



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

**FULL BOARD
Thursday, September 25, 2025
9:00 A.M.**

AGENDA

Call to Order	Glenn Adams, <i>Chair</i>
Invocation	
Roll Call	Dr. Donald Moore, <i>Secretary</i>
The State Government Ethics Act	Glenn Adams, <i>Chair</i>
Approval of Minutes	Regular Meeting: June 12, 2025 Special Call Meeting: June 23, 2025 Special Call Meeting: July 30, 2025
Committee Reports	
	• 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	Latoya Harper, <i>SGA President 2025-26</i>
Chair's Report	Glenn Adams, <i>Chair</i>
Chancellor's Report	Darrell T. Allison, <i>Chancellor</i>
Closed Session*	
Announcements	Glenn Adams, <i>Chair</i>
Adjournment	

**Some portions of this meeting will be conducted in closed session, pursuant to state law.*
Next Quarterly Meeting: December 11, 2025

FULL BOARD MEETING
Thursday, June 12, 2025
9:00 a.m.

The Fayetteville State University Board of Trustees convened on Thursday, June 12, 2025, 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.

ROLL CALL

The following trustees were in attendance: Glenn Adams, Joyce Adams, Stuart Augustine, Latoya Harper, Donald Moore, Kimberly Jeffries Leonard, Warren McDonald, John McFadyen, Brandon Phillips, Greg Pinnix, and Will Warner. Trustee Frederick Nelson joined remotely via Microsoft Teams; therefore, he 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.

SWEARING-IN CEREMONY

Trustee Latoya Harper was sworn-in as a member of the FSU Board of Trustees and serves as the Student Government Association. Her term is from May 10, 2025, to May 9, 2026.

APPROVAL OF MINUTES

It was moved by Trustee Glenn Adams and seconded by Trustee Donald Moore that the minutes of the regular board meeting held on March 27, 2025, and the special call meetings on April 1, 2025, and April 28, 2025, be approved. The motion carried.

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 June 11, 2025.

ACADEMIC AFFAIRS UPDATE

Provost and Senior Vice Chancellor Monica T. Leach presented an overview of the spring graduation trends. The total number of students graduating for the 2024-2025 academic year was 1,209 graduates, which included 545 spring graduates and 664 fall graduates.

The top five undergraduate programs with graduates were the psychology, criminal justice, business administration, nursing, and sociology programs.

The top five graduate programs were the Masters of Teaching in elementary education, psychology, and social work with a focus on mental health and substance abuse, business administration, and health care management programs.

Dr. Leach also announced two new academic programs were recently approved. The Bachelor of Science in Special Education was approved by the UNC System on May 15, 2025. The Bachelor of Science in Construction Project Management was approved by the Southern Association of Colleges and Schools Commission on Colleges on May 23, 2025, and will start in Fall 2025.

Dr. Leach discussed the total grants and contracts for this academic year. In total, faculty and staff obtained a total of 58 grants and 1 contract which totaled \$19.6 million. Obtaining these grants put FSU on track to reach our goal of \$20 million. The top five grantees include:

- A \$2.5 million grant from the National Science Foundation
- An approximately \$1.7 million grant from the U.S. Department of Energy
- A little over \$1 million grant from NC Innovation
- A \$900,000 grant also from the U.S. Department of Energy
- And a \$416,000 grant from the U.S. Department of Education

STRATEGIC ENROLLMENT AND STUDENT SUCCESS UPDATE

Dr. Pamela Baldwin, Vice Chancellor for Enrollment and Student Success, provided an enrollment snapshot of the spring semester. Overall, enrollment at FSU continues to rise. The total number of students enrolled during Spring 2025 was 6,681 students, including 3,139 adult learners, 2,263 military students, and 422 transfer students.

Dr. Baldwin shared that the team is excited for another impactful summer semester with increasing enrollment trends since Summer 2021. The campus welcomed 4,700 students to the summer semester in which about 2,310 students are enrolled in the 30-60-90 free summer school program. Additionally, the Bronco Boost Program will kick off June 16th through July 29th with 103 participants. The program is an immersive, 7-week residential program that allows incoming FSU freshmen students to take (3) college courses and adjust to campus life during the summer following their high school graduation.

Dr. Baldwin shared a staff spotlight on Mr. Justin Malloy. Mr. Malloy started as the athletic academic coordinator in March 2024. In his role he helps student-athletes bridge their performance on the court or field with success in the classroom.

STUDENT AFFAIRS UPDATES

Dr. Juanette Council, Vice Chancellor for Student Affairs, presented an end-of-year review on enhancing student engagement, promoting health and well-being, and expanding co-curricular spaces. Dr. Council highlighted several programs that significantly increased student engagement throughout the 2024-2025 academic year. Attendance at student events increased by 82% from 1,066 students last year to 1,945 students. Mr. Noah Mass, Director of Campus Recreations, was highlighted for his work in increasing participation in

recreational sports by 61%. Notably, FSU established a women's flag football program, in which the team participated in the inaugural CIAA Flag Football Championship with a season record of 8 to 4.

The Division of Student Affairs strengthened the university's health and wellbeing services for students by expanding counseling, disability, and health services. Students now have a full-service pharmacy with NC certification and third-party billing. The university continues to support students' basic needs through the Food Pantry serving 1,295 students.

The division is advancing facilities planning through a condition assessment for the Residence Halls and Student Center, among other projects to meet the rising housing demands and promote institutional pride for residential students. The new residence hall, Bronco Pride Hall, will open in August 2025.

Committee on Athletics: Committee Chair John McFadyen

Mr. Todd Bennett opened the committee meeting by introducing his operations team and their achievements throughout this academic year. He explained how academics is their #1 pillar and a collective effort of the department. Through personalized academic advising, structured study sessions, and close collaboration with coaching staff, the team has successfully helped student-athletes translate the discipline and drive exhibited in their sport into the classroom. These efforts have culminated in a remarkable milestone: an average GPA of 3.42 across all sports programs. A total of 151 student athletes had a 3.0 or higher, 91 had a 3.5 to 3.99 GPA, and 32 had a 4.0 GPA.

This success story demonstrates the powerful impact of a well-integrated support system and reaffirms the department's commitment to developing well-rounded individuals prepared for success beyond athletics.

Following, AD Bennett introduced Mr. Adrian Ferguson, the Assistant AD for Media Relations. Mr. Ferguson shared his experience with the progression of sports information management and innovations at FSU. His role connects the campus community to FSU Athletics through strategic use of social media, digital storytelling, and game-day content. These efforts have significantly increased student interaction and school spirit, creating a more vibrant and connected campus environment.

Beyond engagement, the department has expanded career development opportunities for students by offering hands-on internships in media relations, digital content creation, broadcasting, and statistics. These real-world experiences not only support students' professional growth but also align directly with the university's goal of fostering meaningful, skill-building opportunities outside the classroom.

Lastly, AD Bennett attributed several awards received from the CIAA to students' stellar academic, engagement, and career development achievements.

- AD Bennett was selected as the CIAA Athletic Director of the Year for the third time.
- Mr. Adrian Ferguson was selected as the CIAA Sports Information Director of the Year
- FSU received the Loretta Taylor Women's All-Sport Award
- And FSU received the CIAA Most Positive Game Day Environment Award

Community on University Advancement: Committee Chair Gregory Pinnix

Committee Chair Gregory Pinnix provided the report for the committee on university advancement, which met on June 11, 2025.

Associate Vice Chancellor Sandra Yates shared exciting fundraising updates during yesterday's committee meeting, announcing that Fayetteville State University has raised just over \$6 million in total revenue for Fiscal Year 2025—an impressive increase from approximately \$3.7 million in FY 2024. Commitments have also seen substantial growth, rising to \$5.1 million this year compared to \$1.5 million last year.

AVC Yates highlighted the continued generosity of FSU's faculty and staff, whose contributions have grown to \$53,770 this year, reflecting their strong commitment to the university's mission.

She also announced that FSU has reached its alumni donor participation goal of 7%. The number of donors increased significantly, from 1,475 in FY 2024 to 1,920 in FY 2025. National Alumni Association President Ms. Linda Coley joined the meeting to spotlight the success of the senior giving campaign, which encouraged graduating seniors to donate during Spring Commencement. Donors were recognized with special cords, symbolizing their role in fostering a culture of lifelong giving among FSU alumni.

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 June 11, 2025.

Mr. Charlie Mewshaw, Chief Information Security & Privacy Officer, presented on FSU's data privacy program. Safeguarding sensitive information in alignment with UNC System Office Policy Section 1300 is a critical priority for FSU. The current state of privacy law includes several federal and international privacy frameworks necessary to remain compliant within higher education and beyond.

To do so, ITS is launching an Enterprise Data Privacy Program. The Program will ensure compliance with data protection regulations, maintain trust with stakeholders, and protect valuable assets. Most importantly, the program will align FSU's systems with the international standards for Privacy Information Management Systems.

The implementation approach is designed to support FSU's unique needs through data-driven decisions, prioritized privacy initiatives, and adherence to evolving privacy regulations. Additionally, the University has identified cross-campus stakeholders in the development and implementation of the multi-phase approach to the data privacy program. Those stakeholders, under the direction of the privacy officer, include representatives from legal, human resources, finance, student affairs, institutional research, and other units.

The team is wrapping up Phase 1 focused on collecting privacy requirements and defining privacy for the campus. Mr. Mewshaw and team look forward to sharing future details as they fully implement this critical component of digital safety on campus.

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 June 11, 2025. The Committee heard several updates and one action item during the committee meeting.

Chief Financial Officer, Mr. Kenny Spayd, updated the committee on state funded operations and auxiliaries. As of May 31st, FSU is tracked to have a sizable surplus. This surplus will be applied in the next fiscal year as an operating reserve to cushion against any funding reductions. Additionally, FSU is tracking toward a \$4 million surplus from non-state funding. The surplus makes up \$2.2 million in athletic funding, \$600,000 in dining, and \$400,000 in interest income.

Following, VC Spayd discussed the legislative funding priorities of the UNC System, as well as other provisions impacting FSU. Budget priorities on enrollment growth will only be funded in the first year of the two-year cycle, in which FSU is due to receive \$2.6 million in Fiscal Year 2026. FSU is also due to receive \$745,000 in performance funding. The NC Promise is fully funded in both years, however, a change is directed to the current \$2,500 nonresident undergrad tuition in both the Senate and House budget.

VC Spayd shared other provisions within the Senate and House budgets showing mostly reductions except a potential increase in the sports wagering allocation from the current \$2 million received.

Following, VC Spayd shared the progress of several construction and capital projects, all which are making satisfactory progress toward completion. Construction items included the Both the New Residence Hall and College of Education are in the construction phase. The Health and Wellness Center is conducting site work and will be completed in March 2026. The Parking Deck is conducting contract acceptance and will begin soon. Renovations on the Chick, Rosenthal, and Cook buildings are also progressing.

One action item was recommended to the Full Board for approval.

Action Item BF-1: Project Authority for Chesnutt Library Roof

The University is seeking project authority to replace the roof of the Chesnutt Library. The current roof is at the end of its useful life and the need for repair work has become consistent and costly. The project is estimated to cost \$1.2 million and will be funded with Title III funding.

Trustee Stuart Augustine motioned to approve authorization of \$1.2 million for the Chesnutt Roof Replacement project and move forward with BOG approval and designer selection. The motion did not need a second since it came out of committee. The motion carried.

Committee on Governance and Personnel: Committee Chair Will Warner

The Committee on Governance and Personnel did not have any information or action items presented in open session at the June 11, 2025, meeting. The Committee discussed the remaining action items in closed session.

STUDENT UPDATE

Trustee Latoya Harper provided the Student Update. This meeting was Trustee Harper's first meeting. Therefore, she started with an introduction. She is a senior Elementary Education major from Washington, DC and is excited to serve as the 76th Student Government Association President. She serves under the A.C.T. administration, which stands for advocacy, create, and trust. Her administration has several goals for the year including:

- Advocate: (1) Launch a student concerns forum and (2) Provide transportation and parking advocacy.
- Create: (1) Collaborate with campus organizations and (2) start an FSU Legacy Initiative (e.g., time capsule and/or digital yearbook).
- Trust: (1) Create transparent relationships across campus and (2) Publish a monthly SGA Report.

Trustee Harper closed by sharing several meetings and events, including the Inaugural Ball and Bronco Pride Awards, the student leadership retreat, and 2025-26 Senate Meeting schedule, and upcoming student events.

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. She recognized Chief Roberto Bryan for his dedication and service to Fayetteville State University and well wishes as he transitions to Fayetteville Chief of Police. Chair Jeffries Leonard also recognized our outgoing trustees, Mr. Stuart Augustine and Dr. Brandon Phillips, whose terms will conclude on June 30, 2025. The incoming trustees are Mr. Al Ragland and Mr. Brian Pearce. Lastly, Chair Jeffries Leonard officially established the nominations committee and appointed Trustee Greg Pinnix as chair, alongside Donald Moore and John McFadyen. The Nominating committee shall be responsible for presenting a recommended slate of nominees to the Board at its Annual Meeting on September 25th. The slate of nominees shall contain at least one nominee for each of the offices of Chair, Vice Chair, and Secretary.

CHANCELLOR'S REMARKS

Chancellor Darrell T. Allison provided an update on next steps regarding the Washington Drive and Catalyst Site 1 partnership presented to the Board earlier this year. Currently, the land acquisition partnership is paused. Campus construction and ongoing parking reductions created a need for increased student parking at the Washington Drive location. The University, however, remains committed to performing its responsibilities as outlined in the Memorandum of Understanding.

Chancellor Allison introduced Hector Molina, Chief Operating Officer, to discuss parking and shuttle service updates. Phase 1 will start in August and include parking lot adjustments and the start to a new shuttle service plan. Phase 2 will start in September and include 400+ new spaces at the Washington Drive property. The new lot will be fenced in, lit, and shuttle service will be provided to and from main campus.

Trustee Glenn Adams asked and recommended that the Washington Drive lot be both fenced in and have the entry arm requiring ID access to enter, especially for student safety at night. COO Molina shared challenges for guests of the university accessing lot but that the committee will certainly review the addition.

Trustee Donald Moore asked regarding the shuttle services, how will the university address student tardiness to classes in the event of inclement weather or the shuttle breaks down. Chancellor Allison answered that we will have grace and mercy. We're looking at time and logistics but also costs. Parking fee reductions will be available. Trustee Moore also asked about communicating parking to alumni and community about the plan for parking at homecoming. Chancellor Allison shared that as decisions are confirmed, information will be shared internally and externally.

Trustee Will Warner asked how long we plan to use the Washington Drive site as temporary parking. COO Molina shared that the parking deck is projected to go online in July/August 2026, as well as some offline lots reopening within that time frame. Trustee Warner further asked if it would have been feasible to proceed with the transfer and use Catalyst Site 1 for temporary parking. Chancellor shared that it would have been with the assumption that the city did not have other additions or ideas for what they wanted with the site. Trustee Stuart Augustine asked about potential partnering with the nearby buildings through another City of Fayetteville MOU.

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 UNC System will host its biannual BOT Workshop on October 15, 2025, in Raleigh, NC. The workshop is highly recommended for new and returning trustees. A calendar hold is forthcoming. More details will be shared as confirmed.
- Our next quarterly meeting will be September 24-25, 2025.

ADJOURNMENT

The Full Board meeting adjourned at 10:44 a.m.

Respectfully submitted,

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

**SPECIAL CALL MEETING
Thursday, June 23, 2025
4:30 p.m.**

The Fayetteville State University Board of Trustees convened for a special call meeting on Monday, June 23, 2025, via Microsoft Teams. Chair Kimberly Jeffries Leonard presided and called the meeting to order at 4:30 p.m.

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, and Will Warner.

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.

ACTION ITEMS

There was no information or action items discussed in open session.

It was moved by Trustee Warren McDonald and seconded by Trustee Frederick Nelson 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.

Once in open session, there were no further agenda items discussed.

Chancellor Allison invited Mr. Mike Nagowski, CEO of Cape Fear Valley Health, to the meeting. Both Chancellor Allison and Mr. Nagowski shared remarks of their excitement at a new partnership between Cape Fear Valley Health and FSU.

ADJOURNMENT

The Full Board meeting adjourned at 5:08 a.m.

Respectfully submitted,

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

**FULL BOARD MEETING – SPECIAL CALL
Wednesday, July 30, 2025
9:00 a.m.**

The Fayetteville State University Board of Trustees convened on Wednesday, July 30, 2025, in the Rudolph Jones Student Center, Multipurpose Room 242. Chair Kimberly Jeffries Leonard presided and called the meeting to order at 9:06 a.m.

ROLL CALL

The following trustees were in attendance: Glenn Adams, Joyce Adams, Jerry Gregory, Donald Moore, Kimberly Jeffries Leonard, Warren McDonald, John McFadyen, Frederick Nelson, Brian Pearce, Greg Pinnix, and Al Ragland.

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.

SWEARING-IN CEREMONY

Trustees Brian Pearce and Al Ragland were sworn-in as members of the FSU Board of Trustees. Their term is from July 1, 2025, to June 30, 2029.

ACTION ITEMS

The Full Board had no information items and four action items discussed during the meeting.

Action Item A-1: 2025-26 Annual Meeting Approval

The University of North Carolina (UNC) Board of Governors is requesting that each system institution's Board of Trustees hold their annual elections prior to July 31, 2025, to comply with the establishment of a Subcommittee on Equality Policy.

Article III. Section 2. of the Fayetteville State University Board of Trustees Bylaws states that the Annual Meeting of the Board shall be the fourth Thursday in September unless changed by the Board itself.

In accordance with the bylaws, the recommendation is being made to approve July as the annual meeting for 2025-26.

Trustee Warren McDonald motioned to approve July as the annual meeting for 2025-26. The motion was second by Trustee Al Ragland. The motion carried.

Action Item A-2: Nominating Committee Report—2025-26 Executive Officer Elections

Committee Chair Gregory Pinnix presented the Nominations Committee report. The committee was tasked with forming the slate for the 2025-26 executive officers. Trustee Pinnix thanked all who submitted nominees and presented the following slate to Chair Kimberly Jeffries Leonard for approval: Glenn Adams (Chair); Joyce Adams (Vice Chair); and Donald Moore (Secretary).

Chair Jeffries Leonard opened the floor for any further nominations. Trustee McDonald motioned to close additional nominations for all positions and to approve the slate as presented. Trustee Al Ragland second the motion. The motion carried.

The 2025-26 executive officers are Glenn Adams (Chair); Joyce Adams (Vice Chair); and Donald Moore (Secretary).

Action Item A-3: Establishment of Subcommittee on Equality Policy

The University of North Carolina (UNC) Board of Governors' Policy on Equality within the University of North Carolina requires each system institution to annually certify their implementation of the policy. To ensure the comprehensiveness of campus's 2025 Equality Policy Certification, each institution's Chair of the Board of Trustees must establish a subcommittee of five members of the Board, approved by the President of the UNC System. Each subcommittee's collective review of the certification will continue until the Board of Governors deems its specific oversight is no longer needed.

Trustee Glenn Adams shared that the UNC System stated in the memo that the 2025-26 chair would need to appoint the subcommittee. Therefore, Trustee Glenn Adams made the following recommendation for the Fayetteville State University Board of Trustees to establish the Subcommittee on Equality Policy as outlined by the UNC Board of Governors. The members he selected were Trustees Jerry Gregory (Subcommittee Chair), Joyce Adams, Kimberly Jeffries Leonard, John McFadyen, and Frederick Nelson. Trustee Kimberly Jeffries Leonard clarified that the annual meeting and election of a new Chair was moved up to July to comply with their request.

Trustee Warren McDonald motioned to approve the establishment of the Subcommittee on Equality Policy. The motion was second by Trustee Al Ragland. The motion carried

Action Item A-4: Fayetteville PWC Utility Easement

Vice Chancellor Kenny Spayd presented the last action item. To complete the construction of the FSU Parking Deck, FSU must abandon an underground sanitary sewer line that will be re-routed by Fayetteville PWC to the perimeter of campus along Langdon Street. Fayetteville State University has signed a Temporary Right of Entry/Construction Agreement to begin the construction of the new utility line. PWC is requesting a permanent easement as described in the attached documents to complete construction and provide ongoing maintenance of the sewer line. All permanent easements will be further reviewed/approved by NC State Property Office and NC Council of State.

CFO Spayd and Vice Chancellor Wanda Jenkins (General Counsel) shared that the Board's approval will go to the North Carolina State Property Office and the Council of State for approval.

Trustee Warren McDonald motioned to approve granting Fayetteville Public Works Commission a permanent utility easement on the northern perimeter of campus to construct and maintain the needed sanitary sewer line. The motion was second by Trustee Donald Moore. The motion carried.

CHAIR'S REMARKS

Chair Kimberly Jeffries Leonard provided her end-of-term remarks sharing her gratefulness for serving in the position and thanking everyone for the work accomplished over the last two years. She concluded by sharing that she looks forward to working with the incoming executive board and continuing to fulfill the mission and goals of Fayetteville State University.

CHANCELLOR'S REMARKS

Chancellor Darrell T. Allison thanked the Board for the upcoming work regarding the Equality Policy subcommittee. After we submit the subcommittee names to the President for approval, as required by the Board of Governors chair, he looks forward to sharing a draft of the 2025 Equality Report with the subcommittee at a special called meeting in August. At that time, he will brief the committee on the steps we have taken to ensure compliance with the Equality policy. This report will include training provided to university staff, role realignment, institutional webpage monitoring, and all other mitigations in place that supports the UNC Policy on Equality. He also thanked the outgoing and incoming executive board for their service.

ANNOUNCEMENTS

Chair Kimberly Jeffries Leonard shared the following announcements:

- The UNC System will host its biannual BOT Workshop on October 15, 2025, in Raleigh, NC. The workshop is highly recommended for new and returning trustees. A calendar hold is forthcoming. More details will be shared as confirmed.
- Our next quarterly meeting will be September 24-25, 2025.

ADJOURNMENT

The Full Board meeting adjourned at 9:50 a.m.

Respectfully submitted,

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