

**Florida Agricultural and Mechanical University
Board of Trustees**



**MEETING MINUTES
August 24, 2016**

CALL TO ORDER AND WELCOME

Kelvin Lawson, Chair

Chair Lawson called the meeting to order. Attorney Barge-Miles called the roll and a quorum was established. The following trustees were present: Carter, Dortch, Grable, Lawrence, Lawson, Mills, Moore, Perry, Reed, Smith, Washington, and Woody. It should be noted that when the meeting was being scheduled, Trustee Gary McCoy notified the BOT liaison that he had a prior commitment during the time of the meeting and would not be able to attend.

PUBLIC COMMENTS

Chair Lawson recognized the following individuals for public comments:

Clyde Ashley	Carolyn Jones
Cherisse Brown	Lekan Latinwo
Carolyn Collins	Narayan Persaud
Elizabeth Davenport	Evita Pierce
Onyewuchi Ebere	Kyle Washington
Richard Gragg	Aurelia Whitmore
Maurice Holder	Krystal Williams
Joe A. Houston	Rev. Dr. Joseph Wright

FAMU NATIONAL ALUMNI ASSOCIATION PRESENTATION

Next, Chair Lawson recognized Lt. Col. Gregory Clark, the president of the FAMU National Alumni Association (NAA), for a presentation. He indicated that the NAA had provided scholarships to 325 students, which amounted to \$230,000.00 in scholarship dollars for students attending FAMU this fall. He then recognized Trustees Kimberly Moore and Matthew Carter for becoming life members of the Florida A&M University National Alumni Association.

PRESIDENT'S REPORT

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Dr. Elmira Mangum, President

Chair Lawson recognized President Mangum for her report. President Mangum shared that the University graduated nearly 500 students during the commencement in August 2016, which was a record for FAMU. She pointed out that the University is graduating students in areas of science, technology, engineering, math, and health professions, which are areas of strategic emphasis, as defined by the State University System.

President Mangum indicated that the University had received feedback from over 1000 individuals regarding the strategic plan, including approximately 400 students. They are excited about the plans for FAMU. She also stated that a survey of recent graduates indicated that the students were satisfied with the skills they received, their experiences, as well as the academic offerings. They were also satisfied in the areas of communication, critical thinking, collaboration, technology, literacy, ethical values, life-long learning and cultural diversity.

President Mangum assured the Board that student scholarships and support were not affected by the budget reductions and right-sizing of the University. She highlighted the University's passport program and enhanced opportunities for students to study abroad, the selection of a FAMU student as a White House Scholar, and the selection of a student for a NASCAR internship.

President Mangum informed the Board that Forbes Magazine included FAMU on its list of America's Top Colleges. She noted that FAMU was also on the list last year. FAMU will also be included in a documentary entitled "Tell Them We Are Rising – The Story of HBCUs." She also stated that the Sustainability Institute provided inaugural fellowships for faculty that are interested in advancing sustainability related research. FAMU was also awarded 1.6 million dollars by the U.S. Department of Education for its TRIO Talent Search Program.

President Mangum stated that the University created its budget based on an enrollment of 9,000 students and that over 9,000 students are currently enrolled. She stated that the University received 11 million dollars in performance funding and it allows the University an opportunity to right-size its expenditures and organization without devastating anything.

Trustee Dortch inquired about graduate student funding. President Mangum indicated that a rubric is used to determine funding and that the University honors commitments that were made. Trustee Grable inquired about addressing faculty workload in a meaningful way. President Mangum responded that the provost is doing an analysis regarding faculty teaching load. The analysis will be provided to the Board at its March 2017 meeting and faculty will be included in that analysis.

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President Mangum provided that the University's FTE number will be available in October and that 457 students are enrolled in the College of Law. She also responded that the University's 100 million dollar capital campaign is in its beginning phases and the VP Cotton will share more details during the next meeting.

Acting General Counsel Shira Thomas informed the Board that it prevailed in a decision rendered by the First District Court of Appeals in Bruno v. FAMU Board of Trustees. The decision will be final at the end of 15 days. After that time, the decision will be remanded to the Leon County Circuit Court, then it will go back to the Student Government Association.

COMMITTEE REPORTS

Budget and Finance

Kelvin Lawson, Chair

Chair Lawson reported that the Budget and Finance Committee had three action items. Trustee Dortch moved approval of the FY 2016/2017 Final Operating Budget. It was seconded by Trustee Moore and the motion carried. Next, Trustee Dortch offered a motion to approval the 2016-2017 Athletics Budget and Five-year Plan. The motion was seconded by Trustee Mills and the motion carried.

Finally, Chair Lawson recapped discussions regarding the Legislative Budget Request. Trustee Dortch moved approval of the FY 2017/2018 Legislative Budget Request, with the following revisions to the recommendation that the committee received during its meeting:

1. Student Success - Diminish the request for positions to allow resources to be used for 10/10/technology.
2. FAMU On-Line – Diminish the request for positions to allow resources to be used for technology.

The motion was seconded by Trustee Moore and the motion carried.

Chair Lawson informed the Board that the multi-year contracts would be discussed at the next Board meeting.

Rattler Boosters

Thomas Dortch, Liaison

Trustee Dortch reported that he had met with the Rattler Boosters Board, the athletic director, and VP Cotton, several times since the last BOT meeting. He stated that he wanted to make sure that the Boosters understood and are in compliance with the charter and the mandate of

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the BOT. He reported that he made it clear that the Boosters could not have a separate bank account outside of the Foundation and that the Boosters and Athletics are moving in the right direction. He stated that he emphasized transparency, accountability, and fiscal management during the meetings. On August 23, 2016, the Boosters transferred \$30,000 to the FAMU Foundation for Athletics. He anticipates that the matter should be resolved before the September 2016 BOT meeting. At that time, either the DSO Committee will come to the Board with a series of recommendations or he will share the resolution with the Board. He stated that he also plans to bring policies to the BOT for its approval.

Audit and Compliance:

Nicole Washington, Chair

Trustee Washington reported that during the Committee's workshop, they heard a presentation on the draft risk assessment and proposed work plan for the 2016-2017 year. She informed the Board that VP Givens discussed the purpose and methodology of the plan and the assessment. She stated that the Risk Assessment and the Work Plan will be presented to the Board for approval at its September meeting.

Special Committee on Presidential Evaluation

Kimberly Moore, Chair

Trustee Moore reported that the Committee recommended approval of the evaluation report and associated documentation. Trustee Washington moved the approval. It was seconded by Trustee Lawrence and the motion carried.

Chair Lawson then asked President Mangum if she wanted to respond to the evaluation. President Mangum indicated that she appreciated the opportunity to respond to the results of the evaluation of her performance. President Mangum shared the following concerns:

1. She stated that there was no conversation with her regarding the evaluation.
2. Out of 11 categories, clear expectations were only present for two categories, which were the categories added by herself and her team. (Work Plan and Goals and Objectives)
3. Nine of the categories were not clear to her and she did not receive feedback regarding what the expectation of success was for those areas.
4. Whether members of the Board were trained on how to use the tool.
5. Was the Board clear on what the rating system was and how to use it?
6. The Board's comments did not relate back to questions that were raised in regards to the factor that was being evaluated.
7. Does each member believe that the ratings are in sync?

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8. Does each Board member believe that they had time to conduct the evaluation and to make a fair assessment considering the metrics did not exist for each one of the factors?
9. Was her job description shared with each member of the Board and was it used to help guide the evaluation process?
10. In each of the categories, she wanted to know what are the definitions of what it means to meet or exceed the expectations and what success looks like for the evaluation factors that were provided, outside of the two she and her team prepared.

Trustee Carter indicated that he didn't understand why she didn't share this perspective when she was asked months ago, when there could have been open dialogue. Trustee Moore stated that the Committee made every effort to ensure that members had every document. She shared that the committee built in a time-line, which built in conversations and meetings. She stated that at the end of the process there were signs that they were working collaboratively. Trustee Moore pointed out that the definition of "does not meet, meets, and exceeds" were addressed because of a recommendation from the evaluation last year. She said that the evaluation is a repeat from last year's evaluation, with the exception of the addition of the Work Plan. She finally shared that it is well documented with how the communication process took place. In response to Trustee Mills question, Trustee Moore indicated that the sit-down meeting with Dr. Mangum did occur and part of that conversation was regarding the goals. She also met with President Mangum in her office. President Mangum responded that a conversation regarding "meet or does not meet" is a very different conversation than talking with her about an evaluation. President Mangum restated that she does not know what success looks like in the categories that were identified on the form.

Chair Lawson stated that it's troubling to hear that the President questioned whether the Board was clear on the nine factors that she identified, considering that the Board has worked on the University's Work Plan with her for the past two years. The process was consistent with what was used a year ago, it's consistent with the other SUS institutions. He stated that he knows that there have been meetings with the President to review this process. He said that they had a well-vetted evaluation process, that was clearly explained in-person and in writing. He ended by stating that the Board had to decide how it moves forward. He stated that he felt they were at an impasse and the Board must decide:

1. Do they continue will try to work through the issues that are on the table? or
2. Do they take alternative steps?

Trustee Dortch asked President Mangum if her self-evaluation included all of the same metrics? And when she did her self-evaluation was there a misunderstanding was that translated to the committee chair? She responded that she wrote a letter last fall, asking for an explanation of each of the factors and she asked that question of each new member of the committee.

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Trustee Lawrence offered that the President cannot succeed in any way that good enough, unless the matter of relationships is tackled and overcome.

Trustee Mills moved to extend the employment contract for one-year, with executive coaching for Dr. Mangum. The motion was seconded by Trustee Smith.

A roll call vote followed:

Carter	No
Dortch	No
Grable	No
Lawrence	Yes
Lawson	No
Mills	Yes
Moore	No
Perry	No
Reed	Yes
Smith	Yes
Washington	Yes
Woody	No

5 – Yes

7 – No

Chair Lawson announced that the motion failed.

Trustee Dortch moved that the chair appoint a special task force from this Board, to include the student representative, to sit with Dr. Mangum and to have discussions about a way forward and that that plan of action comes to this Board at the September Board meeting for a final decision on what that blueprint will look like. The motion was seconded by Trustee Lawrence and the motion carried.

With no further business, the meeting adjourned.