

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

The NCCU Board of Trustees convened virtually via Zoom on Tuesday, October 6, 2026. Chairman Courtney Crowder called the meeting to order at 10:01 a.m.

OPEN SESSION

Chairman Courtney Crowder recognized the Secretary to the Board of Trustees, Farad Ali, to call the roll.

ROLL CALL VOTE:

Chairman Courtney Crowder	Yes
Trustee Francesca D. Gary	Absent
Trustee David Alexander	Yes
Trustee Farad Ali	Yes
Trustee Roderick G. Allison	Yes
Trustee William V. Bell	Yes
Trustee G. Keith Chadwell	Yes
Trustee Ryan Combs	Yes
Trustee Michael Goodman	Yes
Trustee Lisa Martinez	Yes
Trustee Haneef Eiermann	Yes
Trustee Orlando Stovall	Yes
Trustee Antwan Thornton	Absent

There were eleven (11) members present at roll call. A quorum was established.

Chairman Courtney Crowder called the meeting to order at 10:00 a.m. and recognized the Secretary to the Board of Trustees, Farad Ali, to call the roll.
A quorum was established.

Chairman Crowder called for the adoption of the agenda. It was moved by Trustee Keith Chadwell and properly seconded by Trustee Roderick Allison to approve the agenda. All Aye. None Opposed.

Flight Path and Project Kitty Hawk Update

Provost Ontario Wooden introduced Dr. Kimberly Phifer-McGhee, Associate Vice Chancellor for Extended Studies and Student Support, to provide a comprehensive progress report on the Flight Path initiative, NCCU's online education partnership with Project Kitty Hawk.

Flight Path continues to be a major contributor to the University's enrollment growth and supports the institution's record enrollment of more than 10,000 students. Since the program's launch in Fall 2023, nearly 1,400 students have enrolled through Flight Path, with more than 900 currently active and 144 graduates to date.

Several positive performance indicators include enrollment exceeding budget projections by approximately 10 percent and strong student persistence and retention rates. The University has also completed the development and redesign of more than 145 courses to support accelerated eight-week learning formats designed for adult learners. Trustees were advised that student demand remains strong, as reflected by continued growth in inquiries, applications, and enrollments across the program's academic offerings.

Project Kitty Hawk has transitioned to an in-house marketing model. The new strategy includes a comprehensive review of branding, web presence, social media engagement, and student recruitment efforts.

Plans are underway to launch a redesigned Flight Path microsite in early 2027 to strengthen lead generation and improve the prospective student experience. These enhancements will further support enrollment growth and increase participation in programs with additional expansion opportunities.

Future growth opportunities were outlined through the partnership. The University is evaluating additional academic pathways, including a proposed Bachelor of Health Administration-to-Master of Health Administration 4+1 program. The proposed pathway would provide current undergraduate students with a streamlined route into graduate study while also supporting workforce development needs and strengthening employer partnerships. Discussions are underway with academic leadership, and student interest will be assessed before advancing the proposal through institutional and UNC System approval processes.

Trustees commended the partnership's success and noted NCCU's role as the first institution to participate in the Project Kitty Hawk initiative. The partnership continues to generate positive student outcomes, increase revenue, expand access to adult learners, and position NCCU for sustained growth in online education.

Policy Review and Approval

Dr. Gary Brown, Vice Chancellor and Chief of Staff, introduced three policy revisions. The first policy addressed Service and Emotional Support Animals in the Workplace. The revision provides guidance on workplace accommodations for service and emotional support animals,

while ensuring compliance with the Americans with Disabilities Act, workplace safety requirements, and employee rights considerations.

The second policy addressed Post-Tenure Review. The revised policy establishes a structured five-year review cycle for tenured faculty and strengthens accountability measures related to teaching, research, service, and overall professional performance. The policy also incorporates unit-level standards, trained reviewers, disciplinary input when applicable, and corrective action plans, when necessary, while maintaining academic freedom and due process protections.

The third policy addressed Parking Administration and Operations. The revision clarifies parking administration responsibilities, permit classifications, visitor and event parking procedures, enforcement practices, ADA accommodations, and transportation resources. The policy is intended to support campus growth and improve management of limited parking resources.

During discussion of the parking policy, trustees and administrators reviewed the financial performance of parking operations. Ongoing efforts to improve revenue and operational efficiency include implementing mobile parking technologies, investing in parking equipment and infrastructure, repairing parking deck access systems, and adding parking enforcement personnel. These measures, combined with a review of parking rates, are expected to improve financial performance and reduce operating deficits.

Following discussion, it was moved by Trustee Farad Ali and properly seconded by Trustee Keith Chadwell. The Board unanimously approved all three Policy Action Item revisions:

POL 80.01.3 Service and Emotional Support Animals in the Workplace Policy

POL 10.07.3 Post-Tenure Review Policy

POL 01.04.13 Parking Policy

Closed Session

Upon completion of the public agenda, the Board approved a motion by Trustee Farad Ali, properly 2nd by Trustee Lisa Martinez, to enter Closed Session pursuant to applicable North Carolina General Statutes to preserve the attorney-client privilege and discuss matters authorized for closed-session consideration under state law.

Open Session

During open session, Chairman Crowder moved to have the Board approve the Action Item: Lease. Trustee William Bell and Trustee David Alexander 2nd the motion. All ayes. None opposed.

There being no other business before the Board, Chairman Crowder moved to adjourn. Trustee Keith Chadwell and Trustee David Alexander 2nd the motion.

THE FULL BOARD MEETING IS ADJOURNED at 11:30 A.M.

Respectfully Submitted: Deborah Y McQueen