

**NORTH CAROLINA CENTRAL UNIVERSITY
DURHAM, NORTH CAROLINA**

BOARD OF TRUSTEES MEETING MINUTES

December 18, 2024

COMMITTEE ON ACADEMIC AFFAIRS AND STUDENT AFFAIRS

The Committee on Academic and Student Affairs convened in person the NCCU Student Center Event Hall on the campus of North Carolina Central University on Wednesday, December 18, 2024. Chairwoman, Emily M. Dickens called the meeting to order at 9:01 a.m.

OPEN SESSION

Trustee David Alexander called the roll.

ROLL CALL VOTE:

Chairman Roderick Allison	Yes
Trustee David Alexander	Yes
Trustee Emmanuel Davis	Yes
Trustee James Mitchell	Yes
Trustee Antwan Thornton	Yes

There were five (5) members present at roll call. A quorum was established.

CHAIR REMARKS:

The Division of Academic Affairs had information items and six action items. Interim Provost Ontario Wooden shared the following informational items:

The Summary of Racial Wealth Gaps

- The poverty rate continues highest in the African American community.
- African Americans have one-quarter of liquid assets of Caucasians
- Home equity is less than 50%
- Business ownership and business assets are around 25%
- Retirement account balances are around 40%

Goals

- Workshop seminars and counseling sessions for NCCU students and the broader community
- FINRA Securities Industry Essentials (SIE) Exam Prep and Exam
- Certified Financial Planner (CFP) Exam Prep and Exam
- Wealth Management Camp for High School Students
- Economics and Personal Finance (EPF) Institute

Action Items

- 1) **Academic Program Review** every 5 years to ensure ongoing improvement and effectiveness of all academic programs.
- 2) **Post-Tenure Review** provides guidelines to ensure that tenured faculty members have a clear set of expectations regarding their professional development and contributions in the areas of teaching, research, and service.
- 3) **The Teaching Effectiveness Policy** instructs all institutions in the University of North Carolina System to develop a policy on teaching effectiveness and to formulate processes “that ensure, recognize and reward teaching effectiveness.”
- 4) **The Faculty Workload Policy** provides guidance on the responsibilities and required processes associated with the development of institutional workload policies.
- 5) **The Center for Entrepreneurship and Economic Development** will innovate research, entrepreneurship and economic development research among faculty and students. The School of Business will host the Center and oversee the administration of its operation.
- 6) **Peggy Ward Financial Education Center** goals are Workshop seminars and counseling sessions for NCCU students and the broader community. FINRA Securities Industry Essentials (SIE) Exam Prep and Exam, Certified Financial Planner (CFP) Exam Prep and Exam, Wealth Management Camp for High School Students and an Economics and Personal Finance (EPF) Institute.

MOTION TO MOVE ACTION ITEM 1 - 6 TO CONSENT AGENDA: Trustee Roderick Allison sought a motion to approve the 6 action items. During the second vote by the Committee, to correct the vote by the non-committee member, it was moved by Trustee David Alexander and properly seconded by Trustee Antwan Thornton. The motion was carried with five (5) votes in the affirmative.

Chairman Roderick Allison	Yes
Trustee David Alexander	Yes
Trustee Emmanuel Davis	Yes
Trustee James Mitchell	Yes
Trustee Antwan Thornton	Yes

Project Kitty Hawk

The Academic Affairs meeting continued with an informational presentation by Dr. Andrew Kelly, President, Project Kitty Hawk. The Project Kitty Hawk proposal was created out of the Strategy and Policy Division and was presented to President Hans and the General Assembly for funding in 2020. This initiative will increase the enrollment of adult learners.

Project Kitty Hawk's mission is to create paths toward degrees and highly valued credentials for North Carolina's working adults through the North Carolina public universities.

The program readily supports in-state students who want to attend a North Carolina university at the undergraduate level but, for example, work full-time, have children or are caregivers to aging parents. This program provides flexibility for students to fit these courses into their schedule. On Friday, December 13, 2024, NCCU commencement produced 5 graduates in the RN to BSN program.

These programs will be integrated into the campus website and labeled 'Flight Path Programs' with 5 term starts per year at North Carolina Central University 'Where Purpose Takes Flight'.

COMMITTEE ON STUDENT AFFAIRS

CHAIR REMARKS:

The Division of Student Affairs had information items and one action item. Dr. Angela Coleman, Vice Chancellor for Student Affairs, shared the following informational items:

The 2024 Ultimate Homecoming Experience provided an 8.6% ticket sales revenue increase.

The Social Media Content Reports an increase in posts of 71.4% vs posts in the year 2023.

NCCU Chief of Police & Director of Public Safety, Damon Williams, presented the Clery Act Update.

Action Item

- 7) **NCCU Threat Assessment and Management Team Policy** establishes a timely and effective intervention for individuals who may pose potential threats of harm to others or disrupt the University's lawful and educational activities and processes. This policy oversees the review and monitoring of safety interventions.

MOTION TO MOVE ACTION ITEM (7) TO THE CONSENT AGENDA:

Trustee Roderick Allison sought a motion to approve the 7th action item. It was seconded by Trustee Antwan Thornton. The motion was carried with five (4) votes in the affirmative.

ROLL CALL VOTE:

Chairman Roderick Allison	Yes
Trustee David Alexander	No
Trustee Emmanuel Davis	Yes
Trustee James Mitchell	Yes
Trustee Antwan Thornton	Yes

MOTION TO ADJOURN MEETING: It was moved by Trustee Emmanuel Davis, and properly seconded by Trustee David Alexander that the meeting be adjourned at 10:48 a.m.

Chairman Roderick Allison	Yes
Trustee David Alexander	Yes
Trustee Emmanuel Davis	Yes
Trustee James Mitchell	Yes
Trustee Antwan Thornton	Yes

There were (5) members present at roll call. A quorum was established.
There was no further business discussed.

Break: 10:40AM-10:48AM

Committee on Institutional Advancement and External Affairs

The Committee on Advancement and External Affairs convened in person in the NCCU Student Center Event Hall on the campus of North Carolina Central University on Wednesday, December 18, 2024. Committee Chair, Trustee Cornell Slade, called the meeting to order at 10:48 a.m.

OPEN SESSION

Chairman Cornell Slade recognized Trustee Alexandra Valladares, Secretary to the Board of Trustees, to call the roll.

ROLL CALL VOTE:

Chairman, Cornell Slade	Yes
Trustee Emmanuel Davis	Yes
Trustee Kevin Holloway	Yes
Trustee Lisa Martinez	Yes
Trustee James Mitchell	Yes
Trustee Antwan Thornton	Yes

There were (6) members present at roll call. A quorum was established.

CHAIR'S REMARKS:

Institutional Advancement shared informational items as noted on the agenda.

Creating A Culture of Philanthropy

Syria Gilmore, M.A., our new Communications and Marketing Manager's primary focus will be to create narratives that inspire pride and highlight the universities contributions to education and society.

Corporate Engagement

The Corporate Engagement Center makes strategic connections that build beneficial corporate relationships.

- The Fundraising FY25 Goal is \$17M. Fundraising YTD is \$17.2M.
- The Board of Trustees' percentage of giving FY24 is \$69.5M and FY25 \$62.5M.
- The MEAC Basketball Tournament will be in Norfolk, Virginia March 12 – 15, 2025.
- The NCCU Day of Giving is Tuesday, April 1, 2025.

CLOSED SESSION:

Trustee Alexandra Valladares presented a Closed Session Motion for Action Item (8).

“I move that we go into closed session pursuant to N.C Gen Stat. 143-318.11 (1) and (2): To prevent the disclosure of confidential information and the premature disclosure of an award”.

It was properly seconded by Trustee Emmanuel Davis.

MOTION TO ADJOURN MEETING: At 11:06 AM it was moved by Trustee Cornell Slade and properly seconded by Trustee Emmanuel Davis that the meeting be adjourned.

ROLL CALL VOTE:

Chairman, Cornell Slade	Yes
Trustee Emmanuel Davis	Yes
Trustee Kevin Holloway	Yes
Trustee Lisa Martinez	Yes
Trustee James Mitchell	Yes
Trustee Antwan Thornton	Yes

There were (6) members present at roll call. A quorum was established.

There was no further business discussed.

THE COMMITTEE ON ATHLETICS

The Committee on Athletics convened in person the NCCU Student Center Event Hall on the campus of North Carolina Central University on Monday, December 18, 2024. The meeting was called to order at 11:06 a.m.

OPEN SESSION

Chairman James Mitchell recognized Trustee Alexandra Valladares, Secretary to the Board of Trustees, to call the roll.

ROLL CALL VOTE:

Trustee James Mitchell	Yes
Trustee David Alexander	Yes
Trustee Bill Bell	Yes
Trustee Emmanuel Davis	Yes
Trustee Cornell Slade	Yes
Trustee James Walker	Yes

There were (6) members present at roll call. A quorum was established.

Dr. Louis ‘Skip’ Perkins presented the following informational items.

- The NCAA impact of the proposed settlement on Division I institutions is not confirmed or settled in the House. Student athletes are being paid. There will be a structure so that opting in can provide flexibility. P4 is \$20M.
- 2024 ticket revenue increased 30.8%.
- Parking revenue increased 24.7%.
- Concession revenue increased 28.8%.
- The Motor Coach Transportation mandate has saved at least \$8,900.
- NCCU’s softball head coach is Now-Allah James.
- The CBS Sports Classic HBCU showcase is scheduled Saturday, December 28, 2025 @ 2 p.m. NCCU at A&T and @ 4 p.m. Howard at HU.
- The Ultimate Homecoming Experience football game is on October 25, 2025.

CHAIR'S REMARKS:

The Department of Athletics shared informational items as noted on the agenda.

MOTION TO ADJOURN MEETING: It was moved by Trustee Mitchell and properly seconded by Trustee David Alexander that the meeting was adjourned at 11:37 a.m.

ROLL CALL VOTE:

Trustee James Mitchell	Yes
Trustee David Alexander	Yes
Trustee Bill Bell	Yes
Trustee Emmanuel Davis	Yes
Trustee Cornell Slade	Yes
Trustee James Walker	Yes

There were (6) members present at roll call. A quorum was established.

There was no further business discussed.

COMMITTEE ON AUDIT

The Committee on Audit convened in person the NCCU Student Center Event Hall on the campus of North Carolina Central University on Wednesday, December 18, 2024. Committee Chair, Trustee Keith Chadwell, called the meeting to order at 11:38 a.m.

OPEN SESSION

Committee Chair, Trustee Keith Chadwell, recognized Trustee Alexandra Valladares, Secretary to the Board of Trustees, to call the roll.

ROLL CALL VOTE:

Trustee Keith Chadwell	Yes
Trustee Roderick Allison	Yes
Trustee Bill Bell	Yes
Trustee Antwan Thornton	Yes

There were (4) members present at roll call. A quorum was established.

CHAIR'S REMARKS:

The Director of Internal Audit, Mr. Robert Gaines shared informational items as noted on the agenda.

- FY25 Human Resources audit plan progress has been achieved and completed during this reporting period. Fieldwork has begun for Band Review, Sponsored Research, Ph.D. Program and Travel.
- There will be virtual training and templates available for SOP Standard Operating Procedures and Position Responsibilities Summary.
- The States' Internal Audit Office external quality assurance review has been completed.

MOTION TO ADJOURN MEETING: It was moved by Committee Chair, Trustee Keith Chadwell, and properly seconded by Trustee Cornell Slade that the meeting was adjourned at 11:57 a.m.

Trustee Keith Chadwell	Yes
Trustee Roderick Allison	Yes
Trustee Bill Bell	Yes
Trustee Antwan Thornton	Yes

There were (4) members present at roll call. A quorum was established.

There was no further business discussed.

COMMITTEE ON FINANCE AND FACILITIES

The Committee on Finance and Facilities convened in person the NCCU Student Center Event Hall on the campus of North Carolina Central University on Wednesday, December 18, 2024. Chairwoman Emily M. Dickens called the meeting to order at 12:00 p.m.

OPEN SESSION

Chairwoman Emily M. Dickens recognized Trustee Alexandra Valladares, Secretary to the Board of Trustees, to call the roll.

ROLL CALL VOTE:

Trustee Lisa Martinez	Yes
Trustee Bill Bell	Yes
Trustee Kevin Holloway	Yes
Trustee Cornell Slade	Yes
Trustee Alexandra Valladares	Yes

There were (5) members present at roll call. A quorum was established.

CHAIR'S REMARKS:

The Division of Administration and Finance Interim Chief Finance Officer, Mrs. Mary Peloquin-Dodd shared informational items as noted on the agenda.

Endowment Fund Update

Endowment Funds are managed by UNCMC, a diversified portfolio, and Xponance, an equity driven portfolio. The endowment fund consists of approximately \$89 million which consists of the NCCU Foundation and \$25 million of endowment.

The performance percentage of change between portfolio managers since 6/30/24 and 9/30/24 is 3.5%.

Administration and Finance Personnel Changes

- Malissa Evans-Hall, Interim AVC Budget and Planning
- Gina Knight, Interim AVC and Comptroller
- VC For Finance and Administration Search
- Jerry Guerrier, AVC Facilities Management

A reorganization of procurement/accounts payable/travel office and PCards will create a unified team. Purchasing has been moved from the Budget Office to the AVC/Comptroller's office. There are 283 registrations for Eagles Purch training.

Tuition and fees for Fall semester 2024 exceeded budget estimates.

For the first 5 months of fiscal 2025, payroll was lower than budget and lower than prior YTD actuals. This fall there was a soft hiring freeze.

Fiscal 2024 income statement net operating income results fell by \$24 million but were positive by \$5.5 million. Expense growth exceeded revenue growth in 2024. Net non-operating income fell due to the depletion of COVID funds in fiscal 2023.

Fiscal 2025 Financial Mid-Year Overview

Chancellor Dixon's Communication on Budget – November 11, 2024

“We have engaged budget consultants, hired temporary support, and brought in experienced personnel from other institutions to help us revamp our controls and business processes.

As a result, the finance team has rebuilt the budget for the current fiscal year to ensure it remains within the scope of the 2024 operating budget.

Additionally, vacant positions – except for select faculty positions – unfilled for over a year will be eliminated and repurposed to strengthen our operations and create an appropriate reserve for emergencies.

This budget engineering will help address critical facility maintenance needs and support strategic investments.”

The Division of Operations Update

The Division of Administration and Finance has informational items to share by Executive Vice Chancellor, Alyn Goodson as noted on the agenda.

Legislative Agenda & Policy

The Student Success Initiative request for funding programs is \$867,802.

- Transcript Articulation Automation
- EDIFY Data & Analytics Solution
- Ellucian Campus Communicator
- Commercial Bar Preparation Course
- Law School Veteran's Clinic

Immediate Repair and Rehabilitation support for advanced planning projects authorized total by the Board of Governors is \$6,120,000. The total pending project request is \$61,200,000.

The Six-Year Capital Plan – SCIF Major Repair and Rehabilitation Projects and funding requests, any funding increases, new capital project requests and advanced planning requests have been identified.

MOTION TO ADJOURN MEETING: It was moved by Trustee Lisa Martinez and properly seconded by Trustee Kevin Holloway that the meeting was adjourned at 12:50 p.m.

Roll Call Vote:

Trustee Lisa Martinez	Yes
Trustee Bill Bell	Yes
Trustee Kevin Holloway	Yes
Trustee Cornell Slade	Yes
Trustee Alexandra Valladares	Yes

Lunch: 12:50 p.m. – 2:00 p.m.

**NORTH CAROLINA CENTRAL UNIVERSITY
DURHAM, NORTH CAROLINA
BOARD OF TRUSTEES MEETING MINUTES**

The NCCU Board of Trustees convened in person the NCCU Student Center Event Hall on the campus of North Carolina Central University on Wednesday, December 18, 2024.
Chairwoman Emily M. Dickens called the meeting to order at 2:00 PM.

OPEN SESSION

Invocation: Trustee Keith Chadwell gave the invocation.

Chairwoman Emily M. Dickens recognized the Secretary to the Board of Trustees, Alexandra Valladares, to call the roll.

Chairwoman Emily M. Dickens	Yes
Trustee David Alexander	Yes
Trustee Roderick G. Allison	Yes
Trustee William V. Bell	Yes
Trustee G. Keith Chadwell	Yes
Emmanuel Z. Davis	Yes
Trustee Kevin M. Holloway	Yes
Trustee Lisa Martinez	Yes
Trustee James Mitchell	Yes
Trustee Cornell Slade	Yes
Trustee Antwan Thornton	Yes
Trustee Alexandra Valladares	Yes
Trustee James S. Walker	Yes

There were eleven (13) members present at roll call. A quorum was established.

CHAIR'S REMARKS:

As Chair of the Board of Trustees, it is my responsibility to remind all members of the Board of their duty under the State Government Ethics Act to avoid conflicts of interest and appearances of conflict of interest as required by this Act. Each member has received the agenda and related information for this Board of Trustees meeting. If any board member knows of any conflict of interest or appearance of conflict with respect to any matter coming before the Board of Trustees at this meeting, the conflict or appearance of conflict should be identified at this time.

ADOPTION OF THE AGENDA FOR December 18, 2024:

It was moved by Trustee Keith Chadwell and properly seconded by Trustee Alexandra Valladares that the agenda be adopted.

Chairwoman Emily M. Dickens	Yes
Trustee David Alexander	Yes
Trustee Roderick G. Allison	Yes
Trustee William V. Bell	Yes
Trustee G. Keith Chadwell	Yes
Emmanuel Z. Davis	Yes
Trustee Kevin M. Holloway	Yes
Trustee Lisa Martinez	Yes
Trustee James Mitchell	Yes
Trustee Cornell Slade	Yes
Trustee Antwan Thornton	Yes
Trustee Alexandra Valladares	Yes
Trustee James S. Walker	Yes

The motion was carried with 13 votes in the affirmative.

APPROVAL OF THE MINUTES:

It was moved by Trustee Roderick Allison and properly seconded by Trustee Cornell Slade that the NCCU Board of Trustees adopt minutes for:

- a. **Minutes of (Open) September 30, 2024**
- b. **Minutes of November 25, 2024, Special Call Meeting**
- c. **Minutes of December 2, 2024, Special Call Meeting**

Chairwoman Emily M. Dickens	Yes
Trustee David Alexander	Yes
Trustee Roderick G. Allison	Yes
Trustee William V. Bell	Yes
Trustee G. Keith Chadwell	Yes
Emmanuel Z. Davis	Yes
Trustee Kevin M. Holloway	Yes
Trustee Lisa Martinez	Yes
Trustee James Mitchell	Yes
Trustee Cornell Slade	Yes
Trustee Antwan Thornton	Yes
Trustee Alexandra Valladares	Yes
Trustee James S. Walker	Yes

The motion was carried with 13 votes in the affirmative.

APPROVAL OF THE CONSENT AGENDA: It was moved by Trustee Kevin Holloway and properly seconded by Trustee Valladares that the consent agenda was adopted.

- a. **ACTION ITEM 1: Academic Program Review Policy**
- b. **ACTION ITEM 2: Post-Tenure Review Policy**
- c. **ACTION ITEM 3: Teaching Effectiveness Policy**
- d. **ACTION ITEM 4: Faculty Workload Policy**
- e. **ACTION ITEM 5: Center for Entrepreneurship and Economic Development (CEED)**
- f. **ACTION ITEM 6: Peggy Ward Financial Education Center**
- g. **ACTION ITEM 7: NCCU Threat Assessment and Management Team Policy**

APPROVAL OF THE CONSENT AGENDA: It was moved by Trustee Antwan Thornton and properly seconded by Trustee Lisa Martinez that the consent agenda was adopted. All Yes, except Trustee David Alexander.

Chairwoman Emily M. Dickens	Yes
Trustee David Alexander	No
Trustee Roderick G. Allison	Yes
Trustee William V. Bell	Yes
Trustee G. Keith Chadwell	Yes
Emmanuel Z. Davis	Yes
Trustee Kevin M. Holloway	Yes
Trustee Lisa Martinez	Yes
Trustee James Mitchell	Yes
Trustee Cornell Slade	Yes
Trustee Antwan Thornton	Yes
Trustee Alexandra Valladares	Yes
Trustee James S. Walker	Yes

COMMITTEE REPORTS

COMMITTEE ON ACADEMIC AND STUDENT AFFAIRS

Committee Chair, Trustee Roderick Allison presented the Academic Affairs and Student Affairs Committee Reports.

Academic and Student Affairs Division Highlights

Chairwoman Dickens and members of the Board of Trustees, the Committee on Academic and Student Affairs received updates and action items from Interim Provost, Dr. Ontario S. Wooden, and Vice Chancellor of Student Affairs, Dr. Angela Coleman. The committee also received presentations from Dr. Andrew Kelly, the President of Project Kitty Hawk and Chief Damon Williams, NCCU Chief of Police and Director of Public Safety.

The Committee on Academic Affairs approved a motion to move six action items to the consent agenda:

ACTION ITEM 1: Academic Program Review Policy

ACTION ITEM 2: Post-Tenure Review Policy

ACTION ITEM 3: Teaching Effectiveness Policy

ACTION ITEM 4: Faculty Workload Policy

ACTION ITEM 5: Center for Entrepreneurship and Economic Development (CEED)

ACTION ITEM 6: Peggy Ward Financial Education Center

The Division of Student Affairs reported the following:

The 2024 Ultimate Homecoming Experience:

- Total revenue for 2024 ticket sales: \$160,619, which is an 8.65% increase from 2023 ticket sales
- Social Media Content Report:
- Views: Over 1 million views, a 92.9% increase from 2023
- Engagement: 54,060, a 156.4% increase from 2023
- Total Followers: 111,788, a 10.3% increase from 2023

The Committee on Student Affairs approved a motion to move an action item to the consent agenda:

ACTION ITEM 1: NCCU Threat Assessment and Management Team Policy

This concludes my report on Academic and Student Affairs.

COMMITTEE ON INSTITUTIONAL ADVANCEMENT

Committee Chair, Trustee Cornell Slade presented the Advancement Report.

Institutional Advancement Highlights

Good afternoon, Trustees, the Division of Institutional Advancement had several informational items and two items for closed session.

The Division of Institutional Advancement (IA) is committed to creating a sustainable culture of philanthropy to advance the mission of NCCU. We do this by telling the NCCU story to engage current and prospective donors. The Division of Institutional Advancement is pleased to welcome Ms. Syria Gilmore as the IA Communications and Marketings Manager.

Institutional Advancement continues to strengthen and expand corporate partnerships with local, regional, and national companies. The NCCU Board of Trustees can assist IA by sharing potential leads, help build relationships with potential funders, and by sharing your networks.

Total funds raised to date are \$7.2 million to include cash, pledges, and property. This amount reflects all non-research-related private fundraising activity. The fundraising chart included in your materials reflects this amount as contributed by a three-year, year-to-date comparison. The overall goal for FY25 is \$17 million.

This year's *Ultimate Homecoming* 10/ 20 – 10/26, 2024) resulted in \$2.8 million being raised from the reunion classes ending in 4's and 9's. An economic impact study is being completed by Discover Durham. In addition, the Office of Alumni Relations hosted over 22,000 alumni and friends back to campus, provided campus tours, and partnered with Office of Career and Professional Development to offer alumni opportunities to connect with students during Eagle Legacy Talks and the Women's Center annual Eagle Excellence Tea.

In closed session, the committee approved naming the Dining Room in the new School of Business in honor of Keith J. and Marilyn Sutton, as well as renaming the LC Industries Student Accessibility Services Center in the new Student Center Building.

Madam Chair, if there are no questions for me or Vice Chancellor Hester, this concludes my report.

COMMITTEE ON ATHLETICS

Committee Chair, Trustee James Mitchell, had to leave the meeting for an emergency. Chairwoman Emily M. Dickens presented the Athletics Report.

Athletics Highlights

Trustees, the athletics report has been provided for your review. The highlights are as follows:

Department of Athletics Updates:

- Impact of the Proposed Settlement on Division 1 Institutions
- MEAC receiving \$231,000 in ten years
- Revenue Generation:
 - 30.8% increase in Ticket Revenue from 2023 season to 2024 season
 - 24.7% increase in parking revenue from 2023 season to 2024 season
 - 28.8% increase in concession revenue for from 2023 season to 2024 season
- Fundraising Total for FY24-25 as of October 2024 is \$331,610.71.
- CBS Sports Classic HBCU Showcase is Saturday, December 28th at 2 p.m. at North Carolina A&T State University.
- The 2025 Ultimate Homecoming Experience football game will be held on October 25, 2025.
- Madam Chair concludes the report on behalf of Trustee Mitchell.

COMMITTEE ON AUDIT

Committee Chair, Trustee Keith Chadwell, presented the Audit Committee Report.

Audit Highlights

Good afternoon, Chairwoman Dickens and members of the Board of Trustees.

The Audit Committee received the following informational items from the Director of Internal Audit, Mr. Robert Gaines:

- Audit Plan/Audit Progress Updates
- Completed Audits: FOL25003 – Human Resources
- Finding #1: HR is not consistently maintaining search committee information for new hires.
- Finding #2: HR should develop definitive separation procedures and make information readily accessible for supervisors.
- Finding #3: Lack of Standard Operating Procedures
- Additional Internal Audit Activities

Madam Chair, this concludes my report.

COMMITTEE ON FINANCE AND FACILITIES

Committee Chair, Trustee Lisa Martinez, presented the Administration and Finance Committee Report.

Administration & Finance & Facilities

Good afternoon, Madam Chair and members of the Board of Trustees.

The Committee on Finance and Facilities received the following updates from the Division of Administration and Finance:

- August – November 2024 Personnel Changes & the UNC System Support of Initiatives and Consultant Activity
 - Personnel Changes include:
 - Malissa Evans-Hall, Interim AVC Budget and Planning
 - Gina Knight, Interim AVC and Comptroller – on site Jan 2025
 - Search for VC for Finance and Administration
 - Jerry Guerrier, AVC for Facilities Management
 - Administration and Finance Organization Changes
 - Recent Audit Activity
 - Fiscal 2024 Results and State Auditor
 - NCCU Financial Overview – Mid Year 2025
 - Starting December 1, the university implemented a new policy requiring the use of purchasing and payment system, Eagle Purch, for purchases of goods and services.
 - Mandatory training for all Budget Officers and Administrative Support who engage in the process was held this month.
 - A soft hiring freeze was implemented this fall.
 - Budget Re-Engineering and Looking Ahead to Fiscal 2026 All Funds Budget
 - The university is developing mandatory budget training to provide campus with more flexibility and accountability to manage their own resources on a local level.
 - BOT will be reviewing NCCU's All Funds Budget for approval in Spring 2025.
 - The university is working with First Tryon to develop a budget that is actionable and realistic.

The Committee on Finance and Facilities also received an update from EVC Goodson regarding the Legislative Agenda and Policy.

This concludes my report.

Student Government Association

Trustee Emmanuel Davis, President of the Student Government Association presented the report for the Student Government Association.

Ms. Ayanna Poore is Vice President.

The SGA Association mission is to preserve student rights and promote self-governance and student involvement in university decisions.

Fall priorities were student support and development with faculty and promoting voter education.

- Training Day (Eagle Mania)
- Eagle Welcome Back
- Donuts with Deans
- Election Season
- SGA Inauguration
- Civic Feud
- Soar to the Polls
- The Ultimate Homecoming Experience
- Class Council Events
- Maroon and Grey Holiday

Spring 2025 Goals

- Allocating Funds to Registered Student Organizations
- Reviewing the Constitution and Finalizing a draft
- Supporting students and resource enhancement
- Continuing voter education post-election

Staff Senate

Ms. Ariel German, Staff Senate Chair presented the updates for Staff Senate.

Ms. Heather Davis is Vice Chair.

Ms. LaKeisha Perry-Green, Parliamentarian

Ms. Paige Johnson, Secretary

Marquise York, Assistant Secretary

Dekendrick Murray, Treasurer

- Staff Senate was present for the 2024 Chancellor's Golf Tournament
- The Staff Appreciation food truck celebration was Monday November 11
- The team is working on updating the by-laws
- Plan is being developed to make a call for Senators as of January 2025
- The University Conference focus will be on topics such as cross-training, creating standard operating procedures, and customer service
- Meetings in Spring 2025 will be open to the campus community
- Goal is to build the eagle spirit amongst all our institutions staff members

Chancellor Dixon thanked Ms. German and the Staff Senate Team for their leadership.

Faculty Senate

Dr. Lorna Grant, Professor Criminal Justice and Director of the Graduate Program, and Staff Senate Chair, presented the report for Faculty Senate.

The Senate has an executive committee of 60 senators and alternates that meet monthly, and senators take their reports to their departments.

The Senators helped with the framework of the policies that were passed in today's meeting.

The Senate Subcommittee will update the Policy handbook and continue updating the faculty website.

There are 9 subcommittees in the Senate which focus on different aspects of the university which report and make recommendations during the meetings.

The Executive Team is encouraged to give input for the 2025 Faculty Senate initiatives

Chairwoman, Dickens thanked Dr. Grant for providing insight to the connection that the Faculty Senate provided between the policy work that was done and having those policies reviewed and approved by the Board today.

Dr. Grant concluded her report.

NCCU Alumni Association

Mr. D'Andre' Vann, University Archivist, and President of the NCCU Alumni Association presented the report for the NCCU Alumni Association.

The mission of the Alumni Association is to create a lifelong network among members of the university through meaningful opportunities that promote pride and philanthropy.

Thank you to Chancellor Dixon for visiting alumni in November and thank you to Institutional Advancement and others for working with alumni and focusing on our goals which are collaboration, engagement and contributions.

Thank you, Chancellor Dixon, for your encouragement and commitment to make North Carolina Central University a 1st choice destination for a quality education.

Alumni Facts In Numbers

- 23 - Alumni Scholars are here at NCCU
- 90 - Total of 90 thousand dollars to serve the 23 alumni scholars
- 125 - Total of 124 thousand dollars raised for the scholarship program
- 13 –Represents the giving level of 13% of NCCU Alumni compared to the 9% national average
- 100 - Represents the Centennial beginning January 2025, activities soon to come
- 150 - Dr. James E. Shepherd will be 150 next year

Mr. Vann concluded his report.

ENDOWMENT COMMITTEE

The Endowment did not meet.

GOVERNANCE COMMITTEE

The Governance Committee did not meet.

EXECUTIVE/PERSONNEL COMMITTEE

The Executive/Personnel Committee did not meet.

CHANCELLOR'S REPORT

Chancellor Dixon was acknowledged by Chairwoman Dickens to give her presentation. Chancellor Dixon began by thanking the board members for their time and dedication of service to North Carolina Central University.

Congratulations to Chairwoman Dickens for presiding over her first Board meeting as chair.

As the executive team embarks upon month 5 at the helm of NCCU, degrees were conferred for 466 baccalaureate degrees, 193 masters, 5 doctorate and juris doctorates and 1 PhD. Our commencement speaker was, Mr. Kwame Molden, the co-founder and president of the stylish Spring Break watches that bear the NCCU logo.

To celebrate our progress and appreciation, we had Winter Social for faculty and staff. A good time was had by all!

Chief of Staff Avery Staley leads the Impact Team which focus is on a mindset of continuous improvement. Monthly meetings address campus challenges, communications, technology use, training and timeliness.

Noted improvements include SOPs for Administration and Finance, an Academic Affairs faculty evaluations portal, and a housing task force for Student Affairs. The goal is to create an environment where people love where they work.

The Strategic Plan timeline document will be in place by June 2025. Deputy Chief Southerland will help with that initiative along with an RFP for a firm to support the aggressive timeline.

January 2025	Identify Strategic Planning Chair and Committee
	Submit Chancellor's Charge and Confirm Mission & Priorities
February 2025	Identify Information Needs
Feb – Mar 2025	Develop Stakeholder List and solicit Input
Mar – April 2025	Develop Goals, Objectives and Evaluation Metrics
April – May 2025	Write Plan
May 2025	Vet Plan with Internal and External Constituent Groups
June 2025	Prepare Draft Plan for Board of Trustees approval

1st Semester Significant Accomplishments

- Recruitment of senior leadership positions
- Implementation of organizational changes
- Reduction in spending (hiring and operating budgets)
- Employee engagement programs
- New Partnerships with Duke, Durham Technical College, and Google

Thank you to Chairwoman Dickens for being there with the amazing announcement about the \$1 Million gift from Google! This is the type of engagement and help Trustees can provide by bringing partnerships.

North Carolina Central University will be the only HBCU with an AI Institute! The AI Institute will be in the new 24/7 building on the corner of Fayetteville and Lawson Street. Dr. Siobahn Day Grady has been leading the institution with the vision and proposal.

A commission to review the law school will be led by our former NCCU School of Law Dean, Raymond C. Pierce. This initiative will help us determine how we will move forward with our law school program and how to become even more competitive as the only HBCU Law School in North Carolina. The report will be due May 2025.

The UNC System HVAC support will provide the institution with the advanced planning \$6.1 Million, and the total project \$61.2 Million dollars needed to complete these projects. Legislators that visit our campus see and hear our students, faculty and staff. They have a clearer understanding of what our needs are.

Chancellor Dixon's national exposure for NCCU includes AASCU Board of Directors, Board of Trustees for Southern Association of Colleges and Schools Commission on Colleges, and a newly appointed member of the RTP Foundation Board of Directors.

Campus Engagement

- Student Activity Board and SGA
- NCCU Faculty Senate
- Department of History 85th Anniversary
- School of Law 85th Anniversary

Community Engagement

- North Carolina Black Alliance themed event around women in leadership
- Omega Psi Phi Fraternity Achievement Program community event to honor leadership in higher education
- After a visit with David Crabtree to our campus, 'PBS NC Focus On: Dr. Karrie G. Dixon' presentation aired on PBS
- Trustee Chadwell was keynote at the City of Durham Employee Development event
- The Links Inc. Reception welcomed Chancellor Dixon to the City of Durham
- The NCCU Alumni Association Durham Chapter reception

Upcoming Events

- The University Conference will be held twice a year, first held on January 7, 2025
- January 10, 2025, the Clergy Prayer Breakfast
- January 13, 2025, the Rotary Club of Durham meeting
- January 13, 2025, Founders Day Delta Sigma Theta, NC A&T
- January 25, 2025, Founders Day Delta Sigma Theta Durham Chapter
- April 10 – 11, Installation for NCCU 13th Chancellor Dr. Karrie G. Dixon

Installation is usually a week-long event but for a reduction in cost will only be 1 day on the 11th. VC Hester will put together a fund-raising gala for that night. The 10th will be a day to spend with students, faculty and staff.

Board of Trustees Engagement

- Enrollment
- Fundraising
- Advocacy

Thank you everyone for your support and service to North Carolina Central University.

Announcements

Chairwoman Dickens announced that to be a sponsor of the Chancellor's fundraising efforts for the university that SHRM will give a \$25,000 donation.

Trustee Alexander had to leave early but gave a \$5,000 donation.

There being no further business before the Board seeks a motion to adjourn.

MEETING IS ADJOURNED at 3:41 PM.

Respectfully submitted:

Deborah Y McQueen