

Direct Support Organizations (DSO) and Athletics Committee Minutes

Trustee Kristin Harper, Chair

Wednesday, June 11, 2025

Trustee Kristin Harper called the meeting to order. Trustees Kelvin Lawson, Belvin Perry, Jr., and Craig Reed were in attendance and established a quorum.

Approval of February 12, 2025, DSO and Athletics Committee Meeting Minutes

Trustee Perry motioned for approval; seconded by Trustee Lawson. The minutes were approved, unanimously.

Approval of DSO Board Members (2025-2028)

A. FAMU NAA Executive Officers

Dr. Brandi Tatum-Fedrick, Assistant Vice President for Annual and Affinity Giving and Executive Director, Alumni Affairs, presented to the Committee the consideration of approval of Executive Officers for the FAMU National Alumni Association (NAA).

New FAMU NAA Executive Officers (2025-2028)

- President: Artisha R. Polk
- 1st Vice President: Ashleigh Cooper
- 2nd Vice President: Yolanda L. Pinkard
- 3rd Vice President: Angela T. Freeman
- Recording Secretary: Reginald J. Mitchell
- Treasurer: Pierre E. Rutledge
- Financial Secretary: Avis Hannon Payne
- Corresponding Secretary: Jeremiah Carter

Trustee Perry motioned for approval of the NAA Executive Officers for 2025-2028; seconded by Trustee Lawson. The motion passed, unanimously.

Approval of DSO Operating Budgets (FY 2025-2026)

A. Foundation Operating Budget

FBOD Finance Committee Chair/Board Treasurer Twuanna Munroe Ward and FBOD Board Chair Kenneth Neighbors presented the FY 25-26 Operating Budget to the Committee.

Dir. Munroe Ward highlighted the key differences between FY 24-25 and FY 25-26 operating budgets, citing that the overall budget decreased \$12,024K from \$5,427,798 to \$5,415,774.

The committee discussed the proposed budget, citing that if the budget were to be approved, then the \$388,562 is the amount that would be available for the University President's Compensation. Dir. Munroe Ward explained that the timing for the Foundation's budget approval sets an April 30th approval deadline and the President-Elect's compensation was not approved at that time.

The committee discussed what funds were available in the operating budget to support the President-Elect's compensation. Dir. Munroe Ward and Chair Neighbors stated that the Men's Basketball Coach's Employment Agreement provisions for termination without cause encumber \$1,048,508 in contingency funds, which means that there are, effectively, no contingency funds available.

They further detailed the line items already included in the proposed budget for supplemental support to the University that could be potentially allocated towards presidential compensation:

- \$100,000 – Office of the President
- \$269,594 – University Auxiliary Support
- \$71,891 – University Support

Chair Neighbors conveyed that there were pending funding requests from Athletics in the range of \$750K-\$900K. He further detailed how the consultant for Advancement, Alexander Haas, has repeatedly outlined that the small Advancement team continues to "*punch above their weight class*" and that fundraising was down approximately 40% this year.

The committee discussed the potential areas to reallocate line items towards presidential compensation and proposed a number of alternatives that they recommended the Foundation Board review and consider. Dir. Munroe Ward informed the committee that the Foundation Board did not receive a final funding request from the University indicating the level of funding needed from the Foundation for the president-elect's compensation package.

The committee discussed this matter, citing that that there were areas in the approved employment agreement for the president-elect that did not specify a cap/limit, and that the University needs to provide an all-in number/figure for the Foundation Board to review and consider to determine its ability to support the figure. Members of the committee indicated that the items within the agreement without a cap can be tracked by the BOT when approving expenditures. The committee then discussed the current economic climate and its effect on fundraising and the Foundation Board's efforts to balance supporting the president-elect's compensation while also maintaining support for other critical funding requests they have or expect to receive from the University.

The committee also discussed the need for receipt of quarterly budget vs. actuals to better track variances in the operating budget – Dir. Munroe Ward stated that the Foundation Board reviews the budget vs. actuals quarterly and that information would be shared with the President. Trustee Gibbons stated that the Foundation has always adjusted its operating budget to support the President's compensation. He encouraged the BOT and the Foundation Board to work together to determine the best approach for funding University priorities.

Chair Harper reviewed the timeline for review and approval of the President-Elect's selection and employment agreement, citing that both the Presidential Search committee and BOT approved a total compensation range between \$450K-\$750K, while the approved agreement compensation range was approximately \$950K. Trustee Gibbons relayed that the Board of Governors (BOG) have discretion to approve compensation ranges outside of the recommended range. Trustee Perry recommended that the committee consult the BOG to provide an opinion on whether an approved compensation range is a recommendation or a mandate.

After discussion, Trustee Perry moved that the Foundation Board be given a final amount/figure for their portion of the President-Elect's compensation and report back to the committee on what items they can cover and/or line item transfers necessary to cover the amount within their FY 25-26 operating budget. Trustee Lawson seconded the motion.

Chair Neighbors and Dir. Munroe Ward agreed that the Foundation Board's Finance Committee and Full Board would review the proposed FY 25-26 Operating Budget to determine its ability to fund the President-Elect's compensation once the final figure is received. Chair Harper requested that the Office of General Counsel, CFO Brown, and VP Neal work together to determine the foundation's portion of the President-Elect's compensation figure.

The motion passed, unanimously.

B. FAMU NAA Operating Budget

FAMU NAA President, Mr. Curits Johnson, Jr. presented the FY 25-26 Operating Budget to the committee. He outlined that the budget was \$1,110,450.60 and that the NAA is a viable 501c(3) organization with volunteers who perform the work of the NAA in addition to their daytime jobs. He stated that the NAA has been good stewards of their funds.

President Johnson informed the committee that his term as NAA President will conclude on June 30, 2025, and that Ms. Artisha Polk will serve as the next NAA President. He thanked the University Trustees for their tireless support of the NAA.

Trustee Lawson moved to approve the FY 2025-2026 FAMU NAA Operating Budget. Trustee Reed seconded the motion. The motion was approved, unanimously.

C. Rattler Boosters Operating Budget

Rattler Boosters President, Mr. Selvin Cobb, and Rattler Boosters Treasurer, Mr. Bill Woods, presented the FY 25-26 Operating Budget to the committee. They detailed that the proposed budget was for \$178,868.00.

Trustee Reed moved to approve the FY 2025-2026 Rattler Boosters Operating Budget. Trustee Lawson seconded the motion. The motion was approved, unanimously.

Foundation Board Member Roll-Off Plan

FBOD Chair Neighbors presented this item to the committee.

He stated that the Foundation Board approved a board member roll-off plan at their April 3, 2025, General Board Meeting. This plan was one of the recommendations made by the Alexander Haas Consulting Firm. The rationale for the plan and the timing of the names is to give each "grandfathered" board member at least 10 years of service and roll off the longer tenured members sooner than the shorter tenured ones. This framework allows for members to "roll-off" in groups of 3-4 members over the next six (6) years.

Chair Neighbors informed the committee that the plan was not perfect, because the board has had years where they only brought in one person, sometimes none, but this plan allows for a managed and respectful rolling off of board members to not lose institutional knowledge and history, while still allowing for the onboarding of new members who can provide fresh insights and expand the board's knowledge breadth and depth.

Trustee Gibbons recommended that the Foundation Board go back to the drawing board and agreed to work with Chair Neighbors to determine an alternative plan. He stated his reluctance to support a plan that allows board members who have served more than two (2) terms to be allowed to serve additional terms. He stated that the University of Florida is working on a \$7 Billion Comprehensive Campaign and that their foundation board members serve an average of four (4) years.

Chair Harper recommended that the Foundation Board develop a succession plan for its board members. This plan should consider a profile for potential board members and determine those individuals' ability to make leadership level gifts. Chair Neighbors responded that the Foundation Board is 5-star and emphasized the importance of not making wholesale changes to foundation board membership while the University is facing some uncertainty, the foundation board membership should serve as a source of stability during this time.

Update on Divisional Activities - W. Anthony Neal, Ph.D.

A. FY 2024-25 University Advancement

1. FY 2024-2024 Fundraising Progress as of June 4, 2025:
 - i. Raised \$15,449,371.33 (61.8% of \$25M Goal)
2. New Cash - \$14,509,961.45 (93.92% of Total & 58.04 of \$25M Goal)
3. Pledges & Planned Gifts - \$939,409.88 (6.08% of Total & 3.8% of \$25M Goal)
4. Year-to-Year Constituent Comparison
5. Historical Fundraising Trend – 2012-13 to 2024-25

VP Neal shared with the committee that there were two (2) gifts totaling \$6 Million that we received last year, that we did not receive this year, which has affected the fundraising total. The committee discussed the rationale around some of the challenges affecting the decrease in philanthropic support. VP Neal stated that the current economic and political climate have

been important factors affecting philanthropy. He also relayed that corporate relationships are as a result of alumni connections within corporations.

B. DSO Updates

1. FAMU Foundation, Inc.

- 2025 Foundation Board Meetings:
 - Spring – May 29-31, 2025 – Frisco, TX (In conjunction with NAA Convention)
 - Summer – FBOD Retreat – August 29-31, 2025 – Miami, FL (in conjunction with Orange Blossom Classic)
 - Fall – November 19-22, 2025 – Orlando, FL (In conjunction with FL Classic)
- Investment Value - \$198,853,898 as of March 31, 2025, compared to \$197,510,543 as of December 31, 2024.
- Endowment Value - \$127,976,884 as of March 31, 2025, compared to \$126,699,715 as of December 31, 2024.

2. FAMU National Alumni Association (NAA)

- This year's NAA Convention (May 29 – June 1) welcomed hundreds of attendees, and a strong collaboration with the FAMU Foundation, in beautiful Frisco, TX.
 - Thirteen (13) FAMU alums were also honored at the Distinguished Alumni Awards Gala. We are also pleased to report on the FAMU NAA's strides to support student success by donating more dollars for scholarships, support for our student athletes and athletic programs in the 2024-2025 fiscal year.
 - This year's FAMU NAA 2025 National Convention collected more than \$455 Thousand from 299 Donors to support University initiatives.

3. FAMU Rattler Boosters

- The Rattlers Boosters 2025 - 2026 Operating Budget has been approved by the Board of Directors.
- The Rattler Boosters has implanted a Membership Application Portal which makes it easier and more efficient to join the Boosters and to pay Membership dues.
- The Rattler Boosters are in the process of renewing the Payment Card Industry - Data Security Standards as required by Truist Bank.
- Rattler Boosters have secured Liability insurance for the Board of Directors.
- Rattler Boosters held its First In-Person meeting before the COVID pandemic on April 12th.

- Made a Financial contribution to the SWAC Champions Women's Tennis and Men's Golf teams.
- Rattler Boosters supported the "FAMU Golf Canopy Initiative ", A Multi-Functional Driving Range Canopy.

Committee members asked VP Neal what he projected the final fundraising total would be for the fiscal year; VP Neal responded that he believed the final figure would be nearer to \$16 Million, but that we would not be able to achieve the \$25 Million goal. He cited those concerns outlined earlier with the economic climate and highlighted the fact that the University has an Interim President which affects organizations and individuals comfort making contributions.

Athletic Directors Report

Deputy AD Birttany Johnson provided the Athletic Directors Report to the committee:

- Thanked FAMU Alumni and the NAA Chapters across the U.S. for their support.
- Acknowledged the championships and efforts of three (3) of the five Coaches:
 - Rochelle Houston (Women's Tennis)
 - Brittany Beall (Softball)
 - Mike Rice (Men's Golf)
 - Jamey Shouppe (Baseball)
 - Garfield Ellenwood, II (Men's Track & Field)
- Men's Track and Field student athlete, Kirk Dawkins, will compete at NCAA Division I Outdoor Track and Field Championships on today, Wednesday, June 11th on the campus of the University of Oregon in Eugene.
- Updates from the NCAA:
 - [Arizona State Swimmer Grant] House settlement officially passed on June 6. This decision marks a significant shift in the collegiate athletic model, particularly in how student athletes may be compensated. The approved settlement stems from an antitrust litigation challenging the NCAA's restrictions on student athlete compensation.
 - Institutions will begin preparing for a new model that includes revenue sharing with student athletes and broader changes to the existing structure. While the full implementation plan is still in development, it is important to note that three (3) key areas remain critical to ongoing discussion and future guidance roster limits which will change for all sports. Scholarship, scholarship budgets, and Name, Image, and Likeness (NIL).

With there being no further business, the meeting was adjourned by Chair Harper.