



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

**FULL BOARD**  
**Thursday, March 27, 2025**  
**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: December 12, 2024 Special Call Meeting: January 23, 2025 Special Call Meeting: March 24, 2025
Committee Reports	
	<ul style="list-style-type: none"><li>• Committee on Academic and Student Affairs</li><li>• Committee on Athletics</li><li>• Committee on University Advancement</li><li>• Committee on Legal, Audit, Risk and Compliance</li><li>• Committee on Budget and Finance</li><li>• Committee on Governance and Personnel</li></ul>
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.*  
**The Endowment Board will meet immediately after the Full Board Meeting.**  
**Next Quarterly Meeting: June 12, 2025**

**FULL BOARD MEETING  
Thursday, December 12, 2024  
9:00 a.m.**

The Fayetteville State University Board of Trustees convened on Thursday, December 12, 2024, in the Rudolph Jones Student Center, Multipurpose Room 242. Chair Kimberly Jeffries Leonard presided and called the meeting to order at 9:00 a.m. Trustee Frederick Nelson provided the invocation.

**ROLL CALL**

The following trustees were in attendance: Glenn Adams, Joyce Adams, Stuart Augustine, Jerry Gregory, Kimberly Jeffries Leonard, Warren McDonald, John McFadyen, Frederick Nelson, Johnae Walker, and Will Warner. Trustee Donald Moore 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**

The minutes of the regular board meeting held on September 26, 2024, and the special call meeting on December 5, 2024, were approved by unanimous consent.

**COMMITTEE REPORTS**

**Committee on Academic and Student Affairs: Committee Chair Joyce Adams**

Committee Chair Joyce Adams provided the report for the committee on academic and student affairs, which met on December 11, 2024.

Provost and Senior Vice Chancellor Monica T. Leach announced that Fayetteville State University will host the 2024 Winter commencement ceremony on December 13, 2024, to celebrate the accomplishments of more than 500 graduate and undergraduate students who will join the ranks of proud alumni.

Additionally, Dr. Leach shared an update on the approval of the Bachelor of Science in Construction Project Management program at the Board of Governors on November 14, 2024.

Following, Dr. Leach provided an update on the Faculty Workload Policy Implementation. There were 227 faculty members that completed the workplans and 110 were approved for differential teaching. These approvals were proportional to college size. The faculty will be provided continuous training throughout Spring 2025 on the policy implementation.

**Action Item A-1: Academic Program Review Policy**

The committee heard an update on the Academic Program Review Policy. The UNC Board of Governors requires institutions to conduct academic program review over a 7-year cycle, as well as establish and publish clearly defined policies, procedures, and schedules. Academic program reviews offer a means by which Fayetteville State University can evaluate the quality, progress, effectiveness and relevance of its academic programs. FSU is presenting its Academic Program Review policy (Policy) in compliance with the UNC System directives. The policy is recommended by the Chancellor and requires approval by the Board of Trustees.

**Motion:** Trustee Joyce Adams motioned for approval of the Academic Program Review policy, as presented. The motion did not need a second since it came out of committee. The motion carried.

Next, the Committee heard the enrollment management and student success report by Vice Chancellor Pamela Baldwin. There were 770 students in the Fall 2023 Cohort, and their persistence rate to the second year was 75.2 percent. Her team is eager to continue to provide resources to support the Class of 2028 to graduation. Total Fall enrollment by each college is 1,774 students in the Broadwell College of Business, 2,221 students in the College of Humanities and Social Sciences, 812 students in the College of Education, and 2,007 students in the Lloyd College of Health, Science and Technology.

Following, Dr. Baldwin discussed the Bronco Benefit partnership between FSU and Fayetteville Technical Community College. This partnership provides many benefits for students looking to transfer to FSU.

Lastly, the Committee heard a student affairs update from Vice Chancellor Juanette Council. Dr. Council introduced the 2024-2025 Chancellor's Fellows. The fellowship program is designed to prepare, empower, and promote elite scholars, and they participate in an intensive executive leadership program that provides cultural enrichment opportunities, professional development, project management skills, and community service opportunities. I will now turn it over to Dr. Council to introduce the fellows.

**Committee on Athletics: Committee Chair John McFadyen**

Committee Chair John McFadyen provided the report for the committee on athletics, which met on December 11, 2024.

The Director of Athletics, Mr. Todd Bennett, recognized the outstanding athletic accomplishments of the women's cross-country and volleyball teams. The cross-country team won their 7th consecutive championship, while the volleyball team were the championship runners-up. AD Bennett recognized Coach Chynna Hunt who leads the volleyball team and her tremendous season with the student-athletes.

Next, AD Bennett provided an in-depth analysis of Fayetteville State University's graduation rates. The overall student athlete graduation rate is 70 percent, which is roughly 11 percent higher than the Division II average of 59 percent. By gender, female student-athletes increased their rate by 12 percentage points from 84 percent in 2023 to 94 percent in 2024. The female graduation rate at FSU is higher than the CIAA and Division II averages. Male student-athletes held steady at 62 percent graduation rate, which is also higher than both the CIAA and Division II averages. Further, male student-athletes at FSU have a higher retention rate at 88 percent compared to the average retention rate of student-athletes within the CIAA and Division II. AD Bennett emphasized the impact the new transfer portal guidance in 2022 had on our retention rates.

Lastly, AD Bennett provided an overview of the Fiscal Year 2025 athletic budget. The budget is comprised of: Expected revenue (29% of budget); Operations (27% of budget); Salaries (26% of budget); and scholarships (18% of budget)

#### **Community on University Advancement: Committee Vice Chair Jerry Gregory**

Committee Vice Chair Jerry Gregory provided the report for the committee on university advancement, which met on December 11, 2024.

Associate Vice Chancellor Sandy Yates provided a Fiscal Year 2024 and 2025 comparison of cash and commitments, including alumni participation for this period. The university has raised over \$4.2 million dollars to date compared to roughly \$3.5 million this time last year. This includes over \$1.8 million in commitments and \$2.4 million in cash. Alumni donor participation thus far is 2.8% compared to 2.9% this time last year. The division looks forward to maximizing this year's giving over the next several months.

AVC Yates also shared an overview of gifts during FSU's 2024 Homecoming. The team engaged 1,179 donors, of which 482 were new donors and 121 were new alumni donors. Overall, the university raised \$778,909.

During Homecoming, fourteen alumni classes celebrated milestone reunions. These classes contributed a combined total of \$140,000 to FSU. The FSUNAA Mr. or Miss Contest raised \$143,167 with the winner, Donna Pressley, raising \$76,255 personally. This semester, the Future Alumni Association was revived and held its first philanthropic event. The Mr. and Miss FAA Contest yielded \$2,269 in funds raised. Currently, the association has 40 members.

The Office of Development has continued to strategically focus on fundraising, strengthening relationships, data analytics, and building qualified portfolios. This quarter, the team sent two solicitations, conducted two planned giving presentations, and conducted six focus group sessions to learn more about giving trends of donors.

#### **Action Item UA-1: Facilities Renaming**

Following, Dr. Juanette Council, Vice Chancellor for Student Affairs, presented a proposal to rename six of the nine residential halls after the FSU Founders. Fayetteville State University's Policy on Naming University Facilities and Programs requires the Board of

Trustees to approve the naming of facilities, by recommendation from the Chancellor. The following recommendation is being made to rename six of the nine residential halls after the FSU Founders:

- Renaissance Hall to David A. Bryant Hall
- Smith Hall to Nelson Carter Hall
- New Residence Hall to George Grange Sr. Hall
- Harris Hall to Matthew N. Leary Jr. Hall
- Hood Hall to Robert Simmons Hall
- Joyner Hall to Thomas Lomax Hall

Trustee Stuart Augustine asked to clarify which residence halls would not be renamed, in which Dr. Council confirmed that Hackley Hall and University Place Apartments (UPA) would not be renamed.

**Motion:** Trustee Jerry Gregory motioned for approval of the renaming of the six residential halls, as presented. The motion was seconded by Trustee Warren McDonald. The motion carried.

**Committee on Legal, Audit, Risk and Compliance: Committee Chair Glenn Adams**

Committee Chair Glenn Adams provided the report for the committee on legal, audit, risk, and compliance, which met on December 11, 2024. The committee discussed two action items and several updates.

**Action Item LARC-1: LARC Committee Charter**

Mr. Jesse Chroman, Internal Auditor, shared an updated Charter for the Committee on Legal, Audit, Risk and Compliance for review and approval. The Institute of Internal Auditors has issued new Global Internal Audit Standards. The standards necessitate drafting a charter to outline its respective roles and responsibilities as well as provide guidance in the performance of assigned duties. The revised charter is in line with other institutions as well as guidance provided by the North Carolina Council of Internal Auditing. It also conforms with the new standards which are required to be implemented by January 9, 2025.

**Motion:** Trustee Glenn Adams motioned for approval of the changes to the LARC Committee Charter, as presented. The motion did not need a second since it came out of committee. The motion carried.

**Action Item LARC-1: Internal Audit Charter**

Mr. Chroman also presented an updated Charter for the University's Internal Audit Function for review and approval. The updated Charter is also necessitated by the Institute of Internal Auditors' new Global Internal Audit Standards.

**Motion:** Trustee Glenn Adams motioned for approval of the changes to the Internal Audit Charter, as presented. The motion did not need a second since it came out of committee. The motion carried.

Lastly, Mr. Chroman provided an update on the Office of State Auditor report. The university received notice from the System Office on September 16th requesting a formal response to the investigative report. The FSU Director of Internal Audit, in conjunction with university management, has implemented a comprehensive corrective action plan in response to the recommendations provided by OSA. The findings and recommendations review, along with the University's response and communication regarding satisfactory progress, will be communicated to the System Office. No action is required by the Board currently.

Following, Assistant Vice Chancellor Beth Hunt shared a risk and compliance update. Since August 2024, the Office of Risk and Compliance has provided 20 live training courses to various departments and units across campus. More than 1,900 participants have participated in sessions on either nondiscrimination, Title IX, risk management, or ethics. Further, all employees will complete the online mandatory nondiscrimination training course by December 20, 2024. The Office of Risk and Compliance also hosted several events observing dating and domestic violence awareness month and the 2nd annual Compliance and Ethics week with the theme, "Higher Education, Higher Standards."

**Committee on Budget and Finance: Committee Chair Stuart Augustine**

Committee Chair Stuart Augustine provided the report for the committee on budget and finance, which met on December 11, 2024.

Mr. Kenny Spayd, Associate Vice Chancellor for Finance, 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 New Residence Hall, which is expected to open in Summer 2025. The Health and Wellness Center is expected to open in January 2026. The new College of Education building is expected to open in Summer 2026. The New Parking Deck is expected to open in Spring 2026. Starbucks will open in mid-January. Renovations on the Chick, Rosenthal, and Cook buildings are also progressing.

AVC Spayd next provided an overview of minor renovations. Phase 1 of the electronic door access project will be completed by the end of December. East Quad Hardscaping and lighting project will be completed by April 2025. The Spaulding Renovation will be completed by December 2025.

Lastly, AVC Spayd provided a financial update. Approximately 45.6% of the budget has been expended through November. The university is on pace with a budget surplus this year.

**Committee on Governance and Personnel: Committee Chair Will Warner**

Committee Chair Will Warner provided the report for the committee on governance and personnel, which met on December 11, 2024. The Committee on Governance and Personnel had no information items or action items discussed in open session.

**STUDENT UPDATE**

Trustee Johnae Walker presented student initiatives and activities for the semester under the three pillars of leadership, mentorship, and fellowship. The student organizations led many civic and voter engagement activities including the March on Murchison with 91 participants and an after-election forum with 85 participants. The SGA and Student Council also hosted engagement activities throughout homecoming week and are planning a week-long Bronco Business Challenge event in February 2025. Trustee Walker announced Ms. Tamiaya Bryant as a fellow with the University of North Carolina Association of Student Governments, also known as "UNC ASG."

### **CHAIR'S REMARKS**

Chair Kimberly Jeffries Leonard provided remarks to the Board. She welcomed the Board and reflected on an impactful year with the support, expertise, and leadership of each trustee.

### **CHANCELLOR'S REMARKS**

Chancellor Darrell T. Allison provided an end-of-year update to the trustees highlighting some of the accomplishments throughout 2024, including construction projects completed and started, a recent \$3.4 million investment by the FSU Foundation for student housing on Murchison Road, and the Alumni Association's support for the Founder's Renaming Project of the residence halls.

### **CLOSED SESSION\***

It was moved by Trustee Stuart Augustine 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:

- The College of Education groundbreaking will be at 12pm, immediately following the Board of Trustees meeting.
- We will celebrate our winter graduates tomorrow during the 2024 Winter commencement ceremony at 10am in the Felton J. Capel Arena.
- The next Board of Trustee meeting will be on March 26-27, 2025.

### **ADJOURNMENT**

The Full Board meeting adjourned at 10:32 a.m.

Respectfully submitted,

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

**SPECIAL CALLED MEETING**  
**Thursday, January 23, 2025**  
**4:00 pm**

The Fayetteville State University Board of Trustees convened on Thursday, January 23, 2025, at 4:05 p.m. for a special called meeting. Chair Kimberly Jeffries Leonard presided.

**ROLL CALL**

The following trustees were in attendance: Glenn Adams, Joyce Adams, Jerry Gregory, Dr. Kimberly Jeffries Leonard, Dr. Warren McDonald, Donald Moore, Fred Nelson, Brandon Phillips, Johnae Walker, and William Warner.

Staff persons in attendance were Chancellor Darrell Allison, Associate Vice Chancellor Kenny Spayd, Vice Chancellor Juanette Council, Vice Chancellor Hector Molina, Vice Chancellor Omar Bell, Vice Chancellor Wesley Fountain, and Vice Chancellor Wanda Jenkins.

Before proceeding into the main portion of the meeting, Chair 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.

**BUDGET AND FINANCE UPDATE**

Associate Vice Chancellor Kenny Spayd presented the following action item to the Board for approval:

**Action Item BF1 – Increase in Project Authority- Health and Wellness Center**

Board of Trustees approval is required for new capital projects or additions in construction project budget authority for previously approved projects. In December 2024, the University received construction bids for the \$12.9 million Health and Wellness Center project. However, the lowest bid received was higher than estimated and additional funding is required to complete the building and provide additional parking. To complete the building, the University is asking for an additional \$1 million in project authority, bringing the total project cost to \$13.9 million.

The \$1 million will allow the University to complete the inside of the building as envisioned. The base bid will include 65 parking spaces for the building and construct a roundabout that will allow traffic flow between Seabrook Auditorium and the building. The timeline includes an estimated 44-week construction period—with a late January or February 2026 opening for the building. A request for approval to use HEERF funds to fund the \$1 million increase is sought from the federal government.

Discussion: Trustee Will Warner asked if there is a chance HEERF funding will not be approved? AVC Spayd stated that he is anticipating the funds to be available.



Trustee Warren McDonald motioned to approve the additional \$1 million of project authority. Trustee Glenn Adams seconded the motion. The motion carried.

## **ADJOURNMENT**

Chair Jeffries Leonard adjourned the meeting at 4:15 p.m.

Respectfully Submitted,

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

**SPECIAL CALLED MEETING  
Monday, March 24, 2025  
8:30 am**

The Fayetteville State University Board of Trustees convened on Monday, March 24, 2025, at 8:30 a.m. for a special called meeting. Chair Kimberly Jeffries Leonard presided.

**ROLL CALL**

The following trustees were in attendance: Mr. Glenn Adams, Mrs. Joyce Adams, Mr. Jerry Gregory, Dr. Donald Moore, Dr. Kimberly Jeffries Leonard, Dr. Warren McDonald, Mr. John McFadyen, Mr. Fred Nelson, Ms. Johnae Walker, and Mr. William Warner.

Staff persons in attendance were Chancellor Darrell Allison, Provost Monica Leach, Chief of Staff Samantha Holmes, Vice Chancellor Kenny Spayd, Vice Chancellor Wanda Jenkins, Vice Chancellor Wesley Fountain, Vice Chancellor Pam Baldwin, Vice Chancellor Juanette Council, and Vice Chancellor Omar Bell.

Before proceeding into the main portion of the meeting, Chair 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.

**ACTION ITEM A-1: LAND TRANSFER**

Chancellor Darrell T. Allison presented an action item to the Board for approval. In 2023, The City of Fayetteville gave Fayetteville State University a 3-year option to develop catalyst site 1 through a signed agreement. The agreement would foster greater partnership between the University and the City. Catalyst Site 1 is located within 0.4 miles of Fayetteville State University and Fayetteville's downtown district. The site aligns with FSU's Campus Master plan noted need for future expansion. Chancellor Allison further shared that the City of Fayetteville proposes to deed the approximately 20-acre site to FSU Development Corp in a land swap with vacant FSU Endowment property owned (Washington Dr).

The UNC Board of Governors Policy on Endowment Funds (#600.2.1) gives the Endowment Board the power and authority to "to buy, sell, lend, exchange, lease, transfer, or otherwise dispose of or to acquire (except by pledging their credit or violating a lawful condition of receipt of the corpus into the endowment fund) any property, real or personal, with respect to the fund, in either public or private transaction .." The Policy further provides that "any gratuitous transfer of property or funds from the endowment fund shall be only upon direction of the board of trustees of the institution upon recommendation of the chancellor."

It is recommended that the Board of Trustees approve the gratuitous transfer of property, located at 815 Washington Drive, Fayetteville, NC 28301, which is owned by the Endowment Board to the City of Fayetteville.

Trustee John McFadyen asked if the site was a wetland. Trustee Glenn Adams explained that one area does have a small wetland near the creek and the other area is near the railroad. However, the site is not in a flood zone and can be built upon.

Trustee Glenn Adams also provided his full support of the recommendation and shared the impact FSU would have in partnering with the City's plan for innovation.

Trustee Glenn Adams motioned to approve the gratuitous transfer of property, located at 815 Washington Drive, Fayetteville, NC 28301 to the City of Fayetteville. Trustee Warren McDonald seconded the motion. The motion passed unanimously.

## **ADJOURNMENT**

Chair Jeffries Leonard adjourned the meeting at 8:54 a.m.

Respectfully Submitted,

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