

Direct Support Organizations (DSO) and Athletics Committee Minutes
Trustee Kristin Harper, Chair
Wednesday, February 12, 2025

Trustee Kristin Harper called the meeting to order. Trustees John Crossman, Earnie Ellison, Kelvin Lawson and Craig Reed were in attendance and established a quorum.

Approval of December 4, 2024, DSO and Athletics Committee Meeting Minutes

Trustee Reed motioned for approval; seconded by Trustee Lawson. The minutes were approved, unanimously, by the committee.

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

- A. Re-Elected to the Board (Term Expiration December 31, 2024)**
- B. Faculty Senate Representative**
- C. SGA Representative**

Dr. Palm presented to the Committee consideration for approval of six (6) nominees for term renewals for the FAMU Foundation, Inc. Board of Directors. Four (4) of these nominees were approved by the Foundation Board at their April 24, 2024, Virtual Board Meeting, one (1) nominee was approved by the foundation Board at their September 5, 2024, General Board Meeting and one (1) nominee was approved by the Foundation Executive Committee at their December 16, 2024, Executive Committee Meeting.

The Faculty Senate Representative was approved for renomination and the SGA Representative for their term by the Foundation Board at their September 5, 2024, General Board Meeting.

The Committee members discussed the recommended changes to the Foundation Bylaws that were presented at the December 4, 2024, committee meeting, with some members recommending that approval of the board member term renewals and approval of the SGA Representative be postponed until the recommended changes to the bylaws were approved. After discussion, the committee agreed to move forward with consideration of this action item with a deadline of presenting the recommended changes to the bylaws for approval at the June 2025 DSO & Athletics Committee meeting.

Chair Harper appointed Trustees Crossman and Ellison to serve as the BOT designees to serve on the joint task force with the Foundation Board to review the recommended changes to the bylaws.

A motion was made to approve the following action items:

- The six (6) nominees re-elected to serve on the FAMU Foundation, Inc. Board of Directors for another four-year term beginning January 1, 2025, and ending on December 31, 2028;
- The Faculty Senate Representative for another one-year term beginning November 24, 2024, and ending on November 23, 2025;
- The SGA Representative for a one-year term beginning July 1, 2024, and ending on June 30, 2025.

Re-Elected Board Members

- | | |
|----------------------------|--------------------------------|
| 1) Dir. Angela C. Adderley | 4) Dir. Lisa R. LaBoo |
| 2) Dir. John L. Green | 5) Dir. Freddie Raines |
| 3) Dir. Erica D. Hill | 6) Dir. Monica Williams Harris |

Faculty Representative

Dir. Ebenezer T. Oriaku

SGA Representative

Mr. Jeffrey K. Francis

Trustee Reed motioned for approval; seconded by Trustee Crossman. The motion passed, unanimously.

Men's Basketball Coach Contract Extension

AD Suggs presented to the Committee consideration for approval of a two-year extension of Men's Basketball Coach, Patrick Crarey's employment contract until June 30, 2027.

The Committee discussed if approving the contract extension would increase the Athletics deficit. AD Suggs assured the committee that the plans to close the budget deficit included approval on the coach's contract extension. The committee also raised concerns surrounding the basketball coach's salary and his current recruitment efforts. AD Suggs informed the committee that she is currently reviewing the salaries for all coaches and is working to better align them with current SWAC conference coaches' salaries. She stated that FAMU is currently tied for third place in SWAC rankings and that this is due, in large part, to coach Crarey's recruitment efforts and the fact that he has shown immediate success.

A motion was made to approve the two-year extension of the employment agreement with Head Men's Basketball Coach, Patrick Crarey. Trustee Lawson motioned for approval; seconded by Trustee Reed. The motion passed, unanimously, by the committee.

BOT Annual Committee Action Plan (2024-2025)

Dr. Palm provided an overview of the 2024-2025 DSO and Athletics Committee Action Plan for the Committee. He stated that the plan will be revised to include Approval of the Recommended changes to the Foundation Bylaws at the June 2025 committee meeting.

Donald E. Palm, III, Ph.D., provided updates on Divisional Activities

A. FY 2024-25 University Advancement

1. FY 2024-2024 Fundraising Progress as of February 5, 2024:

- i. Raised over \$12,239,951.47 (61.20% of \$20M Goal)
2. New Cash - \$11,336,641.59 (92.62% of Total & 54.68 of \$20M Goal)
3. Pledges & Planned Gifts - \$903,309.88 (7.38% of Total & 4.52% of \$20M Goal)
4. Year-to-Year Constituent Comparison
5. Historical Fundraising Trend – 2012-13 to 2024-25

The Committee briefly discussed how the fundraising was approximately \$5-6 Million behind from this time last year, attributing the difference to two (2) corporate gifts from the previous fiscal year. Dr. Palm and Ms. Hankerson informed the committee that there were a number of prospective gifts in the pipeline currently being cultivated, like Wells Fargo and Eli Lilly. The BOT members offered their support in assisting the Advancement Team with cultivation efforts to secure those gifts.

The Committee also discussed potential naming opportunities at the University and the Advancement Team's current efforts in working with schools and colleges to identify naming opportunities for potential donors for various types of spaces at the University, e.g. offices, conference rooms, elevators, etc. President Beard introduced new University Advancement Vice President, Dr. W. Anthony Neal, VP Neal offered brief remarks to the committee and stated that the University's brand is extremely strong and that his looking forward to working the Board of Trustees to leverage current relationships with corporations, organizations and individual donors to increasing fundraising at the University.

The Committee encouraged the Advancement Team to expand its efforts to a larger base of donors who are not aware of the University's story and to take advantage of the tremendous growth in the state of Florida's economy. The committee also discussed developing a playbook of talking points for the Board in an effort to coordinate fundraising activities.

Finally, Ms. Hankerson provided the committee with a brief update on the Campaign Readiness Report, stating that the UA Team was about to undergo training from the consultant from Alexander Haas and reminded the committee that the report stated that eleven (11) positions need to be added to the team and a permanent President selected before the division could initiate a successful Capital Campaign.

B. DSO Updates

FAMU Foundation, Inc.

- 2025 Foundation Board Meetings:
 - Spring – May 29-31, 2025 – Frisco, TX (In conjunction with NAA Convention)
 - Fall – November 19-22, 2025 – Orlando, FL (In conjunction with FL Classic)
- Investment Value - \$174,349,444 as of November 30, 2024, compared to \$171,978,627 as of September 30, 2024.
- Endowment Value - \$129, 021, 570 as of November 30, 2024, compared to \$126,804,942 as of September 30, 2024.

FAMU National Alumni Association

- Kudos to our Rattler Alumni in Southern California. Despite being surrounded by the mass devastation they have stepped up to lend a hand to assist neighbors who are still in shock, reeling from the trauma and trying to rebuild their lives. Rattlers have been focusing on assisting families especially children in several communities.
 - Interim President Beard and members of our leadership team were also able to connect with some of those alums and families while surveying the region ravaged by wildfires. Our team was also inspired to see those same alums unite to join us at the nation's largest HBCU recruitment event at the LA Convention Center to help elevate the brand and share great things happening on the highest of 7 years. Their compassion is a reminder of the true meaning of the word FAMILY!

FAMU Rattler Boosters

- Purchased \$5,000 of Muscle Milk for Nutrition programs.
- Currently updating the Ratter Booster's By- Laws.
- A Nomination Committee has been established for an election in the Spring.
- Establish a Budget to Actual Committee to track spending for the fiscal year 2025 - 2026.
- Established the Kickoff Luncheon and Fundraiser Committee. The group will be headed by Vernae Randolph.

Chair Harper named the new Board of Trustees' designees to the Direct Support Organizations:

- Rattler Boosters – Trustee Lawson
- FAMU NAA – Trustee Reed
- FAMU Foundation – Trustee Ellison

Athletic Directors Report | Athletics Department Update

AD Suggs provided an update on the Athletics Department. She stated the 2025-2026 football season will feature twelve (12) games, with five (5) home games and three (3) games in the state of Florida: Orange Blossom Classic (Miami, FL), Florida Atlantic University (Palm Beach, FL) and Florida Classic (Orlando, FL) -100th Match.

This year's Homecoming game against Alcorn State is the first match-up since 1982. AD Suggs provided an update on the Strategic Plan, focusing on Student Success and Leveraging the Brand. The average GPA across all student athletes is 3.03 and 28 student athletes have a 4.0

GPA. AD Suggs provided the committee with an overview of the Athletics Schedule for the Spring semester.

She then introduced the Southwestern Athletic Conference (SWAC) Commissioner, Dr. Charles McClelland, to provide an update to the committee on the recent House Settlement with the NCAA.

Dr. McClelland stated the following on the House Settlement:

- NCAA settlement is for \$2.8 Billion of which \$1.1 Billion must come from NCAA members. The SWAC Conference portion is \$30 Million, payable over ten (10) years, which results in a net \$60-\$70 Million for the SWAC from the NCAA over the ten (10) years, since they are expecting approximately \$90-100 Million in revenue.
- The final approval hearing for the settlement is scheduled for Apr. 7, 2025. Institutions must decide if they will “opt-in” or “opt-out” by March 1st.
- NCAA institutions that “opt in” to the settlement will be permitted to compensate their own student-athletes directly. NCAA Institutions that “opt out” to the settlement will not provide direct compensation to former and current college athletes.
- SWAC is formally requesting that each of its twelve (12) member institutions “opt-in” to the settlement, citing that it will provide a strategic advantage for member institutions by allowing them the ability to structure Name, Image and Likeness (NIL) arrangements with student athletes and changes the funding model for student athletes from scholarship limits to roster limits.
- The SWAC Administration Office will develop guidance for member institutions of how to mitigate the Title IX implications of the settlement agreement.

The Committee discussed the implications of the settlement agreement, citing which approach would be best for the University (Opting-In vs. Opting-Out). They also discussed the television revenue allocation for SWAC member institutions, approximately \$14 Million. Commissioner McClelland stated that he would keep the Board of Trustees informed about the settlement progress and he recommended that the University allocate NIL funds in their upcoming budget projections.

Chair Harper stated that the BOT has created an ad-hoc committee, specifically to address this issue, the Special Committee on Athletics Operating Model.

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