leadership, mentorship, and fellowship. The SGA and Student Council welcomed new students back in August during Welcome Week 2024 with a robust schedule of activities. The SGA also assisted the freshmen class with their elections for class positions and Mister and Miss Freshman. Trustee Walker's administration will continue focusing on mentoring opportunities through professional development initiatives and graduation preparation sessions. Several students also participate in the University of North Carolina Association of Student Governments, also known as "UNC ASG."

COMMITTEE REPORTS

Committee on Academic and Student Affairs: Committee Chair Joyce Adams

Committee Chair Joyce Adams provided the committee report for the committee on academic and student affairs, which met on September 25, 2024.

Provost and Senior Vice Chancellor Monica T. Leach provided an update on the new academic degree programs for Fall 2024 which includes the Bachelor of Science in Materials Science &

Manufacturing program and the Bachelor of Science in Supply Chain Management & Technology program.

Provost Leach discussed four academic policies for the Fall 2024, including:

- The new Faculty Teaching & Effectiveness policy, which was approved by Chancellor Allison on August 16, 2024.
- The revised Performance Review of Tenured Faculty policy, which was approved by the Board of Trustees on August 22, 2024, and submitted to the University of North Carolina System (UNC System).
- And lastly the new Academic Program Review policy, which is still in development.

The Faculty Workload Policy is in the implementation phase and faculty members started uploading their workplans on September 13, 2024. The plans will be reviewed by Department Chairs by October 4, 2024, and the final approvals will be reviewed by each Dean by October 18, 2024.

The College of Education was acknowledged for utilizing high-quality materials and resources across the programs' literacy courses—alignment with the UNC System's Literacy Framework.

Summer enrollment and grant funding data was shared with the Board. The total number of students enrolled in Summer 2024 was 4,426. The University has surpassed \$30 million in research and grant funding for Fiscal Year 2024.

Dr. Pamela Baldwin, Vice Chancellor for Strategic Enrollment & Student Success, provided the 2024 Fall Enrollment data. Total number of students enrolled is 7,107, including:

- 797 first-time freshmen,
- 3,292 adult learners,
- 2,288 military students, and
- 1,001 transfer students.

Additionally, the Bronco Boost Program was a success this summer. There were 95 students enrolled in the 7-week transition program, in which 100% of the students successfully completed all credits attempted. Their average GPA is 3.3.

Fayetteville State University was recently selected as an official education partner for Amazon's Career Choice program. This program offers Amazon's employees the opportunity to pursue bachelor's degrees and certificate programs to enhance their career success.

Action Item A-1 – Faculty Workload Policy

The Exceptions to Undergraduate Admissions Requirements policy was recommended to the Full board for approval. FSU has established the policy in compliance with the UNC System's directives on establishing minimum requirements for undergraduate admissions. As

permitted by UNC System policy, Fayetteville State University may, in exceptional circumstances, grant admission to applicants who do not meet the minimum requirements for undergraduate admissions.

To grant such exceptions, the University is required to establish policies to evaluate:

- (1) applications from students who have not completed all minimum course requirements ("Special Considerations"); and
- (2) applications from students who have not met the high school grade point average and/or standardized test score requirements ("Chancellor's Exceptions").

Trustee Joyce Adams motioned for approval of the Exceptions to Undergraduate Admissions Requirements policy, as presented. The motion did not need a second since it came out of committee. The motion carried.

Lastly, the student affairs update was shared by Dr. Juanette Council, Vice Chancellor for Student Affairs. The Housing Occupancy Rate is at 98.9% with a total of 1,470 students living on campus. The Student Affairs team has implemented several resources and initiatives to expand mental health services, disability services, and food services for students with allergies. There are now five licensed mental health counselors, three part-time licensed mental health counselors, and 24/7 telehealth services. An external review of student disability services by the Association on Higher Education Disability will soon be underway to support our 328, and growing, students currently enrolled in disability services. Additionally, the cafeteria recently introduced the True Balance Station to provide meals without the top 9 food allergens to support students.

Committee on Athletics: Committee Chair John McFadyen

Committee Chair John McFadyen provided the committee report for the committee on athletics, which met on September 25, 2024.

The compliance process set by UNC System policy for managing state funds within intercollegiate athletics was shared by Athletic Director Todd Bennett. 36% of the Department of Athletics Fiscal Year 2025 budget is comprised of state funding. The policy requires that each UNC System institution submit a proposed athletics department operating budget and a five-year budget projection. A review of the UNC System's policy requirements for transferring, joining, or removal from an athletic conference association was provided.

Mr. Deron Norwood, Associate Athletics Director for Compliance provided an overview of the Name, Image, and Likeness (NIL) Policy. The Athletics Department works with the student athletes to stay in compliance with variations across state laws, conflict of interest rules, and disclosure statements, among other guidelines set by the NCAA. Further, Mr. Norwood discussed recruiting guidance and trending risks regarding institutional control. The Athletics Department continually works with several entities throughout the recruiting process to minimize chances for NCAA violations, conflict of interests, reputational threats, legal and ethical risks, as well as student-athlete welfare.

Community on University Advancement: Committee Chair Greg Pinnix

Committee Chair Greg Pinnix provided the committee report for the committee on university advancement, which met on September 25, 2024.

Vice Chancellor Omar Bell provided an update on the cash and commitment totals for Fiscal Year 2024, as well as alumni donors' participation. The total amount raised for Fiscal Year 2024 was \$9.3 million. Of that total, \$6.6 million was cash and \$2.6 million were commitments. Alumni participation reached 5.3%.

The Alumni Affairs team will focus on engagement, communication, and chapter visits over the next year. To cultivate future alumni engagement, Alumni Affairs has revived the Future Alumni Association.

The Office of Development, under the leadership of AVC Sandy Yates, has increased their staff, adding to the strength of UA's fundraising and functional core in advancing the university. The team is actively working to fill two additional positions.

Three strategic areas of focus include staff metrics, data analytics, and building qualified portfolios. The team is excited to pursue marketing opportunities for promoting philanthropic activities, such as sharing a fall appeal for new commitments.

Committee on Legal, Audit, Risk and Compliance: Committee Vice Chair Warren McDonald

Committee Vice Chair Warren McDonald provided the committee report for the committee on legal, audit, risk, and compliance, which met on September 25, 2024.

Mr. Jesse Chroman, Internal Auditor, shared an overview of the 2024-25 risk assessment and internal audit plan. Fayetteville State University is required to annually certify an internal audit plan to the UNC System Office and the North Carolina Council of Internal Auditing, in accordance with required standards.

The work plan results included the following seven projects involving:

- Integrated or internal controls, operational, and performance audits
- Compliance audits
- Information technology audits
- Investigative reviews, as well as any follow-up reviews deemed necessary
- Consultations or management advisory services
- And other special projects.

Mr. Chroman updated the Committee on the Fiscal Year 2024 financial audit findings and investigation audit findings. The University continues to provide quarterly progress reports to the UNC System Office on the ongoing corrective action plan.

Following, Vice Chancellor Jenkins shared the UNC System's regulations regarding internal audit reporting relationships. UNC Policy 1300.7.1 was adopted on August 13, 2024, and is intended to comply with the Institute of Internal Audit standards. It states that the Director of Internal Audit is to functionally report to the Board of Trustees Audit Committee and administratively report to a senior executive at the institution—with defined definitions for both types of reporting.

Such guidance states that beyond approving the internal audit and resource plans, the senior executive, the audit committee, the chair of such committee, Board of Trustee members, or senior administrative leaders may not direct or dictate the day-to-day auditing work of the Director of Internal Audit.

Action Item LARC-1 – Approval of 2024-25 Internal Audit Work Plan

The 2024-2025 Internal Audit Risk Assessment and Fiscal Year 2024 Internal Audit Work Plan was recommended to the Full board for approval. The NC Internal Auditing Act requires State agencies to establish an internal auditing program that complies with the Institute of Internal Auditor's Standards. One of the standards requires that internal audit annually develop a plan that is based on a documented risk assessment. The Board of Trustees is responsible for reviewing and approving the annual Internal Audit Work Plan.

Trustee Warren McDonald motioned for approval of the 2024-2025 Internal Audit Risk Assessment and Fiscal Year 2024 Internal Audit Work Plan. The motion did not need a second since it came out of committee. The motion carried.

Committee on Budget and Finance: Board Chair Kimberly Jeffries Leonard

Board Chair Kimberly Jeffries Leonard provided the committee report for the committee on budget and finance, which met on September 25, 2024.

Associate Vice Chancellor for Finance, Mr. Kenny Spayd, provided an update on the progress of several construction and capital projects, all of which are making satisfactory progress toward completion. The new construction items included the

- The New Residence Hall expecting to open in Summer 2025,
- The Health and Wellness Center expecting to open in November 2025,
- The new College of Education building expecting to open in Summer 2026, and
- The New Parking Deck is expected to open in Spring 2026.

Renovations on the Chick, Rosenthal, and Cook buildings are also progressing.

AVC Spayd next provided an overview of the Fiscal Year 2025 general fund and auxiliary funds outlook. The funding for this year included several increases in vital funding sources compared to the previous year. The state appropriations for this year increased to approximately \$9.5 million, in which \$2.7 million is attributed to last year's enrollment growth. Further, about \$1 million is attributed to our performance funding and a one-time

funding appropriation for athletics totaling \$700,000. Services and supplies increased to approximately \$8 million.

Sales and Services have increased to about \$4 million. Dining increased to about \$7.5 million. Housing increased, as well, to about \$10.2 million. Last year, the university's auxiliaries had an operating surplus of \$1.2 million. This year, it is anticipated to be roughly \$3.7 million. The university continues to build its fund balance and reserves. Overall, the University is entering the new fiscal year with a balanced budget.

Action Item BF-1 – Proposed Lease Agreement

A proposed lease agreement was recommended to the Full board for approval. As the license owner of the transmittal radio tower, Fayetteville State University has the authority to lease space on its radio tower. Dish has requested a lease agreement for space on the tower at a rate and term to be negotiated by the North Carolina State Property Office. The UNC Board of Governors requires the Boards of Trustees to approve lease agreements prior to submission to the State Property Office for approval.

Trustee Kimberly Jeffries Leonard motioned for approval of the University leasing space on its radio tower to Dish at a rate and terms to be negotiated by the State Property Office. The motion did not need a second since it came out of committee. The motion carried.

Committee on Governance and Personnel: Committee Vice Chair Donald Moore

Committee Vice Chair Donald Moore provided the committee report for the committee on governance and personnel, which met on September 25, 2024.

The Committee on Governance and Personnel had no information items or action items discussed in open session.

CHAIR'S REMARKS

Chair Kimberly Jeffries Leonard provided remarks to the Board. She welcomed the Board back to a new academic year and shared her vision: to push beyond the boundaries of what is possible and to strive for innovation and creativity in problem-solving. She additionally thanked the Board for their engagement during the Annual Board Retreat on September 24, 2024, as well as calling for 100% board giving for the year. Lastly, Chair Jeffries Leonard shared highlights from the SGA Senate meeting and recognized Trustee Johnae Walker, SGA President.

CHANCELLOR'S REMARKS

Chancellor Darrell T. Allison introduced Dr. Nicole Lucas, Associate Vice Chancellor for Institutional Effectiveness, Research, and Planning. She presented an in-depth review of the university's performance metrics. The funding model for UNC System institutions are based on 4-year graduation rate, undergraduate degree efficiency, debt at graduation, education and related expenses per degree, and student credit hours. Dr. Lucas shared how we are

trending for 2025-26 based on Spring 2024, Summer 2024, and Fall 2024. The trustees engaged in discussion with the Chancellor.

Following, Mr. Charles McKinnon, Associate Vice Chancellor for Strategic Communications, presented a media update to the Board and how the university is telling FSU's story in the news and through social media.

EXECUTIVE BOARD NOMINATIONS

Trustee Donald Moore chaired the annual executive board nominations and opened the floor for recommendations. Trustee Moore presented a recommendation for the following executive Board positions: Dr. Kimberly Jeffries Leonard, chair; Mr. Glenn Adams, Vice Chair; and Mr. Frederick Nelson, Secretary. Trustee Jerry Gregory motioned to accept and approve the recommended slate for the 2024-2025 executive board positions. The motion was seconded by Trustee Warren McDonald. The motion carried.

CLOSED SESSION*

It was moved by Trustee Donald Moore 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 Kimberly Jeffries Leonard shared the following announcements:

- Homecoming: All About the Blue: Trustees are invited to the Grand Marshal Breakfast, homecoming parade as a platform guest, and football game on October 26, 2024.
- Endowment Board: The endowment board will meet immediately after in this room.
- Next Meeting: Our next meeting will be on December 13-14, 2024.

ADJOURNMENT

The Full Board meeting adjourned at 11:08 a.m.

Respectfully submitted,

Dr. Kimberly Jeffries Leonard, Chair
Karen Bussey, Secretary to the University