



**Board of Trustees  
Committee Meeting  
Rudolph Jones Student Center  
Room 242**

**Committee on Academic and Students Affairs  
Wednesday, December 10, 2025  
9:00 a.m.**

**AGENDA**

Call to Order	Greg Pinnix, Committee Chair
Welcome and Opening Remarks	Greg Pinnix
Roll Call	Karen Bussey
Approval of Minutes:	September 24, 2025

**Information Items:**

A. Academic Affairs Update	Dr. Monica T. Leach
○ Fall Commencement	Provost & Senior VC for Academic Affairs
○ New Academic Degree	
Enrollment & Student Success Update	Dr. Pamela Baldwin
○ First-Time Freshman Cohort Data	Vice Chancellor Strategic Enrollment & Student Success
○ Fall 2025 Open House	
○ 2-Year Advising Comparison Report	
Student Affairs Update	Dr. Juanette Council
○ Economic & Basic Needs Support	Vice Chancellor for Student Affairs
○ Student On-Campus Employment	

**Action Item:**

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

**Committee members:** Greg Pinnix, Latoya Harper, Brian Pearce, Warren McDonald, Glenn Adams

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For further information, please contact:  
Dr. Monica T. Leach  
Provost and Senior Vice Chancellor for Academic Affairs  
910.672.2309

**ACADEMIC AND STUDENT AFFAIRS COMMITTEE**

**Wednesday, September 24, 2025**

**9:00 AM**

The Committee on Academic and Student Affairs of the Fayetteville State University Board of Trustees convened September 24, 2025, in the Rudolph Jones Student Center Room 242 and via Microsoft Teams. Committee Vice Chair, Latoya Harper presided and called the meeting to order at 9:00 a.m. Committee Chair gave the welcome and opening remarks.

**ROLL CALL**

The following Trustee members were in attendance: Mr. Greg Pinnix, Ms. Latoya Harper, Mr. Brian Pearce, and Mr. Glenn Adams.

Staff persons in attendance were Mr. Darrell Allison, Attorney Wanda Jenkins, Mr. Wesley Fountain, and Mr. Kenneth Spayd.

**APPROVAL OF MINUTES**

Trustee Glenn Adams motioned to approve the minutes of the Committee on Academic and Student Affairs meeting held on March 26, 2025, and June 11, 2025, as presented. Trustee Greg Pinnix seconded the motion. The motion carried.

**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 several degree programs since 2021, including:

- Fall 2022: Bachelor of Science in Public Health
- Fall 2022: Bachelor of Science in Sports and Fitness Management

- Fall 2023: Bachelor of Science in Cybersecurity
- Fall 2024: Bachelor of Science in Materials Science & Manufacturing
- Fall 2024: Bachelor of Science in Supply Management & Technology
- Fall 2025: Bachelor in Construction Project Management

Trustee Moore asked about what types of jobs the sports and fitness management program provides. Provost Leach shared that graduates often work within the K-12 space, intern and work with local sports teams, or pursue graduate school in physical training programs.

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.

The student populations represent the following top 10 state:

- |                                      |   |
|--------------------------------------|---|
| • 6,739 students from North Carolina | • 55 students from District of Columbia |
| • 148 students from South Carolina   | • 50 students from Virginia             |
| • 115 international students         | • 47 students from Florida              |
| • 96 students from Maryland          | • 39 students from New York             |
| • 79 students from Georgia           | • 29 students from Texas                |

The Fall 2025 First-time Freshmen profile includes 327 males and 493 females with an average 3.3 grade point average. They represent 49 North Carolina counties. Twelve students were adult learners, and 808 freshmen enrollees are traditional students.

Trustee Harper commented on the number of students from the District of Columbia as a fellow student from the area. Trustee Glenn Adams reiterated that FSU had the second largest enrollment growth in the UNC System. Trustee Moore asked about recruiter outreach and support for students from the northern region. VC Baldwin shared that the student success team works well with University Advancement to connect them to alumni mentors, as well as career services works with students on job placement and internships.

#### 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.

#### ADJOURNMENT

The Committee on Academic and Student Affairs adjourned at approximately 9:51 a.m.

Respectfully submitted,

Greg Pinnix, Chair

Amy Coleman, Recorder



# **BOARD OF TRUSTEES COMMITTEE ON ACADEMIC AND STUDENT AFFAIRS**

**Dr. Monica T. Leach**

Provost and Senior Vice Chancellor for Academic Affairs

**Dr. Pamela Baldwin**

Vice Chancellor for Enrollment & Student Success

**Dr. Juanette Council**

Vice Chancellor for Student Affairs

December 10, 2025



# WINTER COMMENCEMENT

*Felton. J. Capel Arena*

*DECEMBER 12, 2025*

*10:00am*

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# ESTABLISHMENT NEW ACADEMIC DEGREE

## Bachelor of Science in Special Education (CIP 13.1001)

BOG approved on May 15, 2025

\***Approved** SACSCOC approval



# COHORT DATA

FTF COHORT	# OF STUDENTS IN COHORT	PERSISTED TO 2ND YEAR	PERSISTED TO 3RD YEAR	PERSISTED TO 4TH YEAR
FALL 2021	548	69.7%	54.6%	47.1%
FALL 2022	762	77.7%	63.5%	57.6%
FALL 2023	770	75.2%	62.6%	
FALL 2024	753	78.1%		
FALL 2025	761			



# FALL 2025 OPEN HOUSE

## NOVEMBER 1, 2025

Total  
Participants

561

Total  
Guests

1207

New  
Applications

56

Day of  
Event

New  
Applications

130

Following  
Monday



Largest turnout in **three years** and **nearly double** 2024's attendance!



# ADVISING REPORT

	FALL 2024	FALL 2025	CHANGE
Completed Appointments	4,078	5,589	+1,511
Scheduled Appointments	3,213	4,239	+1,026
Drop-Ins	865	1,350	+485
Distinct Students	4,106	4,342	+236





# ADVISING REPORT

## THE WHAT

- Fall 2025 advising **increased significantly** (+1,511 more completed appointments).
- Drop-ins increased by 485 → **stronger student engagement**
- Cancellations decreased → **better student commitment**
- The biggest advising days remain **Tue–Thu**, but 2025 shows Mondays rising sharply.

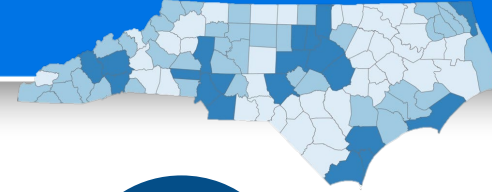
## THE HOW

- **Launched** spring registration advising one month earlier than was done in Fall 2024.
- **Established** a consistent weekly walk-in day and promoted it heavily.
- **Reduced cancellations** by shifting to a “**meet students where they are**” model.
  - Despite cancellations, advisors ensured students received plans, support, and PINs for timely registration.



# REALITIES FACING FSU STUDENTS TODAY

THESE REALITIES SHAPE RETENTION, PERSISTENCE, AND DEGREE COMPLETION.



## Economic Need

- 82% of students are from Tier 1 & Tier 2 Counties
- 55.6% of students are Pell Eligible
- 83.6% of students receive Financial Aid



## Demographics

- 45-50% of students are first generation
- 48% are adult learners



## Work Demand

- 87% of seniors indicated they worked while enrolled
  - Part-time: 31%
  - Full-time: 56%





## Well-Being

- 39% of students show moderate to severe depression
- 35% of students show moderate to severe anxiety
- 16% of students reported suicidal thoughts in the last year

# ECONOMIC & BASIC NEEDS SUPPORT

HOW WE HELP MOVE STUDENTS FORWARD

*Broncos Helping Broncos provides students funds to assist with immediate crises most often related to tuition/fees, housing, utilities, food insecurity, and transportation—allowing them to remain enrolled.*

BRONCOS HELPING BRONCOS STUDENT EMERGENCY FUND 		Fall 2025	2024–2025 Academic Year
	Total Amount Awarded	\$433,600.92	\$827,118.60
	Total Students Served	255 students	423 students
	Tuition & Fees Assistance	\$398,279.92	\$778,756.09
	Other Emergencies	\$35,321.00	\$48,362.51

# ECONOMIC & BASIC NEEDS SUPPORT

HOW WE HELP MOVE STUDENTS FORWARD

## THE OFFICE OF CASE MANAGEMENT



Housing insecurity cases increased by more than 45% this fall



Food insecurity referrals increased grew by 50% this fall



Transportation-related needs have surged nearly 45% this fall



Social and personal crises hit 84% of last year's total in one semester



When my mom got sick and I had nowhere to stay, Case Management helped me stay housed and in school.

— FSU Graduate, Class of 2024



Case Management supported 223 students in Fall 2025 alone—reaching 92% of last year's total caseload in just one semester.



# ECONOMIC & BASIC NEEDS SUPPORT

HOW WE HELP MOVE STUDENTS FORWARD



5<sup>th</sup> ANNUAL  
FSU Food Resource Pantry  
**THANKSGIVING  
BOX GIVEAWAY**

Thursday, November 20  
10:00AM - 2:00PM

For Students and Staff that are in need

Thanksgiving boxes are available to  
FSU students and staff while supplies last.

**MUST SHOW VALID BRONCO AND STAFF ID**

LOCATION:  
1st floor of the Barber Administration Building

For Additional Information Contact:  
(910) 672-1788, (910) 672-1201 or [fsufoodpantry@uncfsu.edu](mailto:fsufoodpantry@uncfsu.edu)

Deadline to Pre-Register  
is: 5 p.m. on November 14.  
Scan QR to Pre-Register



## FOOD RESOURCE PANTRY

The food pantry has assisted 800 students this Fall alone, surpassing 60% of last year's total in half the time.

Gift cards also assist students—nearly 40% of last year's assistance has already been issued this fall.

\$65,000 in donations over 4.5 years has made a meaningful impact; however, the need continues to increase.

# STUDENT ON-CAMPUS EMPLOYMENT

INCOME + SKILLS + BELONGING

**121** Students Employed  
By Division of Student Affairs

**\$682.7K** Total DSA Annual  
Student Wages

## Benefits:

- On-Campus Employment Reduces Financial Strain
- Students Gain Workforce Skills!
- Aids In Retention & Degree Completion  
*Resident Assistant Average GPA: 3.422*

Student Affairs is one of the largest student employers on campus (outside of Federal Work Study).

“

My RA job paid for my living expenses and gave me confidence I didn't know I had.

— RA, Bronco Pride Hall

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# STUDENT WELL-BEING SUPPORT

HOW WE HELP MOVE STUDENTS FORWARD

## FSU HEALTHY MINDS STUDY 2023



### Key Mental Health Findings

- 57% of students are experiencing at least one significant mental health problem
  - 58% of students report they are *not flourishing*  
(low scores in relationships, self-esteem, purpose, optimism)
  - 55% received mental health services in the past year
- 



### Health Behaviors & Support

- 34% report alcohol use; 16% report cannabis use
  - 29% of students identify friends as their main source of support
- 



### Barriers to Seeking Help

- 22% cite financial reasons or lack of time (especially online students)
- 15% prefer using family/friend support rather than formal services

# 5-YEAR STRATEGIC EXPANSION IN MENTAL HEALTH COUNSELING & SUPPORT



## Staffing

- Increased # of Full-time Certified Mental Health Counselors from 3 to 6
- Increased # of Part-Time Certified Mental Health Counselors from 0 to 2



## Grant Funding

- Received more than \$456,050.00 in grant funding from UNC System
- Awarded more than \$458,387.00 in Title III and other External Funders



## Utilization

- Increased # of Students Receiving Counseling from 545 to 758
- Increased # of Counseling Appointments from 1,840 to 3,055
- Supported more than 1,355 students through the BetterYou wellness app



## Expanded Services

- Launched 24 -hour Protocol Counseling Services
- Established Collegiate Recovery Program
- Participated in 16 of 17 Mental Health Initiatives Offered by UNC System



## Training

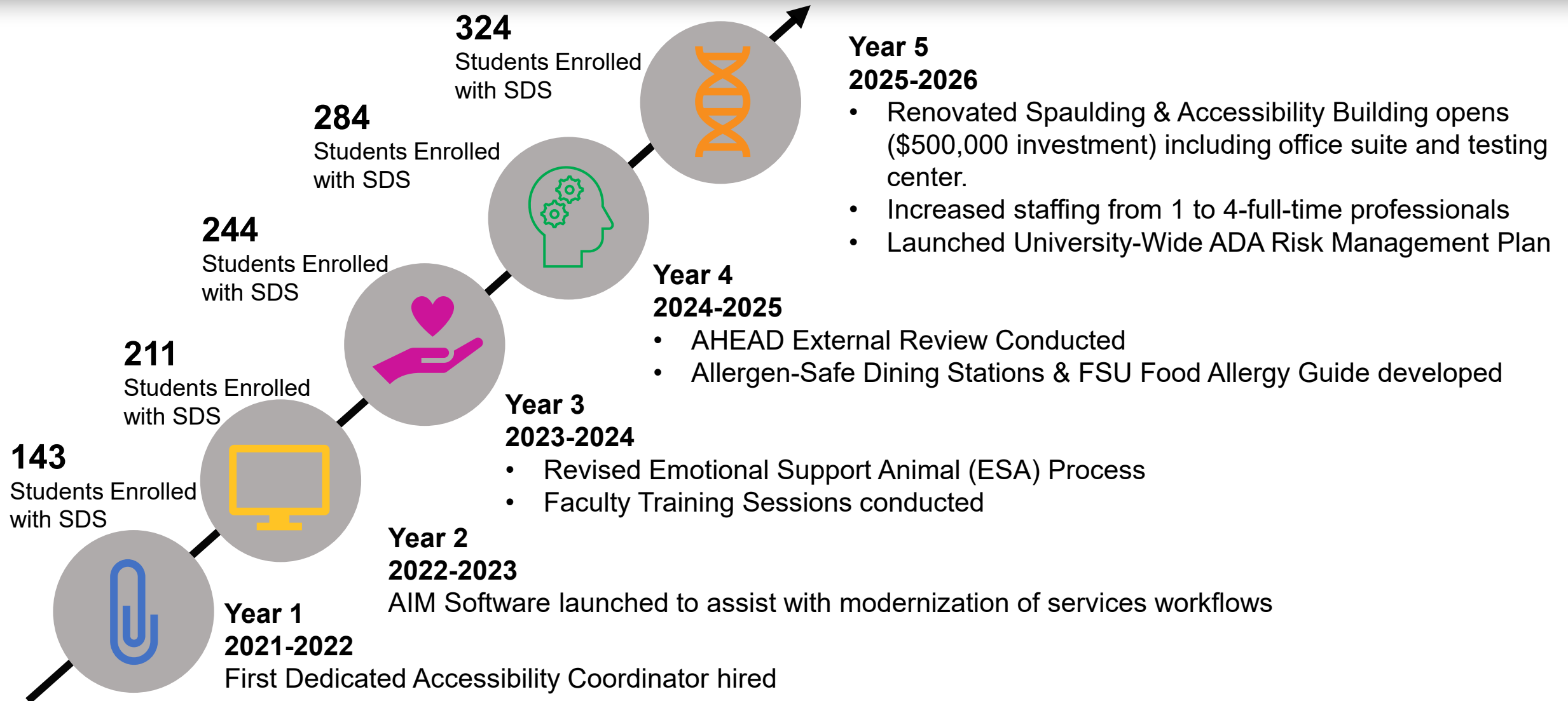
- Bronco Wellness certified 50 students/faculty and staff in Suicide Prevention
- Bronco Wellness trained 80 Peer Educators



## Facility Enhancement & Expansion

- Undergoing a \$1.3 million Spaulding Building renovation increasing counseling space to 6,500 sq. ft. (148% increase)

# 5-YEAR STRATEGIC EXPANSION IN STUDENT DISABILITY SERVICES



# QUESTIONS