

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24

STATE OF FLORIDA
FLORIDA AGRICULTURAL & MECHANICAL UNIVERSITY

IN RE: BOARD OF TRUSTEES
MEETING

EXCERPT OF MEETING
Volume II OF II

MEMBERS PRESENT:	KELVIN LAWSON
	KIMBERLY MOORE
	HAROLD MILLS
	THOMAS DORTCH
	NICOLE WASHINGTON
	BETTYE GRABLE
	DAVE LAWRENCE
	BELVIN PERRY
	CRAIG REED
	ROBERT WOODY
	JAYLEN SMITH
DATE:	AUGUST 24, 2016
TIME:	COMMENCING AT: 9:00 A.M. CONCLUDING AT: 12:45 P.M.
LOCATION:	FLORIDA A&M UNIVERSITY GRAND BALLROOM TALLAHASSEE, FLORIDA
REPORTED BY:	YVONNE LaFLAMME, FPR COURT REPORTER

C & N REPORTERS
POST OFFICE BOX 3093
TALLAHASSEE, FLORIDA 32315-3093
(850) 697-8314 / FAX (850) 697-8715
ylaflamme@gmail.com
candnreporters.com

C & N REPORTERS TALLAHASSEE, FLORIDA 850-697-8314

1	I N D E X P A G E	
2	DESCRIPTION	PAGE NO.
3	SPECIAL COMMITTEE ON PRESIDENTIAL EVALUATION BY: KIMBERLY MOORE, VICE CHAIR	
4		3
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 *****
PRESIDENTIAL EVALUATION COMMITTEE
2 *****

3

4 CHAIRMAN LAWSON: At this point, we would ask
5 Vice Chair Moore to present the Presidential
6 Evaluation Committee report.

7 TRUSTEE MOORE: Thank you, Mr. Chair.

8 The committee report you have there, and I
9 will now summarize because y'all have the full
10 document and so I won't be verbose there.

11 So there were two action items. The first
12 included approval of the minutes. There were
13 information items of the minutes that looked at
14 Roles and Responsibilities, as well as the
15 Presidential Evaluation Timeline.

16 There was an action item related to approval
17 of the President's 2015-16 performance evaluation
18 report. That motion to accept the report was
19 approved. The motion carried unanimously.

20 The action item that is being brought before
21 the board, Mr. Chair and fellow Trustees, is a
22 recommendation of the Special Committee on
23 Presidential Evaluation that the 2015-2016
24 evaluation part and be accepted along with the
25 supporting documentation as the final report.

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 I would entertain a motion.

2 TRUSTEE CARTER: So moved.

3 TRUSTEE PERRY: Second.

4 CHAIRMAN LAWSON: Questions?

5 TRUSTEE MILLS: So what's next on this?

6 CHAIRMAN LAWSON: Pardon me?

7 TRUSTEE MILLS: What comes next?

8 CHAIRMAN LAWSON: Question.

9 TRUSTEE MILLS: That's my question.

10 CHAIRMAN LAWSON: Oh, no, I had a question.

11 So is this my point to make a comment?

12 TRUSTEE MOORE: We need to accept the report.

13 The full board accepts the report as presented with
14 the documentation, and after which, it's an add-on
15 item; however, it is customary from taking into
16 account the prior year's process that President
17 Mangum would then offer comments as well.

18 CHAIRMAN LAWSON: Great.

19 TRUSTEE MOORE: So motion and second?

20 TRUSTEE CARTER: Call for the question.

21 CHAIRMAN LAWSON: All in favor of the motion,
22 please respond by "aye."

23 (All answer in the affirmative.)

24 CHAIRMAN LAWSON: Okay. At this point, we
25 again, historically, have allowed the President to

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 comment on the evaluation, and then I'm sure there
2 may be other comments from the Board as well.

3 So Madam President, would you?

4 PRESIDENT MANGUM: Okay. Thank you very much,
5 and I do appreciate the opportunity to respond to
6 the results of the evaluation of my performance,
7 and I certainly appreciate the time that you have
8 spent completing the documents, because I did
9 thoroughly review the documents and absorbed the
10 feedback, and I do look forward to continue to
11 reach the goals and objectives successfully that
12 were outlined.

13 But I do want to take time to comment on
14 something that I feel is really, really crucial to
15 the success of the University in understanding the
16 expectations. And I'm just going to say, much of
17 my comments are going to center around the fact
18 that this is the first time in my history of
19 38 years in higher education that I've had an
20 evaluation without having a conversation about the
21 contents of that evaluation, so my comments are as
22 follows.

23 Out of the 11 categories of the evaluation, it
24 appears that clear expectations were there for two
25 of the categories, and those were the categories

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 that were provided by myself and my team, and that
2 is the Annual Goals and Objectives and the Board of
3 Governors Work Plan. I appreciate the clarity and
4 the direction that was given in those areas. We
5 set goals. We set metrics. We provided you with a
6 statement of our progress on those goals and
7 objectives according to those metrics monthly, and
8 I had conversations with the members of the Board
9 that were present during most of the period when we
10 were commenting on the goals and objectives; to a
11 point where we provided a visual graph of each of
12 the goals and objectives and showed the progress on
13 a monthly basis towards attaining those goals.

14 So I do appreciate the fact that you
15 acknowledge, for the most part, that we did meet
16 the goals and objectives that we had set, because
17 the University team put a lot of energy and effort
18 into making sure that we were meeting your
19 expectations with regard to the annual goals and
20 objectives that you have approved for us.

21 An awful lot of effort went in to making sure
22 that the work plan, as well as our representation
23 of Florida A&M as an institution in the SUS system
24 was acknowledged, and it was stellar. I would say
25 that the faculty, the staff, and the students all

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 performed very well; to a point where we were
2 actually able to receive an additional
3 \$11-and-a-half million, as you recognized, and also
4 received the return of our \$14 million that we have
5 put in the pot. So we're thankful for that and all
6 of the other efforts that you acknowledged and
7 recognize.

8 As a person that is committed to the work at
9 hand, and also I take my responsibilities for the
10 University very, very seriously, and I also take my
11 performance seriously, as well as the performance
12 of the members of my team and acknowledging those
13 outcomes is extremely important to us.

14 However, there were several and maybe at least
15 nine of the factors in the process that were not
16 clear to us.

17 Having sought clarity on the metrics
18 associated with those particular categories and not
19 understanding and not receiving feedback or
20 information about what the expectations were for
21 success is a little troubling to me, and it's also
22 troubling to members of my team. So I do have, if
23 you will permit a discussion now, I have a few
24 questions I guess I would just like to ask now,
25 because I know many members of the Board are new to

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 the process, but it's still important for us to be
2 able to move forward to be able to understand what
3 success looks like to you, for the other factors
4 that were listed on the evaluation form.

5 One question would be, were members of the
6 Board trained on how to use the tool. Were they
7 clear on what the rating system was and how to use
8 it? And I say that because there seemed to be some
9 lack of clarity in terms of the feedback that came
10 through the tool. And in fact, we observed --
11 because all of my team for its evaluation, because
12 it's near and dear to them as well -- on several
13 occurrences, the comments did not relate back to
14 the questions that were raised with regards to the
15 factor that was being evaluated.

16 And also, another question would be, does each
17 member believe that the ratings are in sync,
18 actually, with the underlying questions that were
19 offered with each one of the evaluation factors.

20 Another question would be, does each Board
21 member feel like they had adequate time to conduct
22 the evaluation and to make a fair assessment,
23 considering the metrics did not exist for each one
24 of the factors, at least nine of them.

25 Also, another question would be, was my job

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 description shared with each member of the Board,
2 and was it used to help guide the evaluation
3 process.

4 And lastly, in each of the categories, I would
5 like to know what are the definitions of what it
6 means to meet or to exceed the expectations and
7 what success looks like for the evaluation factors
8 that were provided, outside of the two that my team
9 and I prepared.

10 TRUSTEE MOORE: Chair, may I?

11 CHAIRMAN LAWSON: Yeah, and then I have
12 comments after you after you provide your answers
13 to --

14 TRUSTEE CARTER: May I have a comment before
15 you?

16 CHAIRMAN LAWSON: Sure.

17 TRUSTEE MOORE: Sure.

18 TRUSTEE CARTER: It's a brief comment.

19 Madam President, we had this discussion, I
20 want to say several months ago, when we talked
21 about evaluation. Do you remember I asked you and
22 you said you didn't know what you were being
23 evaluated on? Are you trying to tell us you have
24 no idea what you're being evaluated on? What you
25 just said there would have been tremendously

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 informative at that time, but I heard nothing. So
2 to hear that now versus when we asked for it, I
3 don't really understand the perspective. I'm not
4 disagreeing with you, but I'm just saying, I don't
5 understand the perspective when the question was
6 asked specifically and unanswered.

7 PRESIDENT MANGUM: May I respond?

8 CHAIRMAN LAWSON: Sure, Madam President.

9 PRESIDENT MANGUM: I did ask for a meeting
10 with the Special Committee on Evaluation. I sent a
11 letter in writing, last August, asking for an
12 explanation of what the metrics were.

13 On the phone call that you're talking about,
14 several months ago, I believe that members of the
15 Board suggested that the evaluation factors did not
16 have metrics and were not measurable. I asked for
17 measurable factors. I waited for that response.

18 TRUSTEE CARTER: My perspective on it is, I
19 understand as you and Trustee Moore were meeting on
20 that Friday after the meeting. But I'm saying,
21 what you're saying now would have been tremendously
22 helpful at that time when we were discussing this
23 process, because then, we could have made a more
24 open dialogue. We could have asked the Chairman to
25 give us a special meeting and as to questions there

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 may have been, so I'm just kind of like in shock,
2 really.

3 CHAIRMAN LAWSON: Okay. Trustee Grable. And
4 I do want to get to Trustee Moore quickly as she
5 has been waiting.

6 TRUSTEE GRABLE: I'm a little confused as to
7 the issues brought up by Trustee Carter, as well.
8 I thought, you know, we agreed on these particular
9 categories.

10 And I guess my question, Madam President,
11 would be, if the evaluations apparently -- and I'm
12 making an assumption here that maybe you were not
13 happy with some of the evaluations.

14 PRESIDENT MANGUM: No.

15 TRUSTEE GRABLE: -- that is an assumption on
16 my behalf. You did not state that, and I'll be
17 clear about that. But had they turned out all
18 well, saying you met and exceeded in every
19 category, do you think you would have been as
20 confused regarding the expectations, and would you
21 have had these questions in that case?

22 PRESIDENT MANGUM: May I?

23 CHAIRMAN LAWSON: Sure.

24 PRESIDENT MANGUM: Let's begin with, I'm not
25 confused about what I read and I'm not confused

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 about the feedback. In fact, I want feedback.
2 What I'm asking for is what the expectation for
3 success is.

4 CHAIRMAN LAWSON: Trustee Grable, did we
5 answer your question?

6 TRUSTEE GRABLE: I just -- I didn't want to
7 interrupt Trustee Moore, but I guess that question
8 to me is not a question that really is specific to
9 the instrument that we use. That sounds like a
10 much more overall general question, and I would
11 have to refer back to Trustee Carter's comment;
12 that probably could have been a question asked
13 prior to us moving forward with the special
14 committee.

15 And I'm done, thank you.

16 PRESIDENT MANGUM: Thank you. Well, having
17 participated at, as I stated, in evaluation
18 processes personally, as well as conducting them, I
19 have always had a conversation with the person that
20 was evaluating me and the persons that I was
21 evaluating so that when my staff says, "I like what
22 you've done," or I say to myself, "I like what you
23 have done these are my expectations." I don't
24 leave them to wonder what my success looks like to
25 me. I tell them what success looks like to me.

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 My only question, again, has been what does
2 success look like and how do the members of the
3 Board define it. And I'm sorry if that feels like
4 it's out of order, but this is the only time we've
5 had an opportunity to have a conversation.

6 CHAIRMAN LAWSON: Thank you, Madam President.
7 Trustee Moore, please.

8 TRUSTEE MOORE: Sure, absolutely. I certainly
9 appreciate the opportunity for President Mangum to
10 offer her comments.

11 I will preface my remarks by stating that this
12 whole conversation, in the planning efforts, I
13 think we are probably going above and beyond of
14 repeating and even making sure that new members had
15 access to every document that had been used in the
16 evolution of the evaluation process, so there's a
17 portal that was established in that effect.

18 Additionally, we took a timeline, which builds
19 in conversations and meetings. With respect to the
20 comment offered by President Mangum regarding a
21 request to meet with the committee, documentation,
22 e-mails. The Board had even received a summary as
23 well where it was offered, Would you like to
24 provide suggestions, questions, that can go back to
25 the committee. There are probably a number of

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 these e-mails that point to that.

2 Additionally, there was even a close-out
3 e-mail from Chief of Staff Miller with President
4 Mangum copied on it that wanted to thank me for the
5 leadership and the direction that this evaluation
6 process was going in. So lots of signs that point
7 to where we were working collaboratively, as it
8 should be.

9 I would say relative to definitions in the
10 body, "meets/exceeds," that was a recommendation
11 last year. You all may recall from having looked
12 at the tool, it's included in there this year with
13 notable examples of what that looks like.

14 Rating in sync with evaluation factors and
15 recommendations, I would say to each of you all,
16 and the whole idea behind this evaluation was that
17 we would build on the first year so these are
18 repeat -- a repeat -- of the first year, with the
19 exception of the work plan being added on there.
20 So again, always open to conversations and meetings
21 and well-documented in terms of how the
22 communication process took place.

23 CHAIRMAN LAWSON: Thank you.

24 PRESIDENT MANGUM: May I respond to that?

25 CHAIRMAN LAWSON: Trustee Mills?

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 Oh, President Mangum, did you want to respond
2 to that before we go to Trustee Mills.

3 Okay.

4 TRUSTEE MILLS: Just so that I'm very clear,
5 and obviously, I'm one of the newer people here. I
6 just want to know, did that meeting happen, I
7 guess, relative to the President and the Committee
8 and we had a sit-down discussion regarding the
9 items, or it did not happen?

10 TRUSTEE MOORE: No, we had a committee meeting
11 itself where President Mangum attended. See, we
12 did not have any closed meetings. If you-all
13 recall, that part of that conversation was even
14 around the goals, where we had received the goals
15 and wanted to know if there was questions or
16 concerns, and then we recommended there be a
17 provision there and then brought those back. We
18 met one-on-one twice, President Mangum and I, in my
19 office to speak to that.

20 PRESIDENT MANGUM: There is, I think, some
21 lack of clarity around the telephone meeting that
22 was held back in late winter. That was not a
23 meeting where we discussed evaluation criteria and
24 the Board's expectations from the ex-president.
25 That has never happened. Never.

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 TRUSTEE MOORE: The meeting in November -- I'm
2 sorry -- the meeting in November was outlining the
3 2015/2016 goals, goals and responsibilities of the
4 Committee, before which we issued a joint release.

5 PRESIDENT MANGUM: Again, I still don't, and I
6 would like to see the documentation of a discussion
7 with me about meeting expectations and what those
8 expectations are. What came out of the earlier
9 meeting was a "does meet" or "does not meet" list,
10 which is what everyone used. That was a very
11 different conversation than talking to me about an
12 evaluation.

13 I don't know what the definition of
14 "organizational management" is, according to the
15 Special Committee on Presidential Evaluation. I
16 don't know what "financial management" means to the
17 Special Committee on Evaluation. I don't know what
18 your expectations are for fundraising, even though
19 that's in my contract that we raise more money. I
20 don't understand what they are, because it never --
21 I don't know if there is a meeting of the minds of
22 the Evaluation Committee that recommended the
23 acceptance of the evaluation form, because I don't
24 know whether or not there was a discussion of this
25 instrument that was used, other than the one

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 meeting and the adoption of the meeting at another
2 meeting, and that is the Board's business; I am
3 just asking for answers to some of the questions I
4 raised. The fact that it might not be
5 appropriately timed for some people still does not
6 answer my question: What does success look like in
7 the categories that were identified on the form?

8 CHAIRMAN LAWSON: Thank you, Madam President.
9 We definitely wanted to hear your perspective on
10 this.

11 Let me try to bring this conversation in, at
12 least a little bit. And if there are other
13 questions we will certainly entertain those, and if
14 there are other questions of the President, we will
15 certainly entertain her answers.

16 I'll go back to a comment that the President
17 made at the beginning of her discussion, and I
18 believe she does take her job very seriously, and
19 the President stated and I'll paraphrase some of
20 these questions:

21 The non-factors were not clear to the Board,
22 and we weren't clear what the success metrics
23 looked like. I think it's troubling to hear that,
24 considering we worked on work plan two years in a
25 row for some of us. We've had -- I've reviewed the

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 process that we've walked through. It is very
2 consistent with the year. It is very consistent
3 with other universities across the SUS; that we've
4 had other people take a look at to provide
5 perspective on.

6 I know there have been meetings with the
7 President to review this process, and there was a
8 separate meeting where there was some discussion
9 around the goals, because at that meeting the
10 President did express some lack of clarity around
11 the goal. I believe that the tool was well
12 understood by the board. I believe that the Board
13 had adequate time to digest and/or ask questions of
14 legal counsel on campus about the tool and how to
15 complete it. I believe that all are clear on the
16 role and responsibilities of our President.

17 And, you know, without going on and on and on,
18 I believe that we had a very well-vetted process
19 that was clearly explained, both in person and in
20 writing, that created and facilitated an outcome
21 that's not favorable to the President. That is the
22 reality. That is the same outcome that we had last
23 year that wasn't favorable to the President. I
24 believe to a degree what Trustee Grable said, if
25 all of these evaluations were high, there would be

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 very few, if any, questions.

2 So Board, I say to you, at this point, we have
3 to decide how we move forward. You know, we have
4 gone through a two-year process. We have empirical
5 data from year one. We have empirical data from
6 year two. We have our own individual points of
7 view, and at this point I feel like we're at a bit
8 of an impasse, and we have to decide: A, do we
9 continue and continue to try to work through
10 whatever issues are on the table; or B, do we take
11 alternative steps. I won't suggest what those are,
12 but I will leave that as an open item for us at
13 this point.

14 TRUSTEE DORTCH: I have one question.

15 CHAIRMAN LAWSON: Trustee Dortch, yes.

16 TRUSTEE DORTCH: Dr. Mangum, when you give
17 your self-evaluation, did it include all of these
18 metrics?

19 TRUSTEE CARTER: Yes.

20 TRUSTEE DORTCH: And if when you did your
21 self-evaluation, there was a misunderstanding or
22 you're not understanding, was that translated to
23 your chair for the evaluation committee?

24 PRESIDENT MANGUM: When the instrument was
25 created last fall, I wrote a letter, asking for an

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 explanation of each one of the factors.

2 TRUSTEE DORTCH: Did you --

3 PRESIDENT MANGUM: And I raised that question
4 with the new Board members as a special committee
5 on my evaluation. In fact, what I did for my first
6 set of annual goals, I presented the evaluation
7 factors that the Board had recommended as my goals
8 and objectives and the Board Committee rejected
9 them as not miserable.

10 So on the revision, I did what I normally
11 started, which was trying to, in my own way, push
12 the issue forward so that we could get some clarity
13 and have some conversation; went back and just
14 revised and did normal goals and objectives that
15 you guys approved at the last minute, because we
16 could not get a conversation.

17 CHAIRMAN LAWSON: Okay, so just in order:
18 Trustee Lawrence, and Trustee Reed, we'll go back
19 to you.

20 TRUSTEE LAWRENCE: So in the spirit of cutting
21 to the chase, which is what I think you were
22 suggesting; and understanding that everybody is a
23 mixed blessing; and understanding that this is a
24 very tough job; and understanding that what is most
25 important here is to protect a University and its

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 future, that needs to be our paramount.

2 As a person who is not comfortable with the
3 numbers, and so stated I wasn't comfortable with
4 the numbers. And even if I had been on the board
5 for five years, I don't think I particularly like
6 the number system. I think it is distorting in
7 some ways. Yet, I had no problem ultimately making
8 some judgments, and I wrote those judgments down.

9 I think a section of this, that there is no
10 question in my mind, that the President met the
11 goals. Maybe they should have been different goals
12 or better goals or differently expressed goals, but
13 I think she met the goals.

14 Where I have my greatest concern is in the
15 area of relationships. How do you build
16 relationships? I'm not saying this in a snarky
17 way, so I hope nobody takes it that way, but when
18 we announced recently that we raised "X" number of
19 millions of dollars, a small number of million. I
20 say to myself, My God, we haven't even touched what
21 is possible for this university. We haven't even
22 touched it.

23 The President has a whole bunch of
24 constituencies. They certainly include her own
25 staff and team. They begin with the students, I

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 think; the faculties. I think if you want to raise
2 money for this University, you need to have and
3 build real relationships throughout this state and
4 beyond this state. If you will pardon the
5 expression, I think you need to know how to
6 schmooze people. I think you need to enjoy doing
7 that.

8 And my question about the President, who I
9 think is a highly capable human being, my question
10 is, how good is she at relationships in building
11 with the Legislature; with the Governor; with
12 people she might not like, but nonetheless from
13 time to time sort of have to suck it up and get
14 along with people for the larger interest of this
15 University. I think that she cannot succeed in any
16 way that is good enough unless the matter of
17 relationships is tackled and overcome. It's
18 follow-up. She is the CEO of the place. She's the
19 closer for all of the deals. I think people
20 ultimately want to see the President.

21 I've seen her speak. She speaks beautifully
22 on behalf of this University. I think she has a
23 real vision, but where I don't think she has
24 succeeded and I think it is continued this path, I
25 think it is a fatal flaw. I don't think she can

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 succeed without finding ways to build trust;
2 frankly, to be less defensive, and to be to people
3 -- let me back up.

4 I think this University needs to go through
5 significant change. I think she has led some of
6 that change. I think some of that change has been
7 very good, but ultimately, she doesn't get the
8 benefit of the doubt from an awful lot of people,
9 and then you have to examine for yourself or I have
10 to examine, well, what part do I play in that; how
11 can I do better?

12 CHAIRMAN LAWSON: Okay, thank you. Thank you,
13 Trustee Lawrence.

14 Trustee Reed?

15 TRUSTEE REED: Just one question I have. You
16 mentioned that this was repeat, so this -- was this
17 is the second time through?

18 TRUSTEE MOORE: Yes, the second time.

19 TRUSTEE REED: So, President Mangum, this is
20 the second round, and I guess you're saying you've
21 asked these questions before and still no clarity?

22 PRESIDENT MANGUM: (Nods head). That's
23 correct. In fact, one of the -- opportunities or
24 times to try and get clarity around the
25 expectations of the factors -- other than the two

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 that we defined, which was the work plan so we do
2 understand it because we developed the metrics --
3 with some of the SUS system and this
4 administration, so we do understand work plan,
5 because we wrote it as a team, and also, it goes to
6 goals and objectives that were approved.

7 The team met with Vice Chair Moore, the Vice
8 Presidents did, last year, to ask for clarity and
9 to get clarity around the expectations as a group
10 in a meeting. But other than that, we have not
11 approved what the expectations of the Board or the
12 Board of Representatives are collectively. We have
13 not.

14 CHAIRMAN LAWSON: At this point, just -- and
15 this is a bit a rhetorical comment -- I just still
16 find it troubling, as bright as our leader is, that
17 she doesn't understand the goals and objectives we
18 have in front of her. I feel like these goals and
19 objectives are consistent from the beginning of the
20 academic year. The process -- and I know I'm
21 repetitive so bear with me -- is consistent from a
22 year ago, it's well-vetted, well understood by the
23 Board; I believe by the leadership and by the
24 leadership team. We followed the process to the
25 letter of the law; "letter of the law," meaning, we

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 follow what we write on paper. We documented the
2 process over and over. We challenged each other
3 on: Are we doing it the right way, the way we said
4 we would; Are we meeting the dead lines the way we
5 said we would; Are we following up on issues the
6 way we said we would.

7 So I find it troubling that we're at this
8 point. I don't know how much people have read
9 this, but I read it cover to cover a couple of
10 times, because I wanted to understand how my
11 feedback related to each of yours. Y'all have read
12 this and we don't need to go through this in
13 detail; that's not the point of my dialogue is
14 here. The point of my dialogue is where are we and
15 where are we going.

16 TRUSTEE MILLS: Can I comment on that?

17 CHAIRMAN LAWSON: Yeah.

18 TRUSTEE MILLS: So it's not clear to me the
19 "where are we going" as a binary decision.

20 Again, I really appreciate your comments,
21 Trustee Lawrence, because I think, you know, that
22 is probably how I most feel in terms of if there
23 are deficiencies. What you do in a normal place is
24 you either provide executive coaching or some other
25 development opportunities to improve on weaknesses,

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 and not necessarily ignore all of the other things
2 that we see here: Whether that's money or the
3 strategic plan, you know, all of those types of
4 scenarios, as an example. And I don't want to go
5 into minutia there, but if we had a different
6 president, we couldn't ask that president to assign
7 someone else's strategic plan, because that is part
8 of their job description to establish a strategic
9 plan. So now we're going to go over an entire
10 process again because of potential relationship
11 deficiencies. So I would just only submit to the
12 Board, is that, it's not an either/or kind of
13 option. I don't think we need to think about this.
14 There's plenty of other scenarios we could include
15 in terms of this definition of how we go forward.

16 CHAIRMAN LAWSON: Trustee Dortch?

17 TRUSTEE DORTCH: Mr. Chairman, and to the
18 Board and Dr. Mangum, over my eight months and a
19 few days of being on this board, I have observed.
20 I, again, at first, hesitated to do an evaluation,
21 because I wanted to be fair to those that have been
22 here all along, but I did give my evaluation based
23 on what I've observed over the period of time I've
24 been on the Board. There was not any challenge for
25 me to make the comments and the things that I put

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 in evaluation. And as I look across this Board, if
2 there would have been some concerns, I'm sure the
3 Board would have asked, and even when we were
4 trying to have discussions about extension of this,
5 there have been multiple opportunities to either
6 protest it, to simply say that this, I can't
7 evaluate myself and I don't think the board is
8 moving.

9 But even absent of all of that, I go back to,
10 even your note to us, where even when we're trying
11 to do evaluations, where the issue was, I'm not --
12 "there will be no discussion about content of my
13 contract;" that you know...

14 Again, you can talk about extension. All of
15 those feed back to relations; feed back to what is
16 our fiduciary responsibility and how we move.

17 I think this Board has to really come to grips
18 with why are we here, and I think at this point
19 it's got to be clear to all of us, that it is
20 Florida A&M University and these great students
21 that we have and we expect to have. This
22 university does not exist for faculty. Even though
23 faculty has a phenomenal role, without our
24 students, there's no university. We have to
25 understand that. This institution belongs to the

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 community as the nation being one of those, if you
2 look at the history of HBCUs, but even more
3 importantly, institutions of higher learning while
4 they exist.

5 We're at a point now at this the Board of
6 Trustees, and being Trustees to this Board, we have
7 a fiduciary responsibilities that require us to
8 make hard decisions. Whether you want to make a
9 hard decision or not, you've got to make those
10 decisions, and we have to live by those decisions.
11 I've been in business 22 years. I make decisions.
12 I make money, I lose money, but the decision has to
13 be made. We've come to a point now that this
14 University cannot be left in limbo. We have kicked
15 this can even more down the road on this
16 evaluation, and we're here today, and my concern
17 is, What's next.

18 It's not fair to you. And I think it is
19 important we have to also understand; I think that,
20 Dr. Mangum, you are a phenomenal talent as it
21 relates to your vision and process in education,
22 and then there's some areas that you're moving on.
23 You've made some accomplishments, and I think there
24 are others that could be made.

25 But we're at a point now for Florida A&M

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 University, it's -- we can't wait until April and
2 say, Well, let's make a decision on whether we can
3 renew the contract or not. We can't wait until
4 December. One, in being fair to you, this board
5 needs to decide if we're going to renew or not
6 renew. And even, again, with the ultimatum that,
7 "no discussion on my contract", we're not at that
8 point, but as I understand in your contract, either
9 you're agreed three years or you don't.

10 There are a lot of decisions this Board must
11 decide in what is the best interest of Florida A&M
12 University and as we look at financial challenges,
13 we've got to address those. There are internal
14 challenges. There are external challenges. We all
15 know no matter what we do, the press is going to
16 have an opinion, and it may not. There are some
17 students who are going to have an opinion, and it
18 may not, but that's why there's the point for all
19 of us to stand, and make the decision to be
20 individuals, and to be part of a team, and make the
21 decision of what is in the best interest of Florida
22 A&M University.

23 I don't think this Board can leave here today
24 without making a decision on whether your contract
25 is going to be renewed or not be renewed. It is

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 not in your best interest. It is not fair to you.
2 It is not fair to this institution. And with the
3 multitude of challenges that we keep seeing, we've
4 got to be solid men and women and vote our
5 conviction, and again, it has to be whether what we
6 do is for Florida A&M University, and not about
7 friendship or not about whatever this...

8 You and I have spent a lot of time. I have
9 come to know you. I value you, I appreciate you,
10 and I just wish more people had that personal
11 conversation, because you and I have talked. And I
12 don't believe that individuals should be unfair to
13 you, but at the same time, there must be a matter
14 of communication and respect that we give and that
15 we get.

16 Having said all of that, Mr. Chairman, I move
17 that this Board vote to either retain, or votes now
18 and make a final decision on whether the contract
19 of the President is going to be renewed, so we can
20 get out of this minutia and mountain of molasses
21 where nobody knows.

22 And Florida A&M is not going to be the great
23 institution it can and must be if we aren't
24 decisive, and whatever the decision is made, we
25 need to move in the direction to make sure here,

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 again, this institution is not continuing to have
2 the challenges.

3 So, I so move that we have the vote up or down
4 on whether the contract is going to be renewed
5 today, and then from that vantage point, the board
6 will decide where to go forth.

7 CHAIRMAN LAWSON: Trustee Dortch, could you
8 phrase the motion for one or the other so that we
9 can appropriately --

10 TRUSTEE CARTER: Mr. Chairman?

11 CHAIRMAN LAWSON: I'm sorry.

12 TRUSTEE DORTCH: All right. Then let me just
13 bring it home. I move that the Board, at this
14 time, vote to vote on renewal or rejection of the
15 contract of the President, with roll-call vote;
16 either "yay", in favor, or "nay", not in favor of
17 the contract.

18 CHAIRMAN LAWSON: Understood. Does everyone
19 understand the motion?

20 TRUSTEE WOODY: Second.

21 CHAIRMAN LAWSON: Motion has been made and
22 properly seconded.

23 TRUSTEE LAWRENCE: Doesn't the Trustee have to
24 choose one or the other for us to vote on?

25 TRUSTEE DORTCH: I'm just calling for a vote

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 to renew or reject. So you need a motion.

2 CHAIRMAN LAWSON: So let's do this. For point
3 of clarification -- and, you know, Attorneys,
4 please correct me and keep me honest -- why don't
5 we do one motion at a time? Why don't we divide
6 that into two separate, so there's a hundred
7 percent clarity?

8 So, Trustee Dortch, if you would accept the
9 friendly amendment of whichever you prefer. Let's
10 take the motion of renewal as a separate motion
11 from the motion of nonrenewal, if that's acceptable
12 to the body, just so we're clear on the two
13 separate motions.

14 Does everybody understand?

15 TRUSTEE PERRY: Are we renewing the contract
16 as is which provides for how long of a lift of the
17 terms of the contract?

18 TRUSTEE MILLS: That's my question. We all
19 know that we can't renew for three years, and we
20 also know that the President could -- say we renew
21 for one year, which is in line with the rest of the
22 presidents with the State University System. So
23 it's a little bit of a, you know, catch 22, because
24 we know the Board of Governors won't approve the
25 three-year contract.

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 CHAIRMAN LAWSON: So let me go back to the
2 original maker of the motion.

3 Trustee Dortch, would you clarify --

4 TRUSTEE DORTCH: Okay, for the sake of getting
5 it on the floor, I move that the Board of Trustees
6 not renew the contract of the President at this
7 time.

8 TRUSTEE WOODY: Second.

9 CHAIRMAN LAWSON: Motion has been moved and
10 properly seconded.

11 Are there any additional questions?

12 TRUSTEE LAWRENCE: Well, I definitely want
13 some other people on the board to talk about this
14 before we have a vote.

15 TRUSTEE DORTCH: Right.

16 TRUSTEE LAWRENCE: That's what I would hope
17 for.

18 CHAIRMAN LAWSON: Okay, let's do this in as an
19 organized a fashion as possible.

20 Trustee Carter?

21 TRUSTEE CARTER: It was to no fault of anyone
22 here, but I was not here and had to leave early the
23 last time to spend time with the folks in the
24 emergency room. But at the last meeting, there was
25 a vote, 12-0, to take no action on the contract.

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 And as we stand now, I'm not trying to -- although
2 I am a lawyer, I'm not practicing law, so make no
3 mistake about it -- but as we stand now, we are in
4 the process where the Board of Trustees voted 12-0
5 to take no action on the contract, so in my mind
6 there is no contract.

7 I mean, take it to its logical extension. On
8 April, whatever that day is in April, the contract,
9 all of that expires, so technically there is no
10 contract. So what we should be dealing with is
11 whether or not we want the President to continue in
12 this capacity between now and -- and if I'm wrong
13 or if I'm out there in Lala Land...

14 Well, I'm saying in the context that you've
15 got a motion that was made, and that was passed by
16 this Board, 12-0, to take no action on the
17 contract. So now we need to be clear on what we're
18 doing in terms of the context of this contract.

19 CHAIRMAN LAWSON: So there is question and
20 there's discussion, so I'm going to ask legal
21 counsel to approach the podium. I'll repeat it
22 just for clarity, because that's a very strong
23 point that Trustee Carter made. There was a
24 motion, there was a vote taken at the May meeting
25 that we would not entertain the contract

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 discussion.

2 Based on the verbiage in the contract, by
3 taking no action by June 30th, we are by default
4 allowing the logical expiration of the contract to
5 take place on April 1st?

6 ATTORNEY THOMAS: That is correct.

7 CHAIRMAN LAWSON: That is the vote that the
8 Board took and passed unanimously. So what we're
9 saying is we're trying to reverse that,
10 technically, is what we're saying with this motion.

11 TRUSTEE CARTER: Really?

12 CHAIRMAN LAWSON: So my point is, I'm sorry,
13 Matt. Let me restate that.

14 My point is to a large degree, unless everyone
15 significantly disagrees, this issue has already
16 been decided; meaning, we took the vote, we took
17 the vote as a team in May to not take action on the
18 contract. The way the legal document reads, if
19 there is no action on the contract by June 30th,
20 the contract moves to expiration on April 1st.

21 TRUSTEE CARTER: Right.

22 ATTORNEY THOMAS: Correct.

23 TRUSTEE WOODY: Mr. Chair, I would like to
24 hear from the attorney.

25 ATTORNEY THOMAS: That's correct. The

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 contract is through April, 2017. You moved not to
2 take any action, so it expires by its logical terms
3 on April 17th; I mean, April, 2017.

4 TRUSTEE MILLS: That doesn't remove the option
5 of ours.

6 ATTORNEY THOMAS: No, it doesn't remove your
7 option. It does not remove your option but that's
8 the point --

9 TRUSTEE DORTCH: Under that contract.

10 ATTORNEY THOMAS: Right.

11 TRUSTEE DORTCH: That contract has its
12 provisions.

13 ATTORNEY THOMAS: Right.

14 TRUSTEE DORTCH: By us not taking an action in
15 that contract avails as the legal document on the
16 relationship now, which means, if I'm not mistaken,
17 there would have to be an action to come with a new
18 negotiation to replace that document; otherwise,
19 that document defines what action has been done and
20 what will happen come April; is that correct?

21 ATTORNEY THOMAS: That's correct.

22 TRUSTEE DORTCH: So if nothing else is done,
23 that's a fit to complete, right?

24 ATTORNEY THOMAS: Yes.

25 TRUSTEE DORTCH: Okay.

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 TRUSTEE PERRY: So his motion...

2 TRUSTEE DORTCH: So my motion is really
3 invalid.

4 CHAIRMAN LAWSON: It is.

5 So for clarity -- I see some questioning faces
6 around the room -- I'll restate it and I'll be
7 repetitive. The Board took a vote in May of no
8 action. The legal stipulation in the contract
9 states if we don't take an action by June 30th, the
10 contract runs its normal life, which is April 1st.
11 So we've covered that situation. So the question
12 becomes, are there other actions around the
13 contract that we want to take?

14 TRUSTEE CARTER: Mr. Chairman, I would submit
15 to you that whatever action -- whatever action we
16 take would not be pertaining to that contract,
17 because that contract, based upon the terms of that
18 contract, the action the Board would have had to
19 take on that contract expired in June. You took
20 the action.

21 CHAIRMAN LAWSON: Yes.

22 TRUSTEE CARTER: You took the action. The
23 action you chose to take was no action and let it
24 expire.

25 Now, going forward, if we want to do anything,

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 we have to deal with a totally new environment and
2 that environment is not based on that contract.
3 That contract is self-executing and says if the
4 vote -- if we take no action, it expires in April.

5 CHAIRMAN LAWSON: That, in my opinion, which
6 is not a legal opinion but --

7 ATTORNEY THOMAS: That's correct.

8 CHAIRMAN LAWSON: So the only motion at this
9 point that we could entertain would be an extension
10 beyond April?

11 TRUSTEE CARTER: Actually, no. We can't do an
12 extension. We would have to do a whole new
13 contract.

14 CHAIRMAN LAWSON: A whole new contract. I
15 stand corrected.

16 ATTORNEY THOMAS: Right.

17 CHAIRMAN LAWSON: So at this point, I'll go
18 back to the maker of the motion. With the clarity
19 that we received and not to be repetitive, we know
20 where we stand. The motion itself, Trustee Dortch,
21 could not move forward given our previous action on
22 this contract.

23 TRUSTEE DORTCH: Then, first, Mr. Chair, I
24 withdraw the motion. And at this point, I think
25 this Board needs to decide what is the action going

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 forward as a Board of Trustees.

2 If, in fact, at this point the contract that
3 Dr. Mangum defines what happens in terms of -- and
4 if I remember, has a tenured position and some
5 other things in that contract.

6 General Counsel, do you have those provisions
7 that you can share with us that says, what the
8 Board is looking at first? I think that's
9 important as what to what are the requirements of
10 the Board going forward, to April and beyond.

11 TRUSTEE PERRY: Mr. Chair?

12 CHAIRMAN LAWSON: Yes, question.

13 TRUSTEE PERRY: I'll let her do it.

14 CHAIRMAN LAWSON: Attorney Thomas, could you
15 please share -- let's just try and answer the
16 question in kind of a bullet point fashion, because
17 I think we all know generally what is included
18 around the President's contract, around
19 compensation and benefits, but please summarize.

20 ATTORNEY THOMAS: What specifically is your
21 question, Trustee Dortch?

22 TRUSTEE DORTCH: Having not taken action, what
23 are the provisions or obligations that this board
24 has in fulfilling the fulfillment of our
25 obligations to the President, as it relates to the

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 go forth? Is there a financial obligation we have;
2 that is, come April, what is the obligation of this
3 Board? Come April, now that this contract has, as
4 it says, expires? What happens after that? Is
5 there a tenured position?

6 ATTORNEY THOMAS: Yes, there is. In
7 paragraph 13 of the contract, there is a sabbatical
8 and post-presidential faculty position obligation,
9 and the specific terms says that it expires by its
10 natural expiration or life. Then, the President is
11 entitled to, you know, certain provisions. It also
12 defines what the post-presidency faculty provision
13 is and what the compensation is related to that.
14 It's 90 percent of the final base salary, et
15 cetera.

16 But these are all, you know, post-tenure or
17 post -- I'm sorry -- post-termination provisions,
18 but it's also set forth in paragraph 13, which
19 specifically defines all terms and conditions
20 surrounding that.

21 So the President is entitled to a sabbatical,
22 as set forth in paragraph 11.2. The President is
23 also entitled to, again, post-presidential faculty
24 tenured position. It sets forth the terms of
25 payment. The faculty position of course doesn't

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 include any senior, executive or administrative
2 appointment.

3 Is there anything else that you need to know?

4 CHAIRMAN LAWSON: Trustee Dortch, did we
5 answer your question?

6 TRUSTEE DORTCH: Yeah. I think what needs to
7 be determined here by this Board and with
8 Dr. Mangum, that either there is a chair and the
9 special committee sits in. We have a board meeting
10 coming up in September. There needs to be some
11 conversation or decisions, as to, under the current
12 conditions, there should be understanding going
13 from now to April 1 is plan A; if there is any
14 further negotiation, then that's a plan B.

15 But I think this Board needs to decide today
16 how we move, because it's just as important to me
17 whether their new negotiations or whether this
18 contract expires in April. If we are fair to, as I
19 said, Dr. Mangum; that she cannot be in limbo and
20 this University can't be in limbo. We know now, as
21 it stands in April, we won't have a president,
22 unless there are new negotiations and decisions.

23 So we will not be responsible if we don't have
24 a go forth plan on what happens come April. I just
25 throw that out. As Trustee Lawrence knows, we need

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 to discuss and we need to be clear on what are we
2 doing and what will happen.

3 CHAIRMAN LAWSON: So Reed and then Trustee
4 Lawrence.

5 TRUSTEE REED: What are the bylaws, from a
6 governance standpoint, from the Board? Is there
7 any requirements for us to take some specific
8 action at some specific timeline?

9 ATTORNEY THOMAS: There's no specific, no, not
10 in your operating procedures.

11 Like I said, the term of the contract is for a
12 set period of time, which was for three years. If
13 you take no action, it expires by its natural
14 terms. As a Board, you can always -- if both
15 parties agree -- amend the contract. So if
16 somebody wanted to amend that particular provision,
17 they could do that as well as a board. If you
18 allow it to expire by its natural terms because you
19 took no action, then you would have to negotiate,
20 say, a new contract, if you choose not to --

21 TRUSTEE REED: So my understanding is, from my
22 perspective, there are many options and that's
23 what's being discussed. And I think it's very
24 tough to come to a decision with so many different
25 options and perspectives. I think it is probably

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 important to have the Presidential Evaluation
2 Committee basically take the action of coming back
3 to the full Board of Trustees with a recommendation
4 that we can then take some action on. It's tough
5 for me to get a sense of what are the different
6 areas that we're going to make some decision on
7 here today, just based on the discussion we're
8 having right now.

9 CHAIRMAN LAWSON: Trustee Lawrence?

10 TRUSTEE LAWRENCE: So, this builds upon what
11 both Trustees have said. I think is it unhealthy
12 for this University to be in limbo, and that's what
13 I think is at stake here.

14 If the President is not to be recontracted, if
15 she's got going to be here, we have a University
16 that is already feeling some pain from the sternum
17 grind that is going on here; the attention we've
18 gotten, some of which we wouldn't particularly
19 like.

20 CHAIRMAN LAWSON: Right.

21 TRUSTEE LAWRENCE: That hurts every way,
22 including raising money, including doing all of the
23 things -- raising enrollment -- all of the things
24 we would like to do.

25 This is not going to be -- we're not in the

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 position where recruiting is going to be simple and
2 easy. If she is to depart, we will need a
3 successor. There can be several kinds of
4 successors, in my estimation, but all of them will
5 have "president" in the name. And in order --
6 just, what we're talking about today is not today
7 until the end of April. I think we're talking
8 about longer term future of Florida A&M University
9 and what's the best spot. If we simply here leave
10 it here in limbo and we haven't decided anything,
11 the sequence in my view is simply, we won't get out
12 of this until we make a decision.

13 I realize in de facto we kind of made a
14 decision, perhaps, from April 30th on, but there's
15 an awful lot of time between now and April 30th,
16 and we'd better have our act together to decide if
17 that's to be the decision or how do we conduct the
18 process for next -- whatever next might be -- in a
19 way that begins to give comfort to those who love
20 this place and our students at this place and teach
21 at this place. I don't think we can simply leave
22 it here.

23 CHAIRMAN LAWSON: We can't.

24 TRUSTEE WOODY: Chair? Let me echo in
25 agreement with what Trustee Lawrence is saying.

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 But one thing: Let's be honest with ourselves.
2 Every one of us sitting on this Board, and I dare
3 say the community at large, understand that this
4 relationship is not working. We know why it's not
5 working. We've articulated our thoughts during the
6 evaluation. I haven't changed my opinion about --
7 and I have all due respect for Madam President, but
8 my opinion hasn't changed. There are communication
9 issues, transparency issues; that is not going to
10 change, and I think that in all due respect to the
11 President, she has drawn a line in the sand.

12 I understand very clearly what my
13 responsibility is as a Trustee is, and every one of
14 us sitting on this Board is the President's boss,
15 and I would dare to say the majority of us have the
16 same opinion that this relationship is not working,
17 so we're belaboring the point. We need to make a
18 decision, and we need to move on.

19 TRUSTEE PERRY: You know, one of the things I
20 had hoped for after this evaluation and after
21 hearing the President speak earlier this morning,
22 that when she gave her wonderful report, that there
23 seems to be an atmosphere of optimism and hope.
24 And when the President made her comments, and in
25 the spirit that at least I, and I thought most of

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 the Board members in their evaluation were, the
2 good things she has done and the things that needed
3 improvement, but instead of taking it in the spirit
4 that it was given, it appears to be that there was
5 a gauntlet that was thrown down.

6 I can't speak for every board member, but most
7 of you I've gotten to know over the last couple of
8 months; did that evaluation in the spirit of trying
9 to improve things here at Florida A&M University.
10 I had hoped we could continue and at some point
11 move FAMU forward, but unfortunately, I think we're
12 going to have to come to some decision now and not
13 kick this can down the road.

14 Hope just left the room.

15 TRUSTEE MILLS: So with that, I think I can
16 still make a motion for an action so that we are
17 trying to get to a decision; is that correct?

18 ATTORNEY THOMAS: Okay.

19 TRUSTEE MILLS: So I would like to make a
20 motion that this Board look to actually amend the
21 contract with Dr. Mangum for one year with the
22 provision that we include an executive coach in
23 that process, and I'll end it there. I have a
24 whole bunch of other things to say.

25 CHAIRMAN LAWSON: So that is your motion,

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 Trustee Mills?

2 TRUSTEE SMITH: Second.

3 CHAIRMAN LAWSON: Motion has been moved and
4 properly seconded. Let's do a roll call vote.

5 I'm sorry, Attorney Thomas?

6 ATTORNEY THOMAS: Also, note that Dr. Mangum
7 has to agree to the amendment of the agreement.

8 TRUSTEE MILLS: Yes, provided that she agrees
9 with it.

10 ATTORNEY THOMAS: Right.

11 CHAIRMAN LAWSON: You're saying --

12 ATTORNEY THOMAS: No, I'm just making it
13 clear. You can make the motion and vote on it, and
14 it can be approved, but Dr. Mangum still has to
15 agree.

16 CHAIRMAN LAWSON: Ladies and gentlemen,
17 because all of these conversations have been
18 lightening rod issues, I ask that we do a roll call
19 vote, just so we're really clear on who supports.

20 The motion on the floor and I will restate it
21 for clarity -- Trustee Mills, challenge me on the
22 clarity -- and that is to extend the one-year
23 contract to Dr. Mangum, correct?

24 TRUSTEE MILLS: Yes, provided --

25 CHAIRMAN LAWSON: Provided she agrees with the

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 amendment and executive coaching. That is the
2 motion and it's been properly seconded.

3 TRUSTEE CARTER: We're in discussion?

4 CHAIRMAN LAWSON: Yes.

5 TRUSTEE CARTER: I think in lieu of where we
6 are, we're in a 12-0 vote to take no action.

7 This motion would require us to immediately
8 negotiate a contract, kind of like in the dark. So
9 for that reason, I have to vote no, and the
10 intentions are well, but I think it's inappropriate
11 based on where we are.

12 TRUSTEE WASHINGTON: Comment?

13 CHAIRMAN LAWSON: Okay, we're in the comment
14 phase, so let's just entertain comments before we
15 take the vote.

16 So Trustee Washington and then Trustee
17 Lawrence.

18 TRUSTEE WASHINGTON: I have been listening
19 very thoughtfully to the number of conversations
20 around the table and, you know, this is a
21 relationship issue, but outside of that, there's a
22 big world that is depending on us to make the best
23 decision that we can, and be as thoughtful as we
24 can, in spite of personality. I don't like
25 everybody that I work for, but that doesn't mean

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 that they're not qualified, and so when we start --
2 when we look at the evaluation, the substantive
3 metrics were met. The relationship is an important
4 major issue.

5 So I think about that and then I think about
6 April 1st. What happens April 1st? We have SACs
7 reaccreditation coming up. We have work plan
8 metrics we need to meet or we're going to lose
9 performance funding. We have athletics compliance
10 issues we have to deal with in the very near term.
11 And we have it in the middle of legislative
12 session. So where does that put us in the ability
13 to advocate for the best interest of FAM when we're
14 in the middle of, you know.

15 It will be even more troubling state, I
16 believe, if we are dealing with all of these
17 transition points at one time. So given that, I
18 would second, or I agree with Trustee Mills in
19 that, you know, we all need coaching and --
20 everybody could probably use some coaching.
21 Whether or not we're amenable to that is obviously
22 a different discussion, but to just say -- to just
23 dismiss it, as this qualified, strong person to
24 just say, "We're going to let you go because we
25 don't like you;" I don't think that puts us in the

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 best position.

2 CHAIRMAN LAWSON: I'm sorry. Let's keep
3 order.

4 Trustee Lawrence and Trustee Smith.

5 TRUSTEE LAWRENCE: I don't think it's a
6 question of like or not like. I like Dr. Mangum a
7 whole bunch, and I have actually spent a
8 significant amount of time -- is that fair -- and I
9 think she has many, many good qualities. I, also,
10 in using the word "substantive", I think the
11 relationship issues are substantive issues.

12 I also don't think that it's a matter of, from
13 my vantage point, it's not a matter of
14 renegotiating the contract, but whether the
15 President would accept it under the present terms
16 for another year. I don't think we want to be into
17 a renegotiation.

18 Having said that, I have lived my whole life
19 believing in redemption. I would vote for her,
20 what Trustee Mills suggests. I work hard to be one
21 of those like the rest of us to make it work. I'm
22 not stunningly saying, at age 74, that it will be,
23 but I'll give it the benefit of the doubt. I do
24 believe in redemption. Whatever it is, we've got
25 to go forward with this University so that the

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 University is protected and we're not squabbling
2 over various things. I realize this is more than a
3 squabble, but I think the health and the light and
4 the future of the University are at stake.

5 CHAIRMAN LAWSON: Sure. Trustee Smith?

6 TRUSTEE SMITH: Thank you. I just want to
7 urge all of the Trustees to just be mindful of who
8 your vote directly affects, and that is the
9 student. Dr. Mangum has supported us and has
10 fought for us, regardless of any circumstances, and
11 because of that, that is why I second the vote.

12 And also, remember, who is the direct -- who
13 are the stakeholders who are directly affected.
14 Again, those are the students. We cannot base our
15 decisions -- a major decision on this amount on
16 personal relationships. Sometimes self-reflection
17 is important as well. And sometimes it might be
18 us. It might not always be that other person. How
19 we respond to others is what's given reciprocity,
20 and that is something that we need to be mindful
21 of.

22 CHAIRMAN LAWSON: Thank you, Trustee Smith.

23 TRUSTEE CARTER: Mr. Chairman? What this
24 motion does, please understand what you're doing.

25 If you vote for this motion, what you're

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 saying is let's put ourselves in the same place
2 next year as we are now, and that's crazy.

3 CHAIRMAN LAWSON: Ladies and gentlemen, let me
4 try to bring it to a close, because we do want
5 to --

6 TRUSTEE SMITH: I just have a question.
7 Wouldn't we be in the same position that we are in
8 now next year, because it's just a one-year
9 extension?

10 TRUSTEE MILLS: And the assumption is that
11 nobody can improve themselves.

12 CHAIRMAN LAWSON: Let me remind you of a
13 couple of things, and we need to do a roll call
14 vote, because this is a bit of an emotional issue,
15 right?

16 Ladies and gentlemen, we're about to take a
17 vote that comes close to superseding the vote that
18 we've already taken. We're about to take a vote on
19 an issue with the President that refused to
20 negotiate with us after we asked for a 45-day
21 extension. I'm not going to give you my opinion,
22 my vote yet, until we take the roll call vote, but
23 please, have those things in mind as you go
24 through. Because this is an important vote.

25 You've heard points of views on both sides of

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 the issue. We're going to take a roll call vote so
2 everybody has their individual perspective.

3 TRUSTEE REED: Trustee, can we -- I think
4 according to the legal document Dr. Mangum has to
5 respond on whether she would accept a proposal like
6 that she has.

7 ATTORNEY THOMAS: Understanding the vote would
8 still have been subject to Dr. Mangum's approval,
9 because the contract affirms that in order to amend
10 the contract, both parties have to agree.

11 CHAIRMAN LAWSON: So we can take the motion
12 with knowing that it has to still be agreed to, or
13 we can take the vote knowing that it has to be
14 ultimately agreed to by Dr. Mangum.

15 TRUSTEE REED: That's what I would like.
16 Really, I'm trying to get Dr. Mangum her thoughts
17 on what is being placed on the floor. What is her
18 thoughts/feedback?

19 PRESIDENT MANGUM: As stated before, when
20 you're talking about negotiation approval or not, I
21 said I'm always available to work with FAMU.
22 That's what I've always said.

23 TRUSTEE LAWRENCE: I couldn't hear the last
24 part of what she said.

25 PRESIDENT MANGUM: They turned down my mic. I

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 said I'm still committed to working to fulfill the
2 goals of FAMU, even if it's for one more year.

3 CHAIRMAN LAWSON: So we've heard from Madam
4 President. Are there any other comments or
5 questions before we call the vote?

6 ATTORNEY THOMAS: And I have just one
7 question. I wanted to make sure that it's based on
8 the same terms and conditions that are in
9 agreement, just for clarification purposes.

10 PRESIDENT MANGUM: I don't think we can make
11 that determination at this point. The Board has
12 obtained outside counsel to negotiate this
13 contract, as have I.

14 ATTORNEY THOMAS: Okay.

15 CHAIRMAN LAWSON: Okay. So we are ready,
16 Attorney Barge-Miles? Can you do a roll call
17 vote, please?

18 ATTORNEY BARGE-MILES: Trustee Carter?

19 TRUSTEE CARTER: No.

20 ATTORNEY BARGE-MILES: Trustee Dortch?

21 TRUSTEE DORTCH: No.

22 ATTORNEY BARGE-MILES: Trustee Grable?

23 TRUSTEE GRABLE: No.

24 ATTORNEY BARGE-MILES: Trustee Lawrence?

25 TRUSTEE LAWRENCE: Yes.

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 ATTORNEY BARGE-MILES: Trustee Lawson?

2 CHAIRMAN LAWSON: No.

3 ATTORNEY BARGE-MILES: Trustee Mills?

4 TRUSTEE MILLS: Yes.

5 ATTORNEY BARGE-MILES: Trustee Moore?

6 TRUSTEE MOORE: No.

7 ATTORNEY BARGE-MILES: Trustee Perry?

8 TRUSTEE PERRY: No.

9 ATTORNEY BARGE-MILES: Trustee Reed?

10 TRUSTEE REED: Yes.

11 ATTORNEY BARGE-MILES: Trustee Smith?

12 TRUSTEE SMITH: Highly in favor, yes.

13 ATTORNEY BARGE-MILES: Trustee Washington?

14 TRUSTEE WASHINGTON: Yes.

15 ATTORNEY BARGE-MILES: Trustee Woody?

16 TRUSTEE WOODY: No.

17 ATTORNEY BARGE-MILES: Seven nos; six

18 yesses -- no, five yesses.

19 CHAIRMAN LAWSON: The vote -- the motion does
20 not carry. The motion failed; 5 to 7.

21 TRUSTEE CARTER: Mr. Chairman?

22 CHAIRMAN LAWSON: Yes.

23 TRUSTEE CARTER: Here's what we're talking

24 about. We're not talking about extending the

25 contract. We're talking about making a new

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 contract. The old contract, based upon the action
2 last time, it's already fatal complete. What we're
3 talking about now is the new contract or no
4 contract. And that's why I say, let's make sure we
5 know what we're talking about when we're dealing
6 with this.

7 CHAIRMAN LAWSON: So, Trustee Mills, I
8 believe, unless you have an alternative motion,
9 then obviously the motion dies due to lack of
10 support; 5 to 7 in favor.

11 You know, I don't want to belabor the point.
12 If there are not any other points of view then
13 where we stand today is the contract expires in
14 April.

15 TRUSTEE CARTER: I have a motion to make; that
16 we open the process for seeking a new president for
17 Florida A&M University.

18 CHAIRMAN LAWSON: There is a motion on the
19 floor. There is a motion on the floor stated by
20 Trustee Carter.

21 TRUSTEE WOODY: Second.

22 CHAIRMAN LAWSON: Motion has been moved and
23 properly seconded.

24 Questions? Trustee Lawrence, and then Trustee
25 Dortch?

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 TRUSTEE LAWRENCE: If the import of what the
2 vote has just been, has been that her contract will
3 not be renewed even for one year, do we not have an
4 obligation to begin the process of trying to figure
5 out what's next in the interest of this University?

6 TRUSTEE WOODY: Yes.

7 CHAIRMAN LAWSON: So, continued discussion.
8 Point of view well-taken by Trustee Lawrence, but I
9 believe that's what Trustee Carter was suggesting.

10 TRUSTEE CARTER: That's the whole point of it.
11 We don't have a contract. Think about it. We
12 don't really have a contract. The contract
13 expired. I think Dr. Mangum will agree with, is
14 that right now, we don't have a contract. In order
15 to hire Dr. Mangum, we're going to need to put out
16 that we're looking for a new president. We just --
17 the motion to extend, that contract expires. So
18 here's where we are. We're a University looking
19 for a president effective April 1 or whatever that
20 date is.

21 CHAIRMAN LAWSON: Let's stay with the motion.
22 We're in the discussion phase. Are there other
23 points of view on this motion?

24 TRUSTEE DORTCH: Mr. Chairman, I think the
25 situation again on what's being proposed, there

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 needs to be better structure. And as I stated
2 multiple times, what we do has also got to be fair
3 to Dr. Mangum as well. My reservations before was
4 when this came up, we've got to start new
5 negotiations. We've got to get attorneys in and
6 all of that.

7 Then, you know, I thought that first motion
8 was to extend by one year the existing contract,
9 and provides for a coach, but then when comments
10 that we had attorneys and start negotiations and
11 all of that, is one of the problems I had was
12 support in that motion. I think now it leaves no
13 structure. Because we're just as much, to start a
14 search -- say we're going to start a search, we're
15 still in this situation of having to deal with
16 issues. And just like they say about the president
17 and others, if you have a, quote -- (inaudible) --
18 then that hurts her effectiveness or anyone's
19 effectiveness to move if you're in that limbo and
20 in that status.

21 So I would -- I cannot support this motion.
22 Either this board needs to be decisive and needs to
23 take the actions saying that either, in favor to
24 Dr. Mangum, she shouldn't be sitting around here
25 doing the things, when in fact, this Board's action

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 has said we're not renewing your contract. There
2 either needs to be an approach of her having,
3 quote, immediate administrative leave to do what
4 she wants to do with her life, to look. And I'm
5 sure that the one thing is, there will be plenty of
6 places that want her services, and in fairness to
7 her, she shouldn't have to be around because I know
8 if I was in the situation, I wouldn't want to be
9 around any of you either, if you rejected me -- and
10 I'm just being real keeping it real.

11 So either, if this motion does not carry,
12 there needs to be an approach for administrative
13 leave and there be immediately an interim; that we
14 be clear, and we must be clear on whether six
15 months or a year, whatever it takes. Because we
16 need to know who we expect to be and when we,
17 quote, grow up, or we get grown again, because
18 right now we're not grown as a family, and we need
19 to be clear on that.

20 And we need to be clear, what is it that we're
21 looking for? I wasn't here for the search. What
22 am I looking for? Because you won't find a
23 Superman or Superwoman, and you're not going to
24 find God. So we have to be clear and we have to
25 make sure we take the time to get to that point.

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 So with all of that said, I would speak
2 against this motion and see that we have to be
3 decisive and we have to be fair in whatever
4 decisions are made by this Board.

5 TRUSTEE CARTER: Mr. Chair?

6 CHAIRMAN LAWSON: Trustee Carter?

7 TRUSTEE CARTER: Let's turn the temperature
8 down a little bit and put on our intelligence for a
9 moment.

10 First of all, we don't have a contract. That
11 contract is expired. Dr. Mangum will serve as
12 president through April and that's it. We've
13 already made that decision. Where we are now is,
14 who is going to be president, or will we have a
15 president, or interim president, effective in April
16 when her contract expires? We can't twiddle our
17 thumbs. We've got to do something.

18 So my suggestion, open the process up because
19 it's going to take some time to get a new
20 president, or to renew the contract, or try to get
21 Dr. Mangum back here. That renewal fails. That
22 renewal fails.

23 Secondly, we had the motion in May to take no
24 action. That contract is gone, y'all. We can't
25 fall in love with that; that's gone. Here's where

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 we are now. As we sit here today, Florida A&M
2 University has a president through April of next
3 year. That's it. Now this, since 1881, we have to
4 go beyond April of next year. In order to go
5 beyond April of next year, we got to trust -- we've
6 got to make an important -- (inaudible) -- we've
7 got to make a decision. Who is going to be the CEO
8 or are we going to have a CEO, for this University
9 come effective in April, or are we going to have an
10 interim president?

11 That is the only decision. You can vote the
12 motion up or down, and let's pray, but the question
13 remains, who will be leading this University as
14 CEO, effective in April, when Dr. Mangum's contract
15 expires?

16 I'm just trying to advance it to where we can
17 at least stand up and say, This is where we are,
18 and this is where we're going. There's no option
19 to saying we can't do anything. We have got to do
20 something.

21 CHAIRMAN LAWSON: Agreed.

22 So Trustee Carter, point well-taken. Trustee
23 Dortch, points well-taken. And points well-taken,
24 Trustee Lawrence.

25 TRUSTEE LAWRENCE: Having said that, I think

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 Trustee Dortch has a really important point. What
2 happens in the interim? And it's a long time
3 between now and April.

4 Maybe this discussion can be, should be, held
5 in September when we have a board meeting, but I
6 think with some alacrity we will need to move
7 towards this decision, frankly, for the reasons
8 that you express, including what's right and fair
9 with Elmira Mangum.

10 What's fair to Dr. Mangum here? What would
11 she like? Maybe if we wait until September to make
12 that, wiser people, smarter people, more elevated
13 people can have that conversation and come up with
14 something that is honorable, humane, decent, and
15 protects the interest of this University.

16 TRUSTEE CARTER: Mr. Chairman, I will gladly
17 review my motion, but I'm telling you, we've got to
18 do something. We can't do nothing.

19 CHAIRMAN LAWSON: Agreed. So Trustee
20 Washington and then Trustee Perry.

21 TRUSTEE WASHINGTON: Just to build on the
22 comment that you would think that in the interim or
23 up until April, we need to have, as a group or as a
24 subgroup, come up with some clear expectations and
25 deliverable so that nobody is in the lurch and

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 everybody is on the same page and understands these
2 are -- this is where we are now and this is where
3 we expect to be; these are the deliverables that we
4 expect to see between now and then. This is a
5 relationship we're going to have. Just, I think we
6 need to be very clear, especially if we start to do
7 a search as, to how that process is going to work
8 and how that relationship is going to work so that
9 everybody understands what lane we're supposed to
10 be in and can move forward in a thoughtful manner.

11 TRUSTEE WOODY: Agreed.

12 CHAIRMAN LAWSON: Trustee?

13 TRUSTEE PERRY: We do have an Executive
14 Committee, correct, Mr. Chair?

15 CHAIRMAN LAWSON: We actually have not
16 utilized our Executive Committee. We have always
17 done individual committee meetings, and then the
18 Board as a whole, not used the executive committee.

19 TRUSTEE PERRY: Well, some committee needs to
20 come up with some path forward so we can look at
21 all of the options in September. Right now, I
22 don't think we are in the position to look at any
23 options at this particular time. They need to be
24 well thought out, and either an executive committee
25 on committee especially formed for that should look

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 at available options.

2 CHAIRMAN LAWSON: Well, I think at this
3 point -- I was just conferring with the
4 President -- we do have a Governance Committee that
5 this issue could be referred to.

6 TRUSTEE CARTER: Mr. Chairman, in lieu of that
7 I would -- we do need to move forward, and I wanted
8 to move forward in a manner where everyone gets to
9 be heard. I withdraw my motion. It was in
10 September, but I'm just saying, don't fool
11 yourselves.

12 Where we are now is Florida A&M University has
13 a president until April. That's when that contract
14 expires, that's it. So we've got to make
15 decisions, and if we're going to push it to
16 September, as Trustee Washington says, we have to
17 put in all of the terms and conditions going
18 forward in a presidential search. So if that's
19 what the Board wants to do --

20 CHAIRMAN LAWSON: I'm sorry. Trustee Grable,
21 yourself, and then Trustee Lawrence.

22 TRUSTEE GRABLE: I would like to also refer
23 back to Trustee Dortch's comment, and I thought I
24 interpreted your comments to suggest that this is
25 much more immediate than maybe the Board is even

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 considering, and I think it's only fair to
2 Dr. Mangum, but it has to be fair to the
3 enterprise.

4 CHAIRMAN LAWSON: Trustee Reed and then
5 Trustee Lawrence?

6 TRUSTEE REED: I don't think it's pushing it
7 out until September. I think it is really going
8 back and doing a thoughtful discussion in
9 collaboration with Dr. Mangum, to understand what
10 will be the strategy moving forward. I don't think
11 we can start just taking action. We've got to
12 figure out what the strategy is, and what Trustee
13 Washington was saying as well; all of the nuances
14 and things that are at stake here moving forward
15 and what that decision will imply.

16 So I think our special committee, governance
17 committee; someone has to take a lead in doing that
18 and accelerate the timeline on the expectation of
19 when the report back should be.

20 CHAIRMAN LAWSON: Okay. Trustee Lawrence and
21 then back to Trustee Smith.

22 TRUSTEE LAWRENCE: Well, basically I say Amen,
23 but what I think is that Dr. Mangum needs to be
24 involved in that conversation. That's how
25 civilized people do it in the world, and to be

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 unfair to her and not to see what she's thinking.
2 And frankly, it might be healthy for us to -- I'm
3 not kicking the can down the road, but it might be
4 healthy for us to take a small breather, let some
5 folks have some conversation, come back here in
6 September and see if we have a path forward, and if
7 it makes sense for the institution, the President,
8 the Board, and so forth and so on.

9 CHAIRMAN LAWSON: Trustee Smith and then back
10 to Trustee Dortch.

11 TRUSTEE SMITH: I agree as well. I also
12 believe that we need to create a space for students
13 so that we can have the student input; just so we
14 know what students want and how this will directly
15 affect us, because most students do not know and
16 they need to know the process, and they need to
17 know what is expected and the terms and agreements
18 that come with a new president.

19 TRUSTEE DORTCH: Mr. Chair, I think rather
20 than just passing this on to the Governance
21 Committee and not having a chair here to have a
22 complete content of these discussions -- you did
23 withdraw your motion?

24 TRUSTEE CARTER: Yes, I did.

25 TRUSTEE DORTCH: I move that the Chair appoint

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 a special task force from this board, to include
2 our student representative, to sit with Dr. Mangum
3 and have discussions about a way forward, and that
4 plan of action comes to this board in the September
5 Board meeting for a final decision on what that
6 blueprint will look like.

7 TRUSTEE LAWRENCE: I second the motion.

8 CHAIRMAN LAWSON: Motion has been moved and
9 properly second. Are there discussion points?
10 None?

11 All those in favor?

12 (All answer in the affirmative.)

13 CHAIRMAN LAWSON: Motion carries.

14 So, moving forward, we will establish this
15 said committee that will include student
16 representation and faculty representation.

17 TRUSTEE DORTCH: And faculty, also.

18 CHAIRMAN LAWSON: And faculty representation.
19 Okay? So I believe, unless I'm missing something,
20 that we are closing the discussion on this issue.

21 TRUSTEE CARTER: Just one thing, Mr. Chairman.
22 I may not be able to make the meeting, so as you
23 appoint folks for that committee, just don't
24 appoint me to it, because I don't know if I could
25 be able to make the meeting health-wise.

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 CHAIRMAN LAWSON: Understood. Thank you,
2 Trustee Carter.

3 At this point, we will take a break for lunch
4 and return from lunch and engage in discussion on
5 strategic planning.

6 Okay. Ladies and gentlemen, what we're going
7 to do, due to some of the discussion around the
8 President and the future, we're going to hold on
9 the discussion on the strategic plan until
10 September, so that we can tackle not only the
11 President and the future, but the statistic plan at
12 the same time. So technically, the meeting is
13 adjourned.

14 (Meeting adjourned.)

15

16

17

18

19

20

21

22

23

24

25

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

1 REPORTER CERTIFICATE

2

3 STATE OF FLORIDA)

4 COUNTY OF LEON)

5

6 I, YVONNE LaFLAMME, FPR, Court Reporter,
7 certify that I was authorized to and did
8 stenographically report the foregoing proceedings; that
9 a review of the transcript was not requested; and that
10 the transcript is a true and complete record of my
11 stenographic notes.

12

13 I FURTHER CERTIFY that I am not a relative,
14 employee, attorney or counsel of any of the parties, nor
15 am I a relative or employee of any of the parties'
16 attorney or counsel connected with the action, nor am I
17 financially interested in the action.

18

19 DATED this 31st day of August, 2016.

20

21

YVONNE LaFLAMME, FPR
Court Reporter

22

23

24

25

C & N REPORTERS

TALLAHASSEE, FLORIDA

850-697-8314

