

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



**SUMMARY MEETING MINUTES  
October 18, 2015  
8:30 A.M.**

**CALL TO ORDER AND WELCOME**

*Rufus Montgomery, Chairman*

Chairman Montgomery called the meeting to order. Attorney Barge-Miles called the roll. The following trustees were present: Alston, Grable, Graham, Lawson, McWilliams, Montgomery, Moore, Shannon, Warren, Washington, White, and Woody. A quorum was established.

**MINUTES**

Chair Montgomery asked for a motion to approve the minutes from August 6 and 17, 2015 and September 4, 18 and 30, 2015. Trustee Lawson moved approval. It was seconded by Trustee Woody and the motion carried.

**PUBLIC COMMENTS:**

There were no requests for public comments.

**STRATEGIC PLANNING TASK FORCE:**

*Dr. Elmira Mangum, President*

*Dr. Larry Robinson, Task Force Chair*

Chair Montgomery indicated that the meeting was planned because President Mangum asked to spend some time with the Board regarding strategic planning. He then recognized President Mangum to explain the strategic planning process. President Mangum indicated that she had been considering this process so that it would set the University on the right course, with a strategic look at the vision. The Strategic Planning Task Force has been challenged with this question "How do we position Florida A&M University to be an institution that students of tomorrow will pay for and donors will support and invest in?"

The Task Force is led by Dr. Larry Robinson and co-chaired by Dr. Cynthia Hughes Harris. Dr. Robinson explained that the 2010-2020 plan needs to be updated to align with the Board of Governors' goals and expectations. He indicated that the Task Force developed a slogan: "Performing Boldly Beyond Measure." He explained that performance is linked to quantifiable metrics. The Task Force created five strategic guiding themes that will be embedded in the discussions: quality (surrogate for excellence), continuous improvement, community engagement, sustainability, and diversity and internationalization.

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The BOT, Task Force, and Vice Presidents went into break-out sessions to discuss the strategic initiatives and to garner BOT input. At the conclusion of the break-out sessions, the meeting reconvened and each group provided reports regarding their discussions. The Board was encouraged to provide their feedback through a survey that was provided by the Task Force.

Trustee Torey Alston provided a report from the Governance Committee. He encouraged the Trustees to review the Board's Operating Procedures and to provide any suggested changes to Attorney Barge-Miles. He indicated that the Governance Committee planned to review the procedures and would also look at the roles and responsibilities of the Committee.

Next, the Board of Trustees moved into the consideration of a performance bonus for President Mangum, as provided in section 5.3 of her employment agreement.

**5.3 Performance Bonuses:** Based upon her achievement of specific annual goals and objectives which have been mutually agreed upon in writing by Dr. Mangum and the Board, Dr. Mangum may be eligible to receive an annual performance bonus not to exceed ten percent (10%) of the annual base salary, as provided for in subparagraph 4.0, contingent upon the availability of funds from the FAMU Foundation.

At its first meeting after September 30 of each year, the Board shall take a vote on payment of a bonus which shall be proportional to the goals and objectives met and shall state the amount thereof. Upon Board approval of a performance bonus, payment of said bonus shall be made within sixty (60) days.

Trustee Moore stated that the results of the performance evaluation indicated that seven (7) trustees rated President Mangum as having "met" her annual priorities and goals and five (5) rated her as "not having met" them.

Trustee Lawson moved to forfeit the presidential bonus for this year. The motion was seconded by Trustee Woody. Through a roll call vote the motion carried with 8 trustees voting yes and 4 trustees voting no.

Trustee Lawson asked that he be allowed to add an agenda item at the conclusion of the sessions with the former presidents. He indicated that the Board needs to have a broad discussion regarding the president's performance. He wanted a discussion regarding where they were.

The Board then heard from former presidents: Dr. Larry Robinson, Dr. Walter Smith, Dr. Fred Gainous, Dr. James Ammons, Dr. Henry Lewis, and Dr. Frederick Humphries.

With no further business, the meeting adjourned.