

**SUMMARY MINUTES**  
**BOARD OF TRUSTEES MEETING**  
**Thursday September 22, 2010**  
**Grand Ballroom**  
**8:00 a.m.**

Chairman C. William Jennings called the meeting to order at 8:10 a.m. He welcomed everyone to the new academic year and asked Attorney Fuse-Hall to call the roll.

The following Trustees were present: Chairman Jennings, Vice Chairman Daryl Parks, Torey Alston, Solomon Badger, Richard Dent, Gallop Franklin, Maurice Holder, Charles Langston, Spurgeon McWilliams, Marjorie Turnbull, Karl White and R.B. Holmes, who participated by telephone. A quorum was established.

Chairman Jennings informed everyone that the first agenda item would be discussed in closed session. He recognized Attorney McKnight to outline the legal authority that permits the board to meet in closed session to discuss matters related to collective bargaining. Attorney McKnight also outlined employees permitted to remain in closed session pursuant to a memorandum from President Ammons dated September 15, 2010 (See Attachment A). Everyone else was asked to vacate the room until the executive session concluded.

**CLOSED SESSION**

**OPEN SESSION**

After the closes session concluded, the meeting was reopened to the public. Chairman Jennings asked for a motion to approve the minutes of the April 22, 2010, meeting of the FAMU Board of Trustees. Trustee Badger moved approval and it was seconded by Trustee Dent. The motion carried.

Chairman Jennings thanked Ajax Construction Company and the faculty for their work on Tucker Hall. It is really beautiful. He also thanked Governor Crist, Chancellor Brogan and the others that attended the groundbreaking ceremony for Phase II of the Pharmacy Building. These buildings will become great additions to the campus.

The Chairman recognized President Ammons for his report (see Attachment B). President Ammons noted that the fall 2010 semester began with a great start. He introduced several new members of the FAMU Family, including:

- Dr. Ken Redda, Interim Vice President for Research
- Dr. William Hudson, Interim Vice President for Student Affairs
- Mr. Derek Horne, Director of Athletics
- Ms. Marcia Conliffe, Director of Financial Aid
- Mr. Jay Smith, Diplomat-In-Residence

President Ammons noted that FAMU welcomes its largest enrollment in the history of the University with 13,349; he noted that these are the preliminary figures for Fall 2010. President Ammons noted that the College of Law also enrolled its largest entering class with 296 students. President Ammons outlined the profile of the freshman class. He also noted the success of the “One Stop” Registration. This initiative placed all critical offices for students to register and address any initial matters to begin the semester, in one location for several days. This initiative began as a means to improve the efficient and effective operation of the registration process.

Other areas discussed by President Ammons included:

- The death of Dr. William P. Foster, the greatest director of bands in American history and former director of the Marching 100. His innovative musical arrangements and choreography for marching bands revolutionized band performances throughout the nation.
- FAMU hosts the First National Goat Conference
- Student Support Services awarded \$1.6 million grant
- Dean James Hawkins Named Educator of the Year by NABJ
- General Counsel Avery McKnight featured among Florida’s Legal Elite
- FAMU School of Architecture listed as a program with distinction by 2009 Design Futures Council.
- SGA President Gallop Franklin II Named Gubernatorial Fellow
- New Marketing contract signed with IMG, national athletic marketing firm
- FAMU remains No.1 in selling licensed merchandise
- Upcoming Events

Chairman Jennings thanked President Ammons for his report.

## **COMMITTEE REPORTS**

### **DSO COMMITTEE**

Chairman Jennings recognized Trustee Charles Langston for the report of the DSO Committee. Committee Chairman Langston noted that Vice President Carla Willis provided the Committee with an update on the FAMU Foundation to include year-to-date giving and the Foundation’s asset balance.

Vice President Willis informed the Committee that during the first quarter of this fiscal year, the Division of University Relations raised over \$636,000 in cash and in-kind donations. She noted that there has been a 22% decrease in cash gifts as compared to the first quarter of fiscal year 2009. However, there has been a 26% increase in the number of donors acquired. Additionally, the Foundation has seen an increase in the average gift size among alumni, faculty and staff.

Additionally, Vice President Willis informed the Committee that the University’s Annual Fund phone-a-thon will now originate from an on-campus call center with FAMU students placing the calls. With this new arrangement, phone-a-thons will occur during the Spring and Fall, rather than just in the Spring. The new on-campus call center will begin in conjunction with our fall phone-a-thon in late October.

The Committee heard a report on the asset balances of projects housed in the Foundation. Vice President Willis reported that limited funds were available for flexible spending and emphasized the need for unrestricted funds. Two types of restricted funds were presented, namely, permanently restricted, which are also called endowments, and temporarily restricted. The permanently restricted funds were categorized into four groups:

- Eminent Scholar Chairs, which had a beginning balance of \$17,438,544 and an ending balance of over \$17,439,044;
- Professorships , which had no additional contributions during 2009-2010 – beginning and ending balance of over \$1,975,000;
- Endowed Scholarships , which increased its asset balance from \$46,242,218 to \$46,381,311; and
- Endowed for Operations which increased from \$13,412,410 to \$13,456,220

Vice President Willis summarized that the permanently restricted endowed projects increased during fiscal year 2009-2010 from \$79,068,672 to \$79,252,075.

The temporarily restricted funds were also categorized into four groups:

- Earnings, which increased by \$1.8 million – from over \$15 million to over \$16.9 million;
- General Scholarships , which increased from over \$8 million to \$8.7 million;
- Operating Projects , which had a net change of \$434,589 during fiscal year 2009-2010, thus making the funds available for disbursements \$5,636,799; and
- Earnings Clearings / Accounting Adjustments, in which there was a net change of \$4,921,875 and an ending balance at June 30,2010, of [negative] (\$12,923,634)

As such, Vice President Willis noted that the temporarily restricted projects asset balance available at June 30, 2010, was \$18,408,426.

Vice President Willis provided the Committee with a snapshot of the Foundation's Investment Weekly Dashboard, which provides the Foundation Board of Directors with a graphical representation of the Investment Portfolio Market Value at the close of each week.

Further, the Committee received a report from Mr. Tommy Mitchell, President of the FAMU National Alumni Association (NAA), who provided a summary of the activities that have occurred during his term as president. A few highlights included meeting with several alumni auxiliary groups such as the Boosters, the Band Boosters and the National "F" Club to discuss

ways of coordinating their support of FAMU; meeting with Vice President Willis to discuss issues related to the NAA's fiscal practices as well as discussing financial support of the University; and raising over \$139K during the NAA's National Meeting in Philadelphia to support scholarships and unrestricted funds.

Following the committee report, Trustee Langston introduced the consultants from Benz, Whaley, Flessner, Inc. to report on the results of their feasibility study for launching a capital campaign. See Attachment C. Following the presentation, the Board asked that at the December meeting the staff present a plan and timeline for launching the campaign.

## **BUDGET & FINANCE COMMITTEE**

Chairman Jennings recognized Committee Chairman Richard Dent for the Report of the Budget & Finance Committee. Chairman Dent

Mr. Chairman, the Budget and Finance Committee has two action items and several information items for your consideration.

The Committee heard from Teresa Hardee, CFO & Vice President for Administrative and Financial Services, who presented two amendments to the operating budget. The first amendment provides \$3.9 million in additional budget authority for five (5) budget entities that were not included in the preliminary budget approved by the Board at the June meeting. The second amendment provides \$635,135 in additional budget authority for the first payment on the new bond for student housing.

**Trustee Dent moved that the Board of Trustees approve these amendments to the operating budget. Trustee Langston seconded the motion and it carried.**

Next, the members of the Budget and Finance Committee recommended that the university develop a "Comprehensive Restructuring Plan" to address any potential revenue shortfalls (including the loss of stimulus dollars). This plan will include many components; however, the top three components are:

- (1) the impact of enrollment increases,
- (2) revenue projections (state, federal, planned giving, and private donations), and
- (3) the restructuring of the university's administrative areas and academic programs.

The Committee requests that the President submit this Plan at the December 2010 Board meeting.

**Trustee Dent moved that the Board of Trustees approve the development of a Comprehensive Restructuring Plan that the University will submit to the Board at the December meeting. Trustee Holder seconded the motion and it carried.**

As for the informational items, Vice President Hardee provided the committee an update on the results of the revenue estimating conferences for General Revenue, Lottery, and PECO. She also presented a summary of the state's Three Year Financial Outlook as well as information on the State University System's state appropriations and tuition increases from FY 2006-2007 through FY 2010-2011.

Also the Committee heard from Vice President Hardee who presented the FY 2011-2012 Legislative Budget Request that was approved by the Board of Governors last week. Each university was given an allocation by the Board of Governors to develop their legislative budget request along with instructions to align the request to the New Florida Initiative. The University's allocation is \$7.2 million and the budget priorities are as follows:

- **Priority One- Enhance Doctoral/Research Visibility:** \$275,000 to assist with the establishment of the College of Dental Medicine.
- **Priority Two - Address Health Care Disparities:** \$3.5 million to enhance the University's efforts to increase production of graduates in healthcare disciplines.
- **Priority Three- Initiate On-Line Degree Programs:** \$1.6 million to upgrade technology and the Learning Management System. This will result in increased enrollment and generate revenue through these on-line course offerings.
- **Priority Four- Increase Undergraduate Retention:** \$1.3 million to increase participation in the First Year Experience activities. The University is expecting to increase the retention and graduation rates with this initiative.
- **Priority Five- Increase International Opportunities:** \$562,920 to increase the number of students and faculty participating in international exchanges. The University will develop international programs in conjunction with the United States Agency for International Development. These services will enhance the global perspective of students and faculty.

Additionally, the University submitted the following supplemental documents with the Legislative Budget Request: a one-page document outlining how the University is preparing for the loss of the stimulus funds and a proposed 5% and 15% reduction plan. Vice President Hardee also highlighted for the Committee the University's strategies that could be used to offset the potential budget reductions and the thirteen (13) Guiding Principles.

The Committee received information regarding the six (6) contracts totaling \$5.9 million that have been executed since the last Board of Trustees meeting. These include:

- *District 7 Production Group (\$120,000),*
- *Global Sports Management (\$105,000),*
- *Woodruff Scientific (\$200,000),*
- *The Florida Endowment Foundation for Graduates (\$1.8 million),*
- *Professional Opportunities Program for Students, Inc. (\$3.5 million), and*
- *The Orange Minority Youth Golf Association (\$200,000).*

For the last informational item, Vice President Hardee provided responses to several questions that were asked during the June 2010 Board meeting.

### **ACADEMIC AFFAIRS COMMITTEE**

Chairman Jennings recognized Committee Chairman Solomon Badger for the committee report. The Committee heard from Provost Hughes Harris regarding the addition of several new degree programs to the New Degree Program List that is incorporated in the University's current strategic plan. These programs were included in the Work Plan, which the Board of Trustees approved at its last meeting and was submitted to the Board of Governors. This formal action will align the program list and the Work Plan. These proposed additions result from new opportunities, including possibilities from evolving partnerships. Other proposed additions resulted from the analysis, conducted over the past year, of low productivity programs, identifying programs with potential for higher enrollments that could replace some low enrollment programs. The University proposes adding the following programs to the 2010-2020 New Degree Program List and updating the current strategic plan to include:

- MS, Golf Management
- MS, Curriculum and Instruction
- MS, Sport Management
- BS, Information Technology MS Health Informatics
- MS, Biomedical Sciences
- BS/BA, Environmental Studies
- BS/MS/PhD, Sustainability science

The University must come back to the Board for approval, prior to the implementation of any of these programs.

**Chairman Badger moved that the Board of Trustees approve and add the above named new degree programs to the New Degree Program List within the University's Strategic Plan. Trustee Dent seconded the motion and it carried.**

Provost Hughes Harris presented information to the Committee regarding distance education. The Board of Trustees has identified as a goal in the University's 2010-2020 Strategic Plan the development and implementation of a comprehensive distance learning program. The University is moving forward with creating a premier distance education program and is considering a

proposal by HBCUsOnline. This company created “Tom Joyner Online Education (TJOE)” to provide the HBCU experience to students via distance learning. TJOE would assist FAMU with developing its online education programs by providing marketing services, administrative processes, faculty support training, ongoing student support and assistance with the development, maintenance and delivery of online degree programs, including technical support.

TJOE’s team consists of former higher education administrators, marketing experts and technology experts, who have proven experience in developing highly successful online degree programs. The Chief Academic Officer for TJOE, Dr. Gerald Heeger, is the former President and Provost of the University of Maryland University College, one of the oldest distance education programs in the nation, enrolling more than 196,000 students.

The University has been awarded money through Title III, which will be used to upgrade its technological infrastructure to assist with instructional technology needs for this initiative. That upgrade would take three to four months to complete.

The University plans to offer three (3) master’s degree programs through distance education: the Master’s of Business Administration, the Master’s of Public Health, and the Master’s of Nursing. Provost Hughes Harris explained that the tuition for the programs will cover costs only and that there will be no profit associated with the programs. These programs were selected because they are in high demand and will attract an audience that is conducive to successfully completing the programs.

The University has already contacted SACS-COC, the regional accreditation agency for the University, as well as the specialized accrediting bodies regarding these distance programs.

This initiative was offered for information for the board. After the contract negotiations have been finalized, the University will seek Board approval for the tuition for these programs, as the University would like to launch them in January 2011.

## **AUDIT COMMITTEE**

Chairman Jennings recognized Committee Chairman Karl White for the committee report. The Committee heard from Vice President Charles O’Dor, who presented the University Audit Plan for 2010-11. The purpose of the Audit Plan is to guide audits, reviews, and investigations to ensure compliance with statutory mandates; promote integrity, accountability and efficiency; make certain that resources are safeguarded against waste, loss, and misuse; and determine that resources are used consistent with regulations and policies. The Audit Plan is based on a combination of factors derived from a comprehensive risk assessment survey, prior financial and operational audit findings, and suggestions by management.

**Chairman White moved that the Board of Trustees approve the University Audit Plan for 2010-11. Trustee Franklin seconded the motion and it carried.**

Vice President O'Duor provided the Committee with an update on the Operational, Financial and Federal Audits for the fiscal year ended June 30, 2010. He stated that on August 16, 2010, the State Auditor General staff conducted an exit conference for the Operational Audit of the University for the fiscal year ended June 30, 2010. The purpose of the meeting with the University management team was to discuss the preliminary and tentative findings. The audit report is expected to be released soon.

Also, Vice President O'Duor informed the Committee that the Financial Audit of the University for the fiscal year ended June 30, 2010, by the State Auditor General is in progress. The audit report is expected in late fall.

Finally, Vice President O'Duor reported to the Committee that this year marks the fifth and final year of the compliance agreement between the University and the National Science Foundation. The requirements in the agreement include an annual audit of the NSF grant awards by an independent public accounting firm and a detailed annual report from the University reflecting activities related to NSF programs. The final compliance report from the University will be submitted to the NSF by September 30, 2010. The special audit of the NSF grant awards for the fiscal year ended June 30, 2010, was completed last week and there are no findings. An update on the compliance report will be presented at the next Board meeting.

#### **TRUSTEE-STUDENT RELATIONS COMMITTEE**

In the temporary absence of Chairman Jennings, Vice Chair Daryl Parks recognized Trustee Franklin for the committee report. The Committee had no action items; but, it has several items for information. The Committee heard a report from Trustee Franklin. Trustee Gallop Franklin summarized activities of the Student Government Association, which included:

- Partnered with EIT in upgrading the Commons
- Reactivated the S.A.F.E. Team
- Created the SGA Virtual Website
- Upgraded Galimore Bowling Lanes
- Assisted with One Stop Shop – S.W.A.G. (Student with Academic Advisement Graduation)
- Reported that 2<sup>nd</sup> Phase of the Recreational Center underway
- Reported that 3<sup>rd</sup> Phase of the Recreational Center (Playing fields aspect)
- Conducting a huge Voter Registration Drive – approximately 750 students registered to vote
- Participated in a forum with Will Packer, the producer of the movie “Takers” and assisted students to view the premiere,

- Introduced Comedy Series on campus, initiated by Vice President Breydon Love.
- Homecoming scheduled October 24-30, 2010 – Planning to have a formal affair on October 23, 2010

Trustee Franklin noted that Student Government is very active.

The Committee heard from Interim Vice President William Hudson, Jr. about the activities within the Division to include:

- The current enrollment is 13,352 compared to 12,221 this same time last year. The freshman class enrolled 15 National Merit Scholars.
- There are 294 new students enrolled in graduate school and 297 new students enrolled at the law school.
- Effective this summer 2010, Florida A&M transitioned to the William D. Ford Federal Direct Loan Program. Overall the process occurred smoothly; those experiencing a problem resulted from students not signing their promissory notes timely. To date, 12,000 students have been awarded financial aid.
- In 2009-2010, more than 16,000 patient visits were recorded at the FAMU Health Center. This represents a 15% increase from last year. Health promotion programming was expanded in various campus venues, residence halls and classrooms.
- Currently campus housing is at 98% occupancy of the 2,446 available beds this year, compared to 97% last year. Sampson and Young Residence Halls have begun renovation.
- During the Week of Welcome, students, clubs, organizations, community groups, faculty and assisted in “Move-In-Activities.” A total of 153 volunteers clocked in an excess of 1,080 hours.
- New Beginnings Child Care received the U.S. Department of Education’s CCAMPIS (Child Care Access Means Parents in School) grant in 2006 and again for 2010 in the amount of \$1,464,000 over an 8-year period. The center will continue to improve the University’s capacity to serve the low-income student/parent population; thereby increasing the retention rate of parents, increasing the graduation rate of low-income students/parents, and improving the quality of student life for all students/parents matriculating at the University.
- The University Police Department is currently involved in an investigation where individuals gained access into select students’ personal iRattler accounts, rerouting their financial aid awards. The investigation has resulted in two arrests and is still ongoing.
- Finally, the Committee heard an update on the Vice President Search - The search committee was a diversified group of individuals that yielded a thorough critique of the applicants. Of 85 applicants for the position, the pool has narrowed to three individuals. The names of the three individuals have been forwarded to President Ammons.

## **FACILITIES PLANNING COMMITTEE**

Chairman Jennings recognized Committee Chairman Spurgeon McWilliams for the report. The Facilities Planning Committee reviewed a request to amend the Board of Trustee’s Motor Pool and Vehicle Use Policy Number 2006-5. This Policy governs the acquisition, ownership, use, and maintenance of University-owned and operated motor vehicles. The Policy currently only allows employees with valid commercial driver licenses to operate vans that seat ten (10) or

more passengers. This requirement has become difficult in that it limits the availability of cost-effective vehicles and the availability of qualified drivers for student and employee travel. The Florida Department of Highway Safety and Motor Vehicles' regulations are not as restrictive as this Policy and have a limit of sixteen (16) or more passengers before requiring a commercial driver's license. The University plans to enhance driver training for those who drive vehicles with ten (10) or more passengers.

**Chairman McWilliams moved that the Board approve the amendment to the Board of Trustees' "Motor Pool and Vehicle Use," Policy Number 2006-5 to increase the passenger requirement for a commercial driver's license from ten (10) to sixteen (16) passengers. The motion was seconded by Trustee Franklin and it carried.**

The Committee reviewed a request to rename the FAMU baseball field in honor of Mr. Andre Dawson, for his extraordinary and lasting contributions to the state of Florida, FAMU, and major league baseball. After some discussion, President Ammons asked that the item be withdrawn from consideration at this time.

The Committee received information regarding the draft 2010-15 Educational Plant Survey Report. The draft report assessed the use of existing facilities and projected the facility needs over the next five years. The University is reviewing the draft report and will present it to the Board for approval at a later date.

The Committee also received information regarding the Fixed Capital Outlay Legislative Budget Request and the five-year Capital Improvement Plan. The University has currently identified the following projects as the top five priorities for Fiscal Year 2011-12 Public Education Capital Outlay funding:

- #1 – Utilities/Infrastructure, Capital Renewal/Roofs  
\$9,000,000
- #2 - Pharmacy Building Phase II - \$8,395,000
- #3 - Student Affairs Building - \$6,155,000
- #4 - Dyson Building Remodeling - \$1,751,500
- #5 – FAMU/FSU College of Engineering Phase III - \$13,014,335

The University is continuing to evaluate the economic forecasts for PECO funding and will present its final Legislative Budget Request and Capital Improvement Plan for the Board's approval at a later date. The Committee received a status report on the major projects.

Finally, the Committee received a report conducted by Turner Construction on a voluntary assessment of the athletics facilities. Turner Construction visited the campus facilities on September 13, 2010, and will provide its assessment to the University by December 1, 2010.

## **PRESIDENTIAL COMPENSATION**

Chairman Jennings noted that as the Board of Trustees has heard from Vice President Hardee, the University is facing some dire economic challenges. He continued, "However, we have had steadfast leadership during this time."

And the board has been grappling to find a solution to the dilemma that we have been facing during these tough economic times of paying a 25 to 35% bonus to President Ammons. The board's struggle is that during a time when the University's budget is being reduced and its employees have not received a pay increase since 2006, we have contractual obligations that we must meet.

The Board of Trustees entered into a legally binding agreement with President Ammons in 2007 that states that the president's yearly performance bonus "shall be in the range of 25% to 35% of the annual base salary". Chairman Jenning noted, "That's the language in the contract."

Chairman Jennings reiterated that the board must honor the contract, which is a legally binding agreement. "It was entered into in good faith at a different economic time."

Chairman Jennings said:

I spoke with Dr. Ammons on several occasions. He has agreed to restructure his contract. Currently, he's entitled to the bonus range of 25-35%. This is a contractual provision and we just need to determine where within the range the bonus should fall.

I feel that Dr. Ammons has done an exceptional job as president during this period in which the bonus would apply. The university was removed from SACS probation, received its SACS Re-affirmation, and set the foundation for the ABA to award accreditation to the Law School, as well as moving enrollment in the right direction, which signaled that the University remained a viable choice for some of the nation's best and brightest students.

As we move forward, we plan to make some revisions to Dr. Ammons' contract. President Ammons has agreed to renegotiate his contract during our December meeting to eliminate the annual performance bonus applicable for the 2010-11 eligibility year. As a board, however, we still will be obligated to pay an additional \$81,250 for the 2009-2010 academic year if we provide a 25% increase, which is covered under the existing contract. The board plans to vote on the 2009-2010 compensation package during its December meeting.

The president's bonus has been a sensitive issue for the Board and the president. We believe that during the December meeting, we will be able to reach an amiable solution.

At this time, I will receive a motion about the president's compensation.

Trustee Karl White noted that given the current and future economic environment, he moved that "we satisfy the performance bonus requirement at the minimum level allowable of 25% for the president for the 2008-09 academic year. The motion was seconded by Trustee Daryl Parks.

Several trustees commented on the nature of the contract. Trustee Langston noted that an “evergreen contract” is unheard of in public contracts with a guaranteed bonus. In spite of the accomplishments, it is difficult to support the motion.

Trustee Parks noted that Dr. Ammons is doing a great job, given the current economic times are terrible and make this decision in light of the economic times.

Trustee Turnbull inquired whether there would be a restructured contract and which years would be applicable for review. Will we look at the bonus provision. Chairman Jennings responded that the eligible period is 2008-09. Further, he commented that the board we still have to deal with the 2009-10 bonus per the existing contract. The Restructuring is for going forward.

Trustee Turnbull noted that, “He’s done a monumental job and at the time of his election the University was in crisis.” We have to look at the message that we are sending and the binding clauses of the contract are sending a message without regard to the economic times. She hoped that in the restructured contract that decision are based on the times and not the binding nature of the contract alone.

Trustee McWilliams noted that he was a member of the transition board along with Trustees Holmes and Jennings; but, he was not a member of the negotiating team. Given the university’s place at that time, didn’t know what the economic times would become. “We were in a hole and he got us out of the hole. The president has over-performed while the economy has underperformed.” He hoped the restructuring will prevent us from coming back each year dealing with this as a board.

Trustee Badger asked if there was a need for a legal opinion imbedded in Trustee Turnbull’s comments? Chairman Jennings responded that any action will be supported by Foundation funds; not state funds. Trustee Parks remarked that funds are available in the Foundation as part of its budget. Attorney McKnight noted that all presidential salaries in the State University System are capped at \$225,000 and exceeding that amount must come from the Foundation.

Trustee Badger noted that the 25% bonus does not represent how well the president has performed; but, is driven by the economic times and he asked that the record reveal that.

Trustee Holder said that the president’s performance for 2008-09 was at 25% at the time of the eligible year. His second point was that he agreed with Trustee Langston that we come to a solution earlier than now and that we facilitate the restructuring of the new contract.

Chairman Jennings noted that any changes to the current contract must be agreed upon by the president. Trustee Badger called the question.

The motion was approved.

President Ammons responded:

Mr. Chairman, thank you for your leadership. Thanks to the board. I am humbled by this decision to issue a performance bonus in my contract in a year when we’re discussing

budget cuts and proposed layoffs. This has been difficult for all involved and I respect the board's challenges to even consider this matter and at the same time balance a commitment to fulfill the terms of the contract. This is the worst time to accept this bonus. Therefore, I hereby provide notice that I will defer the payment of this bonus and I will follow up with the Board and the FAMU Foundation confirming my desire to defer payment and receipt of this bonus in writing as appropriate.

The president committed to work with the chairman to restructure the contract. Trustee Langston cautioned President Ammons on his ability to defer the bonus.

There being no further comments on the motion, Chairman Jennings announced that the meeting was open for those registered for public comment.

#### **PUBLIC COMMENT**

- Stacey Youman, member of the police unit, noted that the crime rates were high and needed more staff, higher salaries and equipment. Chairman Jennings thanked the person for their comment and asked the staff to address this concern.
- Elizabeth Davenport, FAMU president of the United Faculty of Florida, congratulated the president on his bonus and asked that more could be done to address salaries for faculty. Chairman Jennings expressed how sad it was that these economic times constrain the Universities resources.
- Daryl Gordon, a student at large and a member of the Student Government Association, asked about the process for the selecting the Vice President for Student Affairs. Chairman Jennings noted that the role of this board is to hire only the president. Further, Trustee Franklin noted that student representative are on the search committee and when the candidates are brought to campus, Breyon Love will coordinate the town hall meetings.
- Clyde Ashley, a member of the FAMU faculty, echoed the comments of Ms. Davenport; there is a need to reward the faculty.

There being no further business, the meeting adjourned.

Respectfully submitted,

*Rosalind Fuse-Hall*

Rosalind Fuse-Hall  
Assistant Corporate Secretary