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Form 990

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2011

Open to Public Inspection

A For the 2011 calendar year, or tax year beginning 07-01-2011 and ending 06-30-2012

B Check if applicable

☐ Address change

☐ Name change

☐ Initial return

☐ Terminated

☐ Amended return

☐ Application pending

C Name of organization

FISK UNIVERSITY

Doing Business As

Number and street (or P O box if mail is not delivered to street address)

Room/suite

1000 17TH AVENUE

City or town, state or country, and ZIP + 4

NASHVILLE, TN 37208

F Name and address of principal officer

GARY MOORE

1000 17TH AVENUE

NASHVILLE, TN 37208

D Employer identification number

62-0202000

E Telephone number

(615) 329-8500

G Gross receipts \$ 26,873,067

I Tax-exempt status

☒ 501(c)(3) ☐ 501(c) () ☐ (insert no) ☐ 4947(a)(1) or ☐ 527

J Website: WWW FISK EDU

K Form of organization ☐ Corporation ☐ Trust ☐ Association ☒ Other INSTITUTION

L Year of formation 1867

M State of legal domicile TN

Part I

Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities FISK UNIVERSITY PRODUCES GRADUATES FROM DIVERSE BACKGROUNDS WITH THE INTEGRITY AND INTELLECT REQUIRED FOR SUBSTANTIVE CONTRIBUTIONS TO SOCIETY		
	2	Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets		
	3	Number of voting members of the governing body (Part VI, line 1a)	3	26
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	23
	5	Total number of individuals employed in calendar year 2011 (Part V, line 2a)	5	458
	6	Total number of volunteers (estimate if necessary)	6	2
Revenue	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
	b	Net unrelated business taxable income from Form 990-T, line 34	7b	0
	8	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9	Program service revenue (Part VIII, line 2g)	11,914,376	12,319,977
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	10,592,138	10,031,568
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	77,798	84,566
Expenses	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	3,859,207	4,436,956
	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	26,443,519	26,873,067
	14	Benefits paid to or for members (Part IX, column (A), line 4)	4,594,818	4,603,494
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	0	0
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	10,909,951	11,613,596
	b	Total fundraising expenses (Part IX, column (D), line 25) 573,729	0	0
Net Assets or Fund Balances	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	14,400,363	14,412,352
	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	29,905,132	30,629,442
	19	Revenue less expenses Subtract line 18 from line 12	-3,461,613	-3,756,375
	20	Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21	Total liabilities (Part X, line 26)	105,843,214	98,829,068
	22	Net assets or fund balances Subtract line 21 from line 20	20,168,854	17,119,876
			85,674,360	81,709,192

Part II

Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

Signature of officer

2012-11-14

Date

GARY MOORE CFO

Type or print name and title

Paid Preparer's Use Only

Preparer's signature

RICHARD M WINSTEAD

Date

Check if self-employed ☐

Preparer's taxpayer identification number (see instructions)

P00231865

Firm's name (or yours if self-employed), address, and ZIP + 4

CROSSLIN & ASSOCIATES PC

2525 WEST END AVE SUITE 1100

NASHVILLE, TN 37203

EIN 62-1336737

Phone no (615) 320-5500

May the IRS discuss this return with the preparer shown above? (see instructions) ☒ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Cat No 11282Y

Form 990 (2011)

Check if Schedule O contains a response to any question in this Part III ☒

FISK UNIVERSITY PRODUCES GRADUATES FROM DIVERSE BACKGROUNDS WITH THE INTEGRITY AND INTELLECT REQUIRED FOR SUBSTANTIVE CONTRIBUTIONS TO SOCIETY. OUR CURRICULUM IS GROUNDED IN THE LIBERAL ARTS. OUR FACULTY AND ADMINISTRATORS EMPHASIZE THE DISCOVERY AND ADVANCEMENT OF KNOWLEDGE THROUGH RESEARCH IN THE NATURAL AND SOCIAL SCIENCES, BUSINESS AND THE HUMANITIES. WE ARE COMMITTED TO THE SUCCESS OF SCHOLARS AND LEADERS WITH GLOBAL PERSPECTIVE. THE DETAILS REPRESENTS FISK'S CORE VALUES. OUR VALUES REFLECT OUR OVERALL ETHICAL AND MORAL ENGAGEMENT. WE, THE FISK FAMILY, SEEK TO INTERNALIZE THESE PRINCIPLES AND APPLY THEM IN OUR DAY-TO-DAY WORK AND IN OUR LIVES. DIVERSITY WE BELIEVE THAT OUR INDIVIDUAL DIFFERENCES ARE A COLLECTIVE STRENGTH. WE WILL SUPPORT AND ENCOURAGE DIVERSITY OF OPINION, OF CULTURE AND AIDS US IN BUILDING A COLLECTIVE WISDOM THAT RESULTS IN MORE POWERFUL AND RELEVANT SOLUTIONS TO OUR CHALLENGES. EXCELLENCE WE BELIEVE THAT EXCELLENCE IS THE RESULT OF A LIFELONG PURSUIT OF

If "Yes," describe these new services on Schedule O

If "Yes," describe these changes on Schedule O

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a	(Code)	(Expenses \$ 24,611,185 including grants of \$)	(Revenue \$ 10,031,568)
THE ORGANIZATION IS AN INSTITUTION OF HIGHER EDUCATION AND PROVIDES INSTRUCTION SCHOLARSHIPS AND VARIOUS SUPPORT SERVICES IN ACHIEVING ITS PRIMARY PURPOSE OF EDUCATING STUDENTS			

4b (Code) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe in Schedule O)
(Expenses \$ _____ including grants of \$ _____) (Revenue \$ _____)

4e	Total program service expenses	\$ 24,611,185
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Part IV

Checklist of Required Schedules

		Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A.</i> 	1	Yes
2	Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)? 	2	Yes
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I.</i>	3	No
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II.</i>	4	No
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III.</i>	5	No
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I.</i> 	6	No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? <i>If "Yes," complete Schedule D, Part II.</i> 	7	No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III.</i> 	8	Yes
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV.</i> 	9	No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V.</i> 	10	Yes
11	If the organization's answer to any of the following questions is 'Yes,' then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI.</i> 	11a	Yes
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII.</i> 	11b	Yes
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII.</i> 	11c	Yes
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX.</i> 	11d	No
e	Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X.</i> 	11e	Yes
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X.</i> 	11f	No
12a	Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII.</i> 	12a	Yes
b	Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional.</i> 	12b	No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E.</i> 	13	Yes
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Part I.</i>	14b	No
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the U S ? <i>If "Yes," complete Schedule F, Part II and IV.</i>	15	No
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the U S ? <i>If "Yes," complete Schedule F, Part III and IV.</i>	16	No
17	Did the organization report a total of more than \$15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i>	17	No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II.</i>	18	No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III.</i>	19	No
20a	Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H.</i>	20a	No
b	If "Yes" to line 20a, did the organization attach its audited financial statement to this return? Note. All Form 990 filers that operated one or more hospitals must attach audited financial statements	20b	

Part IV

Checklist of Required Schedules (continued)

21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21		No
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer questions 24b–24d and complete Schedule K. If "No," go to line 25</i>	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>	27		No
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>	34		No
35a	Is any related organization a controlled entity of the filing organization within the meaning of section 512(b)(13)?	35a		No
b	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b		No
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance			
Check if Schedule O contains a response to any question in this Part V ☐			
		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable. .	1a	107
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	1b	0
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes
2a	Enter the number of employees reported on Form W-3, <i>Transmittal of Wage and Tax Statements</i> filed for the calendar year ending with or within the year covered by this return.	2a	458
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).	2b	Yes
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	No
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O.	3b	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account or securities account)?	4a	No
b	If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	No
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c	
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?	6a	No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a	No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c	No
d	If "Yes," indicate the number of Forms 8282 filed during the year.	7d	
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8	
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the organization make any taxable distributions under section 4966?	9a	
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b	
10	Section 501(c)(7) organizations. Enter		
a	Initiation fees and capital contributions included on Part VIII, line 12.	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.	10b	
11	Section 501(c)(12) organizations. Enter		
a	Gross income from members or shareholders.	11a	
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note. All 501(c)(29) organizations must list in Schedule O each state in which they are licensed to issue qualified health plans, the amount of reserves required by each state, and the amount of reserves the organization allocated to each state.	13a	
b	Enter the aggregate amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.	13b	
c	Enter the aggregate amount of reserves on hand.	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	No
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.	14b	

Part VI

Governance, Management, and Disclosure

For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.
Check if Schedule O contains a response to any question in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year		
1a	26		
b	Enter the number of voting members included in line 1a, above, who are independent	1b	23
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	No
6	Did the organization have members or stockholders?	6	No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
a	The governing body?	8a	Yes
b	Each committee with authority to act on behalf of the governing body?	8b	Yes
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9	No

Section B. Policies

(This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a	No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes
b	Describe in Schedule O the process, if any, used by the organization to review the Form 990		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes
b	Were officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes
13	Did the organization have a written whistleblower policy?	13	Yes
14	Did the organization have a written document retention and destruction policy?	14	Yes
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	15a	Yes
b	Other officers or key employees of the organization	15b	Yes
	If "Yes," to line 15a or 15b, describe the process in Schedule O (see instructions)		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

17	List the States with which a copy of this Form 990 is required to be filed	TN
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. ☐ Own website ☐ Another's website ☒ Upon request	
19	Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table.	
20	State the name, physical address, and telephone number of the person who possesses the books and records of the organization.	GARY MOORE 1000 17TH AVENUE NASHVILLE, TN 37208 (615) 329-8604

Check if Schedule O contains a response to any question in this Part VII

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons

☐ Check this box if neither the organization nor any related organizations compensated any current or former officer, director, or trustee

[illegible]

Part VIII

Statement of Revenue

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514	
Contributions, gifts, grants and other similar amounts	1a	Federated campaigns . . .	1a					
	b	Membership dues	1b					
	c	Fundraising events	1c					
	d	Related organizations	1d					
	e	Government grants (contributions)	1e	8,854,850				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	3,465,127				
	g	Noncash contributions included in lines 1a-1f \$ _____						
	h	Total. Add lines 1a-1f			12,319,977			
Program Service Revenue			Business Code					
	2a	TUITION AND FEES	611310	10,031,568	10,031,568			
	b							
	c							
	d							
	e							
	f	All other program service revenue						
	g	Total. Add lines 2a-2f			10,031,568			
Other Revenue	3	Investment income (including dividends, interest and other similar amounts)		84,566			84,566	
	4	Income from investment of tax-exempt bond proceeds . .						
	5	Royalties						
	6a	(i) Real		(ii) Personal				
	b	Less rental expenses						
	c	Rental income or (loss)						
	d	Net rental income or (loss)						
	7a	(i) Securities		(ii) Other				
	b	Less cost or other basis and sales expenses						
	c	Gain or (loss)						
	d	Net gain or (loss)						
	8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18		a				
		Less direct expenses		b				
	c	Net income or (loss) from fundraising events . .						
	9a	Gross income from gaming activities See Part IV, line 19		a				
		Less direct expenses		b				
	c	Net income or (loss) from gaming activities . .						
	10a	Gross sales of inventory, less returns and allowances		a				
Less cost of goods sold		b						
c	Net income or (loss) from sales of inventory . .							
Miscellaneous Revenue		Business Code						
11a	AUXILLIARY INCOME	900099	3,131,032	3,131,032				
b	OTHER INCOME	900099	1,305,924	1,305,924				
c								
d	All other revenue							
e	Total. Add lines 11a-11d			4,436,956				
12	Total revenue. See Instructions			26,873,067	14,468,524	0	84,566	

Part IX

Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns

All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D)

Check if Schedule O contains a response to any question in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the United States See Part IV, line 21				
2	Grants and other assistance to individuals in the United States See Part IV, line 22	4,603,494	4,603,494		
3	Grants and other assistance to governments, organizations, and individuals outside the United States See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	1,046,453	324,743	721,710	
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	8,647,695	7,118,774	1,104,270	424,651
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9	Other employee benefits	1,919,448	1,523,592	346,724	49,132
10	Payroll taxes				
11	Fees for services (non-employees)				
a	Management				
b	Legal	335,020	204	309,024	25,792
c	Accounting	207,813	177,477	30,336	
d	Lobbying				
e	Professional fundraising See Part IV, line 17				
f	Investment management fees				
g	Other	125,820		125,820	
12	Advertising and promotion	8,882	8,363	519	
13	Office expenses	802,958	690,324	86,406	26,228
14	Information technology	45,222	45,222		
15	Royalties				
16	Occupancy	1,887,664	1,316,703	570,961	
17	Travel	658,418	617,081	35,208	6,129
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	41,180	36,291	3,257	1,632
20	Interest	506,813	428,541	78,272	
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	2,955,032	2,541,327	413,705	
23	Insurance	353,753	234,291	119,462	
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24f If line 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O)				
a	FOOD SERVICES	1,232,141	924,106	308,035	
b	CONTRACT SERVICES	1,014,537	747,999	238,149	28,389
c	STIPEND	780,842	753,663	27,179	
d	MISCELLANEOUS	779,839	640,158	139,588	93
e					
f	All other expenses	2,676,418	1,878,832	785,903	11,683
25	Total functional expenses. Add lines 1 through 24f	30,629,442	24,611,185	5,444,528	573,729
26	Joint costs. Check here ☐ if following SOP 98-2 (ASC 958-720) Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X

Balance Sheet

					(A)		(B)
					Beginning of year		End of year
Assets	1	Cash—non-interest-bearing			2,210,018	1	17,326,652
	2	Savings and temporary cash investments				2	
	3	Pledges and grants receivable, net				3	
	4	Accounts receivable, net			4,178,944	4	3,693,865
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L				5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L				6	
	7	Notes and loans receivable, net			346,123	7	339,792
	8	Inventories for sale or use				8	
	9	Prepaid expenses and deferred charges			717,156	9	795,224
	10a	Land, buildings, and equipment, cost or other basis. Complete Part VI of Schedule D	10a	79,560,620			
	b	Less: accumulated depreciation	10b	56,243,748	24,800,150	10c	23,316,872
	11	Investments—publicly traded securities				11	
	12	Investments—other securities. See Part IV, line 11			5,689,328	12	15,455,168
	13	Investments—program-related. See Part IV, line 11			67,901,495	13	37,901,495
	14	Intangible assets				14	
	15	Other assets. See Part IV, line 11				15	
16	Total assets. Add lines 1 through 15 (must equal line 34)			105,843,214	16	98,829,068	
Liabilities	17	Accounts payable and accrued expenses			5,381,063	17	4,330,129
	18	Grants payable				18	
	19	Deferred revenue			1,888,809	19	1,869,677
	20	Tax-exempt bond liabilities			8,070,000	20	7,755,000
	21	Escrow or custodial account liability. Complete Part IV of Schedule D				21	
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L				22	
	23	Secured mortgages and notes payable to unrelated third parties				23	
	24	Unsecured notes and loans payable to unrelated third parties				24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D			4,828,982	25	3,165,070
	26	Total liabilities. Add lines 17 through 25			20,168,854	26	17,119,876
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ☒ and complete lines 27 through 29, and lines 33 and 34.						
	27	Unrestricted net assets			68,447,606	27	60,512,039
	28	Temporarily restricted net assets			4,701,420	28	3,964,328
	29	Permanently restricted net assets			12,525,334	29	17,232,825
	Organizations that do not follow SFAS 117, check here ☐ and complete lines 30 through 34.						
	30	Capital stock or trust principal, or current funds				30	
	31	Paid-in or capital surplus, or land, building or equipment fund				31	
	32	Retained earnings, endowment, accumulated income, or other funds				32	
	33	Total net assets or fund balances			85,674,360	33	81,709,192
34	Total liabilities and net assets/fund balances			105,843,214	34	98,829,068	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response to any question in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	26,873,067
2	Total expenses (must equal Part IX, column (A), line 25)	2	30,629,442
3	Revenue less expenses Subtract line 2 from line 1	3	-3,756,375
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	85,674,360
5	Other changes in net assets or fund balances (explain in Schedule O)	5	-208,793
6	Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	81,709,192

Part XII Financial Statements and Reporting

Check if Schedule O contains a response to any question in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990 ☐ Cash ☒ Accrual ☐ Other If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		No
b	Were the organization's financial statements audited by an independent accountant?	Yes	
c	If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	Yes	
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a separate basis, consolidated basis, or both ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separated basis		
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	Yes	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	Yes	

SCHEDULE A

(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No 1545-0047

2011

Open to Public
Inspection

Name of the organization FISK UNIVERSITY	Employer identification number 62-0202000
---	--

Part I

Reason for Public Charity Status (All organizations must complete this part.) See instructions

The organization is not a private foundation because it is (For lines 1 through 11, check only one box)

1

☐

A church, convention of churches, or association of churches **section 170(b)(1)(A)(i).**

2

☒

A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)

3

☐

A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4

☐

A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state

5

☐

An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)

6

☐

A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7

☐

An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)** (Complete Part II)

8

☐

A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)

9

☐

An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)

10

☐

An organization organized and operated exclusively to test for public safety Se**section 509(a)(4).**

11

☐

An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a

☐

Type I

b

☐

Type II

c

☐

Type III - Functionally integrated

d

☐

Type III - Other

e

☐

By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f

☐

If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box

g

☐

Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

(i)

a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?

(ii)

a family member of a person described in (i) above?

(iii)

a 35% controlled entity of a person described in (i) or (ii) above?

h

☐

Provide the following information about the supported organization(s)

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (see instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of support?
			Yes	No	Yes	No	Yes	No	
Total									

Part II

Support Schedule for Organizations Described in IRC 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support						
Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public Support. Subtract line 5 from line 4						

Section B. Total Support							
Calendar year (or fiscal year beginning in)		(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
7	Amounts from line 4						
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9	Net income from unrelated business activities, whether or not the business is regularly carried on						
10	Other income (Explain in Part IV) Do not include gain or loss from the sale of capital assets						
11	Total support (Add lines 7 through 10)						
12	Gross receipts from related activities, etc (See instructions)					12	
13	First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here						

Section C. Computation of Public Support Percentage		
14	Public Support Percentage for 2011 (line 6 column (f) divided by line 11 column (f))	14
15	Public Support Percentage for 2010 Schedule A, Part II, line 14	15
16a	33 1/3% support test—2011. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	☐
b	33 1/3% support test—2010. If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	☐
17a	10%-facts-and-circumstances test—2011. If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization	☐
b	10%-facts-and-circumstances test—2010. If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization	☐
18	Private Foundation If the organization did not check a box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions	☐

Part IIIPart III

Support Schedule for Organizations Described in IRC 509(a)(2)
(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support						
Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public Support (Subtract line 7c from line 6.)						

Section B. Total Support						
Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support (Add lines 9, 10c, 11 and 12.)						
14 First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here						

Section C. Computation of Public Support Percentage			
15 Public Support Percentage for 2011 (line 8 column (f) divided by line 13 column (f))	15		
16 Public support percentage from 2010 Schedule A, Part III, line 15	16		

Section D. Computation of Investment Income Percentage			
17 Investment income percentage for 2011 (line 10c column (f) divided by line 13 column (f))	17		
18 Investment income percentage from 2010 Schedule A, Part III, line 17	18		
19a 33 1/3% support tests—2011. If the organization did not check the box on line 14, and line 15 is more than 33 1/3% and line 17 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization			
b 33 1/3% support tests—2010. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization			
20 Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions			

Part IV **Supplemental Information.** Supplemental Information. Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

Explanation

Additional Data

Software ID:
Software Version:
EIN: 62-0202000
Name: FISK UNIVERSITY

Form 990, Special Condition Description:

Special Condition Description

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CAMILLE BENBOW TRUSTEE	1 00	X						0	0	0
JOHN BLUFORD TRUSTEE	1 00	X						0	0	0
BARBARA BOWLES TRUSTEE	1 00	X						0	0	0
ALMA ARRINGTON BROWN TRUSTEE	1 00	X						0	0	0
LINDA COLEMAN TRUSTEE	1 00	X						0	0	0
WARREN COLLINS TRUSTEE	40 00	X						131,646	0	0
MIKE CURB TRUSTEE EMERITUS	1 00	X						0	0	0
CHERYL DANIEL TRUSTEE	1 00	X						0	0	0
ADENIKE DAVIDSON TRUSTEE	40 00	X						60,450	0	0
HOWARD GENTRY JR TRUSTEE	1 00	X						0	0	0
EDWARD GEORGE TRUSTEE	1 00	X						0	0	0
EDDIE D HAMILTON TRUSTEE	1 00	X						0	0	0
MICHAEL HAMPTON TRUSTEE	1 00	X						0	0	0
ROBERT I HANFLING TRUSTEE	1 00	X						0	0	0
KASE L LAVAL TRUSTEE	1 00	X						0	0	0
ROBERT L MALLETT TRUSTEE	1 00	X						0	0	0
LEATRICE B MCKISSACK TRUSTEE EMERITA	1 00	X						0	0	0
PATRICIA CASTLES MEADOWS TRUSTEE	1 00	X						0	0	0
LESLIE MEEK TRUSTEE	1 00	X						0	0	0
JOAN THOMPSON MOBLEY TRUSTEE	1 00	X						0	0	0
GREGG F MORTON TRUSTEE	1 00	X						0	0	0
ROBERT NORTON CHAIRMAN OF THE BOARD	1 00	X						0	0	0
HAZEL O'LEARY PRESIDENT AND TRUSTEE	40 00	X		X				231,975	0	0
P ANDREW PATTERSON TRUSTEE	1 00	X						0	0	0
MICHAEL REEVES TRUSTEE	1 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
PERIAN STRANG TRUSTEE	1 00	X						0	0	0
ARNOLD BURGER VICE PRESIDENT FOR ACADEMIC INITIATIVES	40 00			X				150,951	0	7,725
CLANCY ROBERTS VP FOR FINANCE AND CFO	40 00			X				96,543	0	0
GARY MOORE VP FOR FINANCE AND CFO	40 00			X				31,099	0	0
PRINCILLA EVANS-MORRIS EXECUTIVE VICE PRESIDENT AND PROVOST	40 00			X				97,950	0	0
EDWINA HAMBY VP OF INSTITUTIONAL ADVANCEMENT	40 00			X				28,767	0	0
MICHAEL SELF VP FOR INSTITUTIONAL ASSESSMENT AND RESEARCH & CIO	40 00			X				89,708	0	0
JASON MERIWETHER VP OF STUDENT ENGAGEMENT AND ENROLLMENT MANAGEMENT	40 00			X				82,717	0	0

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

OMB No 1545-0047

2011

Open to Public Inspection

Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b

Attach to Form 990. See separate instructions.

Name of the organization
FISK UNIVERSITY

Employer identification number
62-0202000

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate contributions to (during year)	
3	Aggregate grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	
	Yes No	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit	
	Yes No	

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1

Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e g , recreation or pleasure)

☐ Preservation of an historically importantly land area

☐ Protection of natural habitat

☐ Preservation of a certified historic structure

☐ Preservation of open space

2

Complete lines 2a–2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Year
a	Total number of conservation easements
b	Total acreage restricted by conservation easements
c	Number of conservation easements on a certified historic structure included in (a)
d	Number of conservation easements included in (c) acquired after 8/17/06

3

Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year

4

Number of states where property subject to conservation easement is located

5

Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

Yes

No

6

Staff and volunteer hours devoted to monitoring, inspecting and enforcing conservation easements during the year

7

Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year

\$

8

Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)?

Yes

No

9

In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a

If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b

If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i)

Revenues included in Form 990, Part VIII, line 1

\$

(ii)

Assets included in Form 990, Part X

\$

2

If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

a

Revenues included in Form 990, Part VIII, line 1

\$

b

Assets included in Form 990, Part X

\$

7,901,495

For Privacy Act and Paperwork Reduction Act Notice, see the Intructions for Form 990

Cat No 52283D

Schedule D (Form 990) 2011

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3

Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply)

a

☒ Public exhibition

b

☒ Scholarly research

c

☒ Preservation for future generations

d

☒ Loan or exchange programs

e

☒ Other EDUCATIONAL OUTREACH PROGRAM

4

Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes

☒ No

Part IV

Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIV and complete the following table

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIV

Part V

Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

	(a)Current Year	(b)Prior Year	(c)Two Years Back	(d)Three Years Back	(e)Four Years Back
1a Beginning of year balance	13,438,891	12,611,220	12,141,741	12,431,114	
b Contributions	4,707,491	333,711	266,121	393,527	
c Investment earnings or losses	34,977	590,239	340,558	-364,075	
d Grants or scholarships	159,717	96,279	137,200	118,825	
e Other expenditures for facilities and programs				200,000	
f Administrative expenses					
g End of year balance	18,021,642	13,438,891	12,611,220	12,141,741	

2

Provide the estimated percentage of the year end balance held as

a

Board designated or quasi-endowment ▶

b

Permanent endowment ▶ 95 620 %

c

Term endowment ▶ 4 380 %

3a

Are there endowment funds not in the possession of the organization that are held and administered for the organization by

(i) unrelated organizations

(ii) related organizations

b

If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?

4

Describe in Part XIV the intended uses of the organization's endowment funds

	Yes	No
3a(i)		No
3a(ii)		No
3b		

Part VI

Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land	123,350	1,009,188		1,132,538
b Buildings		50,259,924	32,120,292	18,139,632
c Leasehold improvements				
d Equipment		24,946,824	22,266,591	2,680,233
e Other		3,221,334	1,856,865	1,364,469
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).) ▶				23,316,872

Part XI

Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	26,873,067
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	30,629,442
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	-3,756,375
4	Net unrealized gains (losses) on investments	4	-208,793
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 - 8	9	-208,793
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	-3,965,168

Part XII

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements	1	21,477,516
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments	2a	-84,566
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	-4,603,494
e	Add lines 2a through 2d	2e	-4,688,060
3	Subtract line 2e from line 1	3	26,165,576
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	707,491
c	Add lines 4a and 4b	4c	707,491
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)	5	26,873,067

Part XIII

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements	1	26,025,948
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	0
3	Subtract line 2e from line 1	3	26,025,948
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	4,603,494
c	Add lines 4a and 4b	4c	4,603,494
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	5	30,629,442

Part XIV

Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

Identifier	Return Reference	Explanation
	PART III, LINE 4	FISK UNIVERSITY GALLERIES PROVIDE A WELCOMING ENVIRONMENT AND FOSTERS AN APPRECIATION AND UNDERSTANDING OF ART THROUGH EXHIBITIONS, CLASSROOM INSTRUCTION, EDUCATIONAL PROGRAMS, AND RESEARCH. THE FISK ART COLLECTION CONSISTS OF MORE THAN 4000 WORKS OF ART - PAINTINGS, PRINTS, DRAWINGS, SCULPTURES, PHOTOGRAPHS, HISTORICAL ARTIFACTS AND OTHER OBJECTS - FROM CULTURES ACROSS THE GLOBE. MAJOR COLLECTIONS INCLUDE THE ALFRED STIEGLITZ COLLECTION OF MODERN ART, THE HARMON FOUNDATION COLLECTION OF AFRICAN AMERICAN ART, THE LIFF FAMILY COLLECTION OF AFRICAN ART, AND THE WINOLD REISS PORTRAIT COLLECTION. AMONG MANY OTHERS, WORKS FROM THE COLLECTION ARE EXHIBITED REGULARLY IN PERMANENT AND TEMPORARY EXHIBITIONS AT THE UNIVERSITY'S AARON DOUGLAS AND CARL VAN VECHTEN GALLERIES. THEY ARE ALSO OCCASIONALLY LOANED FOR TEMPORARY EXHIBITION AT ACCREDITED MUSEUMS ACROSS THE UNITED STATES. THE GALLERIES ALSO SEEK TO RAISE AWARENESS AND SUPPORT AN APPRECIATION OF ART THROUGH THE CONTINUED ACQUISITION AND PRESERVATION OF WORKS OF ART RECEIVED AS DONATIONS TO FISK UNIVERSITY GALLERIES. THE COLLECTIONS AND ANY BENEFITS FROM THE ART WILL BE USED FOR THE MISSION OF THE UNIVERSITY.
PART XII, LINE 2D - OTHER ADJUSTMENTS		SCHOLARSHIP EXPENSE NETTED AGAINST REVENUE - 4,603,494
PART XII, LINE 4B - OTHER ADJUSTMENTS		NON-OPERATING CONTRIBUTIONS 707,491
PART XIII, LINE 4B - OTHER ADJUSTMENTS		SCHOLARSHIP EXPENSE NETTED AGAINST REVENUE 4,603,494

SCHEDULE E
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Schools

►Complete if the organization answered "Yes" to Form 990, Part IV, line 13,
or Form 990-EZ, Part VI, line 48.
► Attach to Form 990 or Form 990-EZ.

OMB No 1545-0047

2011

Open to Public Inspection

Name of the organization
FISK UNIVERSITY

Employer identification number

62-0202000

Part I		YES	NO
1 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?	1	Yes	
	2	Yes	
	3	Yes	
	4a	Yes	
2 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	4b	Yes	
	4c	Yes	
	4d	Yes	
	5a		No
3 Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe If "No," please explain If you need more space use Part II	5b		No
	5c		No
	5d		No
	5e		No
4 Does the organization maintain the following? a Records indicating the racial composition of the student body, faculty, and administrative staff? b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis? c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships? d Copies of all material used by the organization or on its behalf to solicit contributions? If you answered "No" to any of the above, please explain If you need more space, use Part II	5f		No
	5g		No
	5h		No
	6a	Yes	
5 Does the organization discriminate by race in any way with respect to a Students' rights or privileges? b Admissions policies? c Employment of faculty or administrative staff? d Scholarships or other financial assistance? e Educational policies? f Use of facilities? g Athletic programs? h Other extracurricular activities? If you answered "Yes" to any of the above, please explain If you need more space, use Part II	6b		No
	7	Yes	

Part III Supplemental Information

Complete this part to provide the explanations required by Part I, lines 3, 4d, 5h, 6b, and 7, as applicable. Also complete this part to provide any other additional information (see instructions).

Identifier	Return Reference	Explanation
EXPLANATION OF NONDISCRIMINATORY POLICY PUBLICATION	SCHEDULE E, PART I, LINE 3	THE COLLEGE'S NONDISCRIMINATORY POLICY IS PRINTED IN THE "EMPLOYEE POLICIES AND PROCEDURES" MANUAL AS WELL AS THE STUDENT HANDBOOK
EXPLANATION OF GOVERNMENT FINANCIAL ASSISTANCE	SCHEDULE E, PART I, LINE 6	THROUGH AN APPROVED PROGRAM PARTICIPATION AGREEMENT (PPA) WITH THE U.S. DEPARTMENT OF EDUCATION (DOE), FISK UNIVERSITY IS APPROVED TO PARTICIPATE IN ALL FEDERAL TITLE IV STUDENT FINANCIAL AID PROGRAMS AND WAS AWARDED A TITLE III GRANT FROM THE DOE UNDER "STRENGTHENING HISTORICALLY BLACK COLLEGES AND MINORITY SERVING INSTITUTIONS "

Schedule I
(Form 990)

Department of the Treasury
Internal Revenue Service

Name of the organization
FISK UNIVERSITY

Grants and Other Assistance to Organizations,
Governments and Individuals in the United States

Complete if the organization answered "Yes," to Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990

OMB No 1545-0047

2011

Open to Public
Inspection

Employer identification number
62-0202000

Part I

General Information on Grants and Assistance

- 1

Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No
- 2

Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II

Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 21 for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 (Form 990) if additional space is needed ▶ ☐

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance

2

Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶

3

Enter total number of other organizations listed in the line 1 table ▶

Part III

Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 22.
Use Schedule I-1 (Form 990) if additional space is needed.

(a)Type of grant or assistance	(b)Number of recipients	(c)Amount of cash grant	(d)Amount of non-cash assistance	(e)Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance
(1) SCHOLARSHIPS & FELLOWSHIPS FOR STUDENTS ATTENDING	351	4,603,494		N/A	N/A

Part IV

Supplemental Information. Complete this part to provide the information required in Part I, line 2, and any other additional information.

Identifier	Return Reference	Explanation
PROCEDURE FOR MONITORING GRANTS IN THE U S	PART I, LINE 2	SCHEDULE I, PART I, LINE 2 THE OFFICE OF SPONSORED PROGRAMS IS RESPONSIBLE FOR ENSURING THAT AUDITABLE RECORDS ARE MAINTAINED IN SUPPORT OF ALL DIRECT AND INDIRECT CHARGES TO GRANTS, CONTRACTS, OR AGREEMENTS THE PRINCIPAL INVESTIGATOR INITIALLY APPROVES ALL EXPENDITURES OF A SPONSORED PROJECT AND IS RESPONSIBLE FOR DETERMINING WHETHER THE SPONSOR WILL ALLOW AN ITEM OF DIRECT COST, BEFORE THE EXPENDITURE IS PROCESSED IN ADDITION, THESE EXPENDITURES ARE ALSO CLOSELY REVIEWED AND MONITORED BY THE OFFICE OF SPONSORED PROGRAMS BEFORE THE EXPENDITURE REQUISITION IS APPROVED FOR PAYMENT TO ENSURE THAT THE GRANT FUNDS ARE PROPERLY UTILIZED FOR THE PURPOSES SPECIFIED IN THE GRANT CONTRACT/AGREEMENT

Schedule J
(Form 990)

Compensation Information

OMB No 1545-0047

2011

Open to Public Inspection

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" to Form 990, Part IV, question 23.

▶ Attach to Form 990. ▶ See separate instructions.

Name of the organization FISK UNIVERSITY	Employer identification number 62-0202000
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Part I

Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items		
☐ First-class or charter travel		
☒ Housing allowance or residence for personal use		
☐ Travel for companions		
☐ Payments for business use of personal residence		
☐ Tax idemnification and gross-up payments		
☐ Health or social club dues or initiation fees		
☐ Discretionary spending account		
☐ Personal services (e g , maid, chauffeur, chef)		
1b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all the expenses described above? If "No," complete Part III to explain	Yes	
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	Yes	
3 Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply		
☐ Compensation committee		
☒ Written employment contract		
☐ Independent compensation consultant		
☒ Compensation survey or study		
☐ Form 990 of other organizations		
☒ Approval by the board or compensation committee		
4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization		
4a Receive a severance payment or change-of-control payment?		No
4b Participate in, or receive payment from, a supplemental nonqualified retirement plan?		No
4c Participate in, or receive payment from, an equity-based compensation arrangement?		No
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III		
Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.		
5 For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of		
5a The organization?		No
5b Any related organization?		No
If "Yes," to line 5a or 5b, describe in Part III		
6 For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of		
6a The organization?		No
6b Any related organization?		No
If "Yes," to line 6a or 6b, describe in Part III		
7 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III		No
8 Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe in Part III		No
9 If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?		

Part II **Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use Schedule J-1 if additional space needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, columns (D) and (E) for that individual

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) HAZEL O'LEARY	(i)	231,975	0	0	0	0	231,975	0
	(ii)	0	0	0	0	0	0	0
(2) ARNOLD BURGER	(i)	150,951	0	0	0	7,725	158,676	0
	(ii)	0	0	0	0	0	0	0

Part III **Supplemental Information**

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8. Also complete this part for any additional information.

Identifier	Return Reference	Explanation
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SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or to provide any additional information.
▶ Attach to Form 990 or 990-EZ.

OMB No 1545-0047

2011

Open to Public Inspection

Name of the organization
FISK UNIVERSITY

Employer identification number
62-0202000

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 11	AS AUTHORIZED BY THE BOARD OF TRUSTEES, A COPY OF THE FORM 990 IS DISTRIBUTED TO THE AUDIT COMMITTEE FOR CHANGES AND APPROVAL DURING NOVEMBER 2012 COPIES OF THE FORM 990 ARE AVAILABLE TO THE FULL BOARD OF TRUSTEES UPON REQUEST
	FORM 990, PART VI, SECTION B, LINE 12C	THE FISK UNIVERSITY ("FISK" OR THE "UNIVERSITY") BOARD OF TRUSTEES (THE "BOARD") HAS ADOPTED A CONFLICT OF INTEREST POLICY (THE "POLICY") THAT IS CURRENTLY IN EFFECT THE POLICY ESTABLISHES A PROCEDURE FOR TRUSTEES TO DISCLOSE CONFLICTS OR POTENTIAL CONFLICTS OF INTEREST AS THEY ARISE THE POLICY ALSO CREATES A PROCEDURE WHEREBY THE INDIVIDUAL FACTS OF EACH SITUATION CAN BE ASSESSED IN RELATION TO THE BEST INTERESTS OF THE UNIVERSITY AND AN INFORMED, UNBIASED DECISION CAN BE MADE WITH REGARD TO WHETHER A PARTICULAR CONFLICT IS PERMISSIBLE OR IMPERMISSIBLE UNDER THE POLICY THE POLICY REQUIRES EACH TRUSTEE TO SUBMIT AN ANNUAL CONFLICT OF INTEREST DISCLOSURE STATEMENT AT LEAST ANNUALLY TO THE BOARD SECRETARY NEW TRUSTEES ARE REQUIRED TO SUBMIT THE ANNUAL CONFLICT OF INTEREST DISCLOSURE STATEMENTS UPON ACCEPTING SERVICE ON THE BOARD AND IN NO EVENT LATER THAN HIS OR HER FIRST BOARD/BOARD COMMITTEE MEETING THE UNIVERSITY ENDEAVORS TO ENSURE STRICT COMPLIANCE WITH THIS POLICY TO ACHIEVE THIS GOAL, THE UNIVERSITY CONTINUALLY REMINDS AND EDUCATES THE BOARD MEMBERS ABOUT CONFLICT ISSUES AT NEW TRUSTEE ORIENTATION, THE UNIVERSITY'S GENERAL COUNSEL PROVIDES A TUTORIAL ON CONFLICT ISSUES, REVIEWS THE UNIVERSITY'S BYLAWS REGARDING CONFLICTS, AND REVIEWS THE TERMS OF THE POLICY, INCLUDING REPORTING REQUIREMENTS ALSO, AT THE BEGINNING OF EACH ANNUAL MEETING OF THE BOARD, THE BOARD MEMBERS ARE REMINDED BY THE BOARD'S CHAIRMAN, THE UNIVERSITY'S PRESIDENT AND THE UNIVERSITY'S GENERAL COUNSEL ABOUT CONFLICT REPORTING REQUIREMENTS, AND, THE BOARD MEMBERS ARE REQUIRED TO SUBMIT AN ANNUAL CONFLICT OF INTEREST DISCLOSURE STATEMENT PRIOR TO THE ADJOURNMENT OF THE MEETING FOLLOWING THE MEETING, THE UNIVERSITY'S GENERAL COUNSEL CHECKS EACH ANNUAL CONFLICT OF INTEREST DISCLOSURE STATEMENT RECEIVED TO ENSURE THAT ALL TRUSTEES HAVE COMPLETED THE REQUIRED FORM THE GENERAL COUNSEL OBTAINS THE ANNUAL CONFLICT OF INTEREST DISCLOSURE STATEMENT FROM ANY TRUSTEE WHO DID NOT ATTEND THE ANNUAL MEETING OF THE BOARD OR WHO DID NOT RETURN THE FORM AT THE ADJOURNMENT OF THAT MEETING ADDITIONALLY, THE UNIVERSITY'S BYLAWS SPECIFY THE PRESIDENT OR HIS OR HER DISGNEE(S) AS THE ONLY UNIVERSITY OFFICIAL(S) AUTHORIZED TO ENTER INTO A BINDING AGREEMENT ON BEHALF OF THE UNIVERSITY BY LIMITING SIGNATORY AUTHORITY TO THE PRESIDENT, THE UNIVERSITY HAS CENTRALIZED AND STANDARDIZED ITS CONTRACT REVIEW PROCESS ALL CONTRACTS ARE REQUIRED TO UNDERGO REVIEW BY THE UNIVERSITY'S GENERAL COUNSEL, WHO SUBMITS A WRITTEN RECOMMENDATION WITH REGARD TO THE CONTRACT TO THE UNIVERSITY'S PRESIDENT BY CENTRALIZING AND STANDARDIZING ITS CONTRACT REVIEW PROCESS THROUGH, AT LEAST THESE TWO OFFICES, THE UNIVERSITY IS ABLE TO, AMONG OTHER THINGS, REVIEW ALL CONTRACTUAL ARRANGEMENTS TO ENSURE THAT THERE ARE NO UNDISCLOSED CONFLICTS OF INTEREST ISSUES PRESENTED IN ANY SUCH ARRANGEMENT
	FORM 990, PART VI, SECTION B, LINE 15	GOVERNANCE AND ADMINISTRATION CEO EVALUATION/SELECTION THE GOVERNING BOARD OF THE INSTITUTION IS RESPONSIBLE FOR THE SELECTION AND THE PERIODIC EVALUATION OF THE CHIEF EXECUTIVE OFFICER THE FISK BOARD OF TRUSTEES EMPLOY S SEARCH FIRMS THAT SPECIALIZE IN THE PLACEMENT OF SENIOR ADMINISTRATIVE PERSONNEL AT INSTITUTIONS OF HIGHER EDUCATION THE SEARCH FIRM THEN MANAGES THE ENTIRE RECRUITMENT PROCESS, INCLUDING JOS SEARCH POSTINGS, SCREENINGS OF APPLICANTS AND THEIR CREDENTIALS AS WELL AS THE COORDINATION OF CANDIDATE INTERVIEWS WITH SELECTED MEMBERS FROM THE FISK BOARD OF TRUSTEES SUCH SEARCHES ARE CONDUCTED ON A 'HIGHLY CONFIDENTIAL' BASIS AND DO NOT INVOLVE THE OFFICE OF HUMAN RESOURCES UNTIL SUCH TIME AS THE BOARD OF TRUSTEES SELECTS AND ANNOUNCES THE PRESIDENTIAL CANDIDATE IN ADDITION, THE BOARD OF TRUSTEES, USES ITS LEGAL COUNSEL TO FORMULATE AND/OR REVIEW ALL PRESIDENTIAL CONTRACTS FOR THE UNIVERSITY ARTICLE V, SECTION 1 OF FISK UNIVERSITY'S ("FISK" OR THE "UNIVERSITY") AMENDED AND RESTATED BYLAWS (THE "BYLAWS") CONFERS TO ITS BOARD OF TRUSTEES (THE "BOARD") THE AUTHORITY TO APPOINT THE PRESIDENT, WHO SERVES AS THE UNIVERSITY'S CHIEF EXECUTIVE OFFICER SPECIFICALLY, ARTICLE V, SECTION 1 OF THE BYLAWS STATES THAT THE BOARD IS RESPONSIBLE FOR THE SELECTION OF THE INSTITUTION'S PRESIDENT PURSUANT TO ARTICLE IV, SECTION 1 OF THE BYLAWS, THE EXECUTIVE COMMITTEE OF THE BOARD IS CHARGED WITH RESPONSIBILITY OF EVALUATING THE PRESIDENT'S PERFORMANCE AND SETTING HIS OR HER COMPENSATION UNDER THIS PROVISION OF THE BYLAWS, THE EXECUTIVE COMMITTEE IS COMPRISED OF THE BOARD CHAIRMAN, VICE-CHAIRMAN, THE SECRETARY OF THE BOARD, THE CHAIRPERSONS OF EACH OF THE BOARD'S STANDING COMMITTEES, AND THE PRESIDENT THE EXECUTIVE COMMITTEE IS STAFFED BY THE GENERAL COUNSEL AND SECRETARY, WHO SERVES AS AN EX OFFICIO MEMBER OF THE COMMITTEE THE BYLAWS DIRECT THE EXECUTIVE COMMITTEE TO DEVELOP, IMPLEMENT AND EVALUATE THE PRESIDENT'S PERFORMANCE MANAGEMENT PROGRAM, COMPENSATION, AND CONDITIONS OF EMPLOYMENT THE EMPLOYMENT AGREEMENT BETWEEN THE UNIVERSITY AND THE UNIVERSITY'S CURRENT PRESIDENT ALSO SETS FORTH A PROCESS FOR THE PRESIDENT'S EVALUATION THE EMPLOYMENT AGREEMENT REQUIRED THE PRESIDENT TO DEVELOP A PERFORMANCE PLAN UNDER WHICH SHE IS TO BE EVALUATED SPECIFICALLY, SECTION 3(B) OF THE AGREEMENT CONTEMPLATES THAT THE BOARD MAY PERFORM AN ANNUAL OR PERIODIC PERFORMANCE REVIEW OF THE PRESIDENT THE DATE(S) AND FREQUENCY OF SUCH PERFORMANCE REVIEW(S) TO OCCUR ARE TO BE DETERMINED IN THE SOLE DISCRETION OF THE UNIVERSITY'S BOARD OF TRUSTEES, THROUGH THE APPLICABLE COMMITTEE OF THE BOARD (THE "COMMITTEE") SECTION 3(B) OF THE EMPLOYMENT AGREEMENT ALSO STATES THAT THE PRESIDENT'S INITIAL PERFORMANCE PLAN SHALL BE ADJUSTED ANNUALLY BY THE COMMITTEE AND THE PRESIDENT PRIOR TO THE CLOSE OF EACH FISCAL YEAR COMPENSATION DATA IS EVALUATED UTILIZING SALARY DATA PROVIDED BY CUPA-HR SO AS TO COMPARE FISK COMPENSATION DATA WITH COMPARABLE COMPENSATION FOR SIMILARLY QUALIFIED PERSONS IN FUNCTIONALLY COMPARABLE POSITIONS AT SIMILARLY SITUATED ORGANIZATIONS COMPENSATION DATA FOR THE PRESIDENT, OTHER OFFICERS AND/OR KEY EMPLOYEES OF THE UNIVERSITY ARE KEPT IN THEIR RESPECTIVE PERSONNEL FILES WITHIN THE OFFICE OF HUMAN RESOURCES COMPENSATION DATA FOR THE PRESIDENT AND PROVOST ARE ALSO RETAINED BY THE UNIVERSITY'S LEGAL COUNSEL
	FORM 990, PART VI, SECTION C, LINE 19	FISK UNIVERSITY HAS COPIES OF ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ON FILE TO BE MADE AVAILABLE TO THE PUBLIC UPON REQUEST
CHANGES IN NET ASSETS OR FUND BALANCES	FORM 990, PART XI, LINE 5	NET UNREALIZED LOSSES ON INVESTMENTS -208,793