

Direct Support Organizations (DSO) and Athletics Committee Minutes
Trustee Kristin Harper, Chair
Thursday, December 2, 2025

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

Approval of September 17, 2025, DSO and Athletics Committee Meeting Minutes

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

Approval of FAMU Foundation Board Action Items

A. Foundation Bylaws Recommended Amendments

VP Tatum-Fedrick stated that the Foundation Board approved several amendments to their bylaws as recommended by the report from the Alexander Haas Consultant Firm. She provided an overview of the changes approved by the Foundation Board at their May 30th and December 2nd meetings.

Foundation Bylaws Recommended Amendments

- Updated language regarding Board Nominations
- Instituted Board Terms Limits (2-Terms or 8 years max)
- Updated voting threshold for election to Board Membership
- Updated language for Elected Officers
- Updated Ex-Officio Membership
 - *Removing OAA Director and University CFO as voting board members*
- Updated language for President of the University
- Updated language for Emeritus Board Members
- Updated language for Removal of a Member
- Revamped standing committees
 - *Combined Bylaws and BG&S Committees*
- Provided for Quarterly Board Meetings

Several provisions were removed from the bylaws and are now included in the Foundation Policies and Procedure Manual:

- | | |
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| ▪ Conflicts and Duality of Interest | ▪ Confidentiality of Foundation Documents |
| ▪ Communication Between and Among Directors | ▪ Checks |
| ▪ Collective Authority and Actions | ▪ Audits |
| ▪ Order of Business | ▪ Budgets |
| ▪ Approved Major Activities | |

VP Tatum-Fedrick stated that these bylaws' changes display strong governance and will serve as a signal to the University's donors that the Foundation operates with clarity, discipline, and modernized policies. These changes help ensure that the University's fundraising arm remains credible, agile, and prepared to support the bold goals that have been set for the coming years.

The committee members thanked the Foundation Board and Advancement team for their efforts in updating their bylaws and expressed their continued commitment to the Foundation Board.

Trustee Perry motioned for approval of the Foundation Bylaws Recommended Amendments; seconded by Trustee Reed. The amendments were approved, unanimously.

Consideration of Approval of DSO Board Members | FAMU Foundation, Inc.

- A. Re-Elected to the Board (Term Expiration: December 31, 2024)**
- B. Re-Elected to the Board (Term Expiration: December 31, 2025)**
- C. Newly Elected Board Members (Term Commencement: January 1, 2026)**

VP Tatum-Fedrick stated that the Foundation Board Members whose terms expired on December 31, 2024, and 2025 respectively, pursuant to the Foundation Board Member Roll-Off Plan, these members, who have served with distinction and commitment to the mission of the University, will transition their board service in a strategic manner.

There are five (5) directors whose terms expired December 31, 2024:

- 1) Dir. John L. Green – whose term will expire on December 31, 2027
- 2) Dir. Erica D. Hill – whose term will expire on December 31, 2029
- 3) Dir. Lisa R. LaBoo – whose term will expire on December 31, 2029
- 4) Dir. Angela Adderley – whose term will expire on December 31, 2030
- 5) Dir. Freddie Raines – whose term will expire on December 31, 2030

There are four (4) directors whose terms will expire December 31, 2025:

- 1) Dir. Elaine E. Armster – whose term will expire on December 31, 2027
- 2) Dir. Jemal O. Gibson – whose term will expire on December 31, 2027
- 3) Dir. Laurence Humphries – whose term will expire on December 31, 2028
- 4) Dir. Tirrell D. Whittley – whose term will expire on December 31, 2028

VP Tatum-Fedrick acknowledged Directors Clifton Goins, IV, Lenetra S. King and Monica Williams Harris, whose board service will end on December 31, 2025, for their outstanding service on the Board of Directors. Their leadership and commitment to the University have made a lasting impact. She thanked them for their dedication and wished them the absolute best in their future endeavors.

Finally, VP Tatum-Fedrick presented three (3) outstanding individuals who are leaders in their respective fields that will bring a wealth of knowledge, skills, and resources to the Foundation Board membership.

- 1) Mr. Tony Ezell, EVP & President of the Americas for Becton Dickinson
- 2) Ms. Lakitsia Gaines, Multi-Office Agency Owner, State Farm Insurance
- 3) Mr. Nelson J. Grillo, Jr., AVP Market Analytics, MedStar Health

Chair Harper and several committee members expressed their appreciation to the term-renewing directors for their service and thanked the newly elected Board members for their dedication to advancing the mission and impact of the University and Foundation.

Trustee Reed motioned for approval of the term-renewing and newly elected Foundation Board Members; seconded by Trustee Perry. The board members were approved, unanimously.

Update on Divisional Activities – Brandi Tatum-Fedrick, Ed.D.

A. FY 2025-26 University Advancement Updates

The FY 25-26 fundraising figures as of November 26th, 2025, were as follows:

- Total Giving:
 - \$6,080,160.09
- New Cash
 - \$6,008,597.61 (98.82% of Total)
- Pledges & Planned Gifts
 - \$71,562.48 (1.17% of Total)
- Year-to-Year Donor Constituent Comparison
- Historical Fundraising Trend
- Giving Tuesday – December 2, 2025 - \$67,455.58 raised
- Marching 100 & McDonalds Signature Event with acclaimed Chef Kwame
 - McDonald's is hosting an exclusive signature event and an exciting announcement as McDonald's expands its partnership with Florida A&M University, highlighting the iconic Marching 100 in its upcoming initiatives.
- 2025 Homecoming Overview
 - Unveiled Band Rehearsal Naming for Drs. Bernard and Shirley Pooler Kinsey
 - Unveiled Dr. Frederick S. Humphries Statue
 - Hosted Inaugural Alumni Luncheon
 - Celebrated Freshman Class & Affinity Reunions
 - Freshman Classes of 1995 and 2000

VP Tatum-Fedrick shared with the Committee a candid update on the trajectory of this year's fundraising campaign. As of today, Advancement is approximately \$1.1M behind where it stood at this point last year. She stated that the Advancement Team remains optimistic but cautious, given the current economic pressures and evolving dynamics around DEI (Diversity, Equity, and Inclusion). She made some additional comments for the committee's consideration:

- The current gap stems primarily from corporate and foundation giving, which is trailing last year's total by \$1,243,856.
- On the positive side, the Advancement Team has made up ground in the organization category, showing that momentum is building in other areas.
- There are several seven-figure proposals currently submitted, which, if secured, would provide substantial support.

VP Tatum-Fedrick shared that the strategy will focus on prioritizing and accelerating corporate and foundation outreach, maintaining flexibility in asks and recognizing that some donors may need more time or tailored engagement given the uncertainty in the external environment as well as expanding focus on major gift fundraising from alumni through a more robust travel schedule to meet alumni where they are, deepen engagement, and cultivate transformational support.

B. DSO Updates

FAMU Foundation, Inc.

- The FAMU Foundation Fall 2025 Board of Directors Meeting was held on November 19-23, 2025, in Orlando, FL, in conjunction with the Florida Blue Florida Classic.
- Investment Value - \$216,567,843 as of September 30, 2025, compared to \$208,900,764 as of June 30, 2025.
 - **2027 Investment Value Goal per FAMU's Boldly Striking Strategic Plan - \$200,000,000 (Goal Reached)**
- Endowment Value - \$136,655,687 as of September 30, 2025, compared to \$135,683,264 as of June 30, 2025.
 - 2027 Endowment Value Goal per FAMU's Boldly Striking Strategic Plan - \$150,000,000
- 2024–2025 Financial Statements received an unmodified, or clean, audit opinion
- Completed our 2025 Operational Audit with no findings
- Implemented the Corpay System
 - *Modernizes payment and reimbursement processes, reduces manual workload, increases accuracy, and strengthens fiscal accountability.*
- 2026 Foundation Board Meetings:
 - Spring Meeting – May 28-30 – Location: TBD
 - In conjunction with NAA Convention
 - FBOD Retreat – August 28-30 – Miami, FL
 - Fall Meeting – November 18-22 – Orlando, FL
 - In conjunction with Florida Classic

FAMU National Alumni Association (NAA)

- For the Fall 2025 and Spring 2026 semesters, the FAMU National Alumni Association awarded nearly \$150,000 in scholarships to incoming freshmen and returning scholars.
- We thank FAMU's 13th President, Marva B. Johnson, for joining the FAMU National Alumni Association, during Homecoming, as a life member!
- President Polk personally invites all University leaders and members of the Board of Trustees, who have not yet joined our dynamic association, to join today. Visit www.famunaa.org or contact us via email.
- The FAMU National Alumni Association President continues to engage future Rattlers at Destination FAMU Student Recruitment events (South Florida, Atlanta, and Central Florida).
- FAMU NAA members were engaged during Homecoming.
 - The alumni association hosted a Homecoming Meet and Greet, participated in the parade, and sponsored tables at the Office of University Advancement's Inaugural Alumni Luncheon and the Office of Communications 40 Under 40 event, where the NAA President rendered remarks.

- FAMU NAA President welcomed alumni back to the Hill during Convocation.
- Congratulations to the Leon County Chapter for winning the early year membership contest with the highest number of members!
- The FAMU NAA hosted a life member reception and Florida Classic football game After Party with the University and FAMU Foundation.
- Join us as we host events for FAMU Day at the Capitol on January 15, 2026.

FAMU Rattler Boosters

- Completed the 2025 annual Audit by John Grayson.
- Elected Four (4) New Board Members
 - Vickie Muse Johnson
 - Lashawn Kinder
 - Keith Matthews
 - Vernae Randolph
- Furnished Muscle Milk to fall Sports
- Completed update to the Rattler Boosters By-Laws
- Secured Advertising with Eddie Jackson 220 Quarterback Club for:
 - Boosters Memberships
 - Florida Classic Luncheon (November 21st)
 - Bus Trip during the Homecoming and the final four home games on radio 96.1.

The committee members and trustees thanked VP Tatum-Fedrick and her team for a great presentation and for an outstanding 2025 Homecoming. The trustees relayed to VP Tatum-Fedrick the importance of ensuring that alumni giving is thoroughly segmented to avoid fatigue from contributors and to ensure that solicitation efforts align with prospect's giving ability. Trustees and Pres. Johnson discussed the current philanthropic landscape citing the need to increase student engagement with corporate partners and visits, utilizing current relationships to better leverage executive intelligence, and creating a shared reporting cadence for cultivation efforts as well as a uniform system for processing payments within the University.

Athletic Directors Report

Interim AD Michael Smith provided the Athletic Directors Report to the committee:

- **Athletics Compliance Updates**
 - Certification and Eligibility Management
 - Enhance Compliance Support
 - Proactive Risk Management & Emerging Issues Awareness
 - External Reporting
 - Focus Points
 - Elevated Focus on Compliance and the Student-Athlete Experience
 - Continued Monthly Rules Education Program

- Cross-Campus Compliance Training & Collaboration
- **Academic Highlights**
 - Overall Department GPA: 3.02 (Up from 2.89)
 - 76% of student-athletes earned a 3.0+ GPA
 - 19 student-athletes achieved a 4.0 cumulative GPA leading into Fall 25
 - 90% of study hall participants cleared holds for Spring 26 early registration
 - 82% enrolled in at least 15+ credit hours
 - Top Academic Teams
 - Tennis – 3.80 GPA
 - Volleyball – 3.54 GPA
 - Women's Track & Field – 3.41 GPA
 - Most Improved Teams
 - Men's Track & Field – 3.16 GPA (Up from 2.84)
 - Baseball – 3.08 GPA (Up from 2.81)
 - Football – 2.86 (Up from 2.66)
 - Graduation, Registration & Readiness
 - Fall 2025 Student-Athlete Graduates – 33
 - Spring 2026 Student-Athlete Enrollment – 186
- Student Engagement
- Fall 205 Student Athlete Highlights

The trustees requested that AD Smith provide an update on the University's efforts to address Name, Image, and Likeness (NIL) strategies, citing how universities are now more strategic and selective about how much and to whom they pay. Trustees stated that the new rules increase administrative and compliance burdens for schools and ensuring that all NIL deals meet “valid business purpose” definitions. AD Smith responded that he is meeting with relevant stakeholders on finalizing an NIL strategy. Pres. Johnson thanked AD Smith for his fifth time serving as Interim AD and thanked him for his steady leadership.

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