

Florida Agricultural and Mechanical University  
Board of Trustees



**Strategic Planning and Performance Measures Committee Minutes**  
**Trustee Harper, Chair**  
**Wednesday, May 22, 2024**

The Strategic Planning and Performance Measures Committee met on Wednesday, May 22, 2024. The meeting was attended by Chair Harper, Vice Chair Gibbons, Trustee Aly, Trustee May, Trustee Cliatt, Trustee Reed, Trustee Stone and Trustee Washington. A quorum was present.

**Action Items:**

**Approval of Minutes from March 6, 2024 meeting.**

The committee approved the minutes from the March 6, 2024 meeting.

**Approval Item:**

**Aligning Direct Service Activities to the 2022-2027 Boldly Striking Strategic Plan.**

Chair Harper began the discussion by introducing the idea of having the FAMU Direct Service Organizations (DSOs) develop activities that align with and contribute to the 2022-2027 Boldly Striking Strategic Plan. She proceeded by highlighting five areas of the Strategic Priorities and stated the vision would be:

1. First, the DSO's would create a strategic plan aligned with the University's 2022-2027 Boldly Striking Strategic Plan;
2. The DSO's identify goals and initiatives to achieve by 2027;
3. Finally, they would establish KPI's for the identified or corresponding goals and initiatives.

Dr. Jones proceeded by sharing how we are prepared to assist the Direct Service Organizations in developing their strategic plans by providing:

1. A Link or QR code to our university's strategic plan to serve as a guiding framework and reference for aligning their goals with our institutional goals.
2. Coordinate workshops designed to assist DSO's develop goals, actions, and key performance indicators (KPIs) essential for effective planning.

3. A comprehensive template for creating a strategic plan to help ensure that all essential components are covered, and the plan is structured and coherent.
4. Assistance with making sure KPIs are clear and measured throughout the strategic plan.

Dr. Palm highlighted how the Direct Service Organizations alignment contributes to the 2022-2027 Boldly Striking Strategic Priorities. To keep things in focus, he mentioned priorities 2 thru 5 focuses on student success and the strategic plan is in alignment with our Board of Governors' strategic plan and incorporates a lot of our performance metrics funding opportunities as well.

Some of the examples Dr. Palm shared were:

1. To assist with student success, DSOs can assist with recruitment looking at how we can demonstrate our alumni profiles and highlight the great things that are happening at FAMU everyday.
2. Aligning our academic offerings to address emergent workforce.
3. Aligning our student success with career readiness and competence within academic programs.
4. Many alums are in position to connect our students with internship opportunities.
5. Identify ways we may partner with career services to make sure are students are successful in their careers and are making competitive salaries once they graduate.
6. Positioning FAMU to emerge as a world class leader in healthcare education, research and service to address disparities, emergencies and advance holistic well-being.
7. With numerous alumni in the healthcare field, we can discuss a multidisciplinary approach to effectively addressing the community's disparities.
8. This is a valuable opportunity to establish affinity groups that will help FAMU position itself as a world-class leader in healthcare.

The deadline for finalizing the strategic plans and identifying the goals and initiatives to be achieved by 2027 is set for November 25, 2024. Key Performance Indicators (KPIs) will be established to guide the corresponding goals and initiatives.

Chair Harper stated that this more intentional alignment will enable us to achieve our ambitious goals and initiatives more quickly, fostering greater collaboration and alignment with the direct service organizations established by this board. She also noted that Dr. Palm did not mention a fourth DSO, the Research Foundation, in his presentation. This organization plays a

critical role in supporting many of the academic initiatives that are part of the Boldly Striking strategic plan, as well as FAMU's goal of achieving R1 status.

Chair Harper asked if there were any additional comments from the committee. After some discussion, the board emphasized the importance of communication with new trustees, enhancing existing processes, and coordinating schedules and deadlines. It was agreed that the alignment initiative within the DSOs would be updated at the next board meeting in September, and it was proposed that the KPIs be redistributed to all trustees.

Chair Harper provided the following items for follow-up at the next meeting:

1. Dr. Jones will provide support and guidance to the DSOs in developing their strategic plans, ensuring they align with the University's Boldly Striking 2022-2027 strategic plan and share how progress will be measured.
2. Dr. Palm will distribute the KPIs established by the DSOs to all trustees for their awareness and ensure the deadlines for the DSOs' plans are aligned with the established meeting schedules.

There being no further business, the meeting was adjourned.