

**BUDGET PLAN**

**ATTACHMENT**

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Florida A&M University	
Summary Budget Plan	
2019	17,385,936.00
2020	23,853,238.00
2021	23,591,608.40
2022	\$26,840,201.00

Florida A&M University					
Budget Plan 2019					
Dept Num	DEPT TITLE	Account	ACCT TITLE	BUDGET	
10611	Auxiliary Learning Aids Prog	712000	Budget OPS	14,043.00	
30300	Human Resources	711000	Budget Salary	1,340,883.00	
30300	Human Resources	712000	Budget OPS	92,053.00	
30300	Human Resources	720000	Budget Expense	162,818.00	
30300	Human Resources	721000	Budget Mandatory Expense	13,782.00	
33500	Office Of Org Develop & Trng	711000	Budget Salary	370,313.00	
33500	Office Of Org Develop & Trng	721000	Budget Mandatory Expense	3,778.00	
40110	Recruitment	721000	Budget Mandatory Expense	6,258.00	
40112	FAMU Connection - Recruitment	711000	Budget Salary	449,890.00	
40112	FAMU Connection - Recruitment	712000	Budget OPS	56,610.00	
40114	Student Services	711000	Budget Salary	9,562.00	
40114	Student Services	720000	Budget Expense	6,709.00	
40114	Student Services	721000	Budget Mandatory Expense	114.00	
40120	Enrollment Management	711000	Budget Salary	274,259.00	
40130	Student Academic Advisement	711000	Budget Salary	543,056.00	
40130	Student Academic Advisement	720000	Budget Expense	7,500.00	
40140	Veteran's Affairs	711000	Budget Salary	113,346.00	
40140	Veteran's Affairs	712000	Budget OPS	17,663.00	
40140	Veteran's Affairs	720000	Budget Expense	59,709.00	
40140	Veteran's Affairs	721000	Budget Mandatory Expense	3,694.00	
40150	Ombudsman Services	712000	Budget OPS	1,680.00	
40150	Ombudsman Services	720000	Budget Expense	6,400.00	
40170	Ignite Transfer Program	711000	Budget Salary	42,000.00	
40200	Presidential Scholars	711000	Budget Salary	127,685.00	
40200	Presidential Scholars	720000	Budget Expense	8,000.00	
40300	Coordinator Special Program	711000	Budget Salary	325,696.00	
40300	Coordinator Special Program	720000	Budget Expense	8,000.00	
40300	Coordinator Special Program	721000	Budget Mandatory Expense	3,540.00	
40500	Student Financial Aid	711000	Budget Salary	1,088,473.00	
40500	Student Financial Aid	712000	Budget OPS	2,785.00	

Florida A&M University					
Budget Plan 2019					
Dept Num	DEPT TITLE	Account	ACCT TITLE	BUDGET	
40500	Student Financial Aid	720000	Budget Expense	6,996.00	
40500	Student Financial Aid	721000	Budget Mandatory Expense	42,033.00	
40540	State Appropriated Fin Aid	720000	Budget Expense	3,703,572.00	
40540	State Appropriated Fin Aid	757800	Student Financial Aid Budget	624,417.00	
40800	Orientation	711000	Budget Salary	17,350.00	
40800	Orientation	712000	Budget OPS	31,160.00	
40800	Orientation	720000	Budget Expense	64,740.00	
40800	Orientation	721000	Budget Mandatory Expense	12,991.00	
40800	Orientation	750000	Bud Operating Capital Outla	58,000.00	
40900	Counseling And Assessment	711000	Budget Salary	165,222.00	
40900	Counseling And Assessment	720000	Budget Expense	48,000.00	
40900	Counseling And Assessment	721000	Budget Mandatory Expense	5,587.00	
41000	Comm Coll & High Sch Relat	711000	Budget Salary	59,474.00	
41000	Comm Coll & High Sch Relat	712000	Budget OPS	6,737.00	
41000	Comm Coll & High Sch Relat	720000	Budget Expense	124,837.00	
41000	Comm Coll & High Sch Relat	721000	Budget Mandatory Expense	12,647.00	
60105	Prof & Grad Degree Excellence	712000	Budget OPS	130,362.00	
60110	World Class Faculty & Scholars	720000	Budget Expense	188,003.00	
60110	World Class Faculty & Scholars	750000	Bud Operating Capital Outla	868,603.00	
60114	Acad Affairs - I&R Program Ofc	711000	Budget Salary	1,041,642.00	
60114	Acad Affairs - I&R Program Ofc	712000	Budget OPS	68,500.00	
60114	Acad Affairs - I&R Program Ofc	720000	Budget Expense	128,093.00	
60114	Acad Affairs - I&R Program Ofc	721000	Budget Mandatory Expense	7,742.00	
60114	Acad Affairs - I&R Program Ofc	750000	Bud Operating Capital Outla	20,000.00	
61400	Honors Living Learning Cmty	711000	Budget Salary	11,781.00	
61400	Honors Living Learning Cmty	720000	Budget Expense	5,000.00	
61500	Finish in Four Initiative	720000	Budget Expense	50,000.00	
62910	Environ Equity & Justice Cntr	711000	Budget Salary	973,256.00	
62910	Environ Equity & Justice Cntr	712000	Budget OPS	20,177.00	
62910	Environ Equity & Justice Cntr	720000	Budget Expense	6,826.00	



Florida A&M University				
Budget Plan 2019				
Dept Num	DEPT TITLE	Account	ACCT TITLE	BUDGET
62910	Environ Equity & Justice Cntr	721000	Budget Mandatory Expense	2,589.00
63400	Black Male College Explorers P	712000	Budget OPS	70,207.00
63400	Black Male College Explorers P		Budget Expense	28,458.00
63400	Black Male College Explorers P	721000	Budget Mandatory Expense	1,719.00
63400	Black Male College Explorers P	757100	Black Male Program Budget	198,000.00
65000	Developmental Studies	711000	Budget Salary	124,025.00
65000	Developmental Studies	712000	Budget OPS	256,664.00
65000	Developmental Studies	720000	Budget Expense	9,000.00
68100	Acad Intgra & Stdnt Trans Srvc	711000	Budget Salary	116,770.00
68100	Acad Intgra & Stdnt Trans Srvc	712000	Budget OPS	117,767.00
68100	Acad Intgra & Stdnt Trans Srvc	720000	Budget Expense	192,500.00
70300	Center Of Excellence	711000	Budget Salary	76,876.00
70300	Center Of Excellence	721000	Budget Mandatory Expense	402.00
80340	Kellog Match-Choral 2012	711000	Budget Salary	81,541.00
82210	Kellogg Match-Theatre 2012	711000	Budget Salary	345,447.00
140300	Nursing Retention	721000	Budget Mandatory Expense	3,735.00
320100	Office of Internal Audit	711000	Budget Salary	889,703.00
320100	Office of Internal Audit	720000	Budget Expense	198,105.00
320100	Office of Internal Audit	721000	Budget Mandatory Expense	3,729.00
330300	Equal Opportunity Programs	711000	Budget Salary	298,066.00
330300	Equal Opportunity Programs	721000	Budget Mandatory Expense	7,158.00
390100	Admin & Gen-Womens Athletic	711000	Budget Salary	93,446.00
390140	E&G Womens Volleyball	711000	Budget Salary	72,458.00
390140	E&G Womens Volleyball	720000	Budget Expense	17,862.00
390190	E&G Womens Basketball	711000	Budget Salary	163,929.00
390190	E&G Womens Basketball	720000	Budget Expense	89,305.00
390195	E&G Women's Athletic Scholar	720000	Budget Expense	200,000.00
390500	Women Tennis	711000	Budget Salary	58,111.00
390700	Women's Bowling	720000	Budget Expense	4,317.00
			<b>TOTAL</b>	<b>17,385,936.00</b>

Florida A&M University				
Budget Plan 2020				
Dept Num	DEPT TITLE	Account	ACCT TITLE	BUDGET
10611	Auxiliary Learning Aids Prog	712000	Budget OPS	\$14,043.00
30300	Human Resources	711000	Budget Salary	\$1,498,302.00
30300	Human Resources	712000	Budget OPS	\$92,053.00
30300	Human Resources	720000	Budget Expense	\$120,639.00
30300	Human Resources	721000	Budget Mandatory Expenses	\$13,950.00
33500	Office Of Org Develop & Trng	711000	Budget Salary	\$309,580.00
33500	Office Of Org Develop & Trng	721000	Budget Mandatory Expenses	\$3,778.00
40110	Recruitment	721000	Budget Mandatory Expenses	\$6,339.00
40114	Student Services	711000	Budget Salary	\$130,687.00
40114	Student Services	720000	Budget Expense	\$6,444.00
40114	Student Services	721000	Budget Mandatory Expenses	\$119.00
40120	Enrollment Management	711000	Budget Salary	\$323,571.00
40130	Student Academic Advisement	711000	Budget Salary	\$795,643.00
40140	Veteran's Affairs	711000	Budget Salary	\$95,190.00
40140	Veteran's Affairs	712000	Budget OPS	\$25,297.00
40140	Veteran's Affairs	720000	Budget Expense	\$57,746.00
40140	Veteran's Affairs	721000	Budget Mandatory Expenses	\$3,720.00
40150	Ombudsman Services	720000	Budget Expense	\$8,000.00
40170	Ignite Transfer Program	711000	Budget Salary	\$117,926.00
40170	Ignite Transfer Program	720000	Budget Expense	\$22,000.00
40175	Student Affairs - PBF	720000	Budget Expense	\$0.00
40200	Presidential Scholars	711000	Budget Salary	\$138,842.00
40200	Presidential Scholars	720000	Budget Expense	\$7,551.00
40300	Coordinator Special Program	711000	Budget Salary	\$268,159.00
40300	Coordinator Special Program	720000	Budget Expense	\$8,000.00
40300	Coordinator Special Program	721000	Budget Mandatory Expenses	\$2,549.00
40500	Student Financial Aid	711000	Budget Salary	\$1,134,739.00
40500	Student Financial Aid	712000	Budget OPS	\$22,785.00
40500	Student Financial Aid	720000	Budget Expense	\$246,996.00
40500	Student Financial Aid	721000	Budget Mandatory Expenses	\$42,765.00

Florida A&M University				
Budget Plan 2020				
Dept Num	DEPT TITLE	Account	ACCT TITLE	BUDGET
40500	Student Financial Aid	757800	Student Financial Aid Budget	\$0.00
40540	State Appropriated Fin Aid	720000	Budget Expense	\$3,003,572.00
40540	State Appropriated Fin Aid	757800	Student Financial Aid Budget	\$624,417.00
40800	Orientation	711000	Budget Salary	\$14,837.00
40800	Orientation	712000	Budget OPS	\$47,450.00
40800	Orientation	720000	Budget Expense	\$38,740.00
40800	Orientation	721000	Budget Mandatory Expenses	\$13,426.00
40900	Counseling And Assessment	711000	Budget Salary	\$206,802.00
40900	Counseling And Assessment	712000	Budget OPS	\$0.00
40900	Counseling And Assessment	720000	Budget Expense	\$47,800.00
40900	Counseling And Assessment	721000	Budget Mandatory Expenses	\$5,622.00
40975	Counseling Services - PBF	712000	Budget OPS	\$30,000.00
40975	Counseling Services - PBF	720000	Budget Expense	\$20,000.00
41000	Comm Coll & High Sch Relat	711000	Budget Salary	\$63,200.00
41000	Comm Coll & High Sch Relat	712000	Budget OPS	\$7,129.00
41000	Comm Coll & High Sch Relat	720000	Budget Expense	\$113,774.00
41000	Comm Coll & High Sch Relat	721000	Budget Mandatory Expenses	\$13,059.00
41575	Student Retention PBF	720000	Budget Expense	\$500,000.00
42575	Student Persistence PBF	720000	Budget Expense	\$800,000.00
43075	Student Academic Adv Perf Fund	711000	Budget Salary	\$730,310.00
43575	Student Completion PBF	720000	Budget Expense	\$700,000.00
47075	Transfers Services- Perf Fund	711000	Budget Salary	\$715,000.00
60105	Prof & Grad Degree Excellence	712000	Budget OPS	\$0.00
60110	World Class Faculty & Scholars	711000	Budget Salary	\$108,928.00
60110	World Class Faculty & Scholars	712000	Budget OPS	\$210,000.00
60110	World Class Faculty & Scholars	720000	Budget Expense	\$629,336.00
60110	World Class Faculty & Scholars	750000	Bud Operating Capital Outlay	\$250,000.00
60112	Freshman Studies	711000	Budget Salary	\$15,000.00
60114	Acad Affairs - I&R Program Ofc	711000	Budget Salary	\$1,647,609.00
60114	Acad Affairs - I&R Program Ofc	712000	Budget OPS	\$58,542.00

Florida A&M University				
Budget Plan 2020				
Dept Num	DEPT TITLE	Account	ACCT TITLE	BUDGET
60114	Acad Affairs - I&R Program Ofc	720000	Budget Expense	\$45,000.00
60114	Acad Affairs - I&R Program Ofc	721000	Budget Mandatory Expenses	\$4,848.00
60275	Stu Succ & Strat Initia PBF	712000	Budget OPS	\$33,000.00
60275	Stu Succ & Strat Initia PBF	720000	Budget Expense	\$607,000.00
60375	Academic Program Quality - PBF	712000	Budget OPS	\$10,000.00
60375	Academic Program Quality - PBF	720000	Budget Expense	\$50,000.00
60475	Studnet Progression Fund - PBF	720000	Budget Expense	\$707,949.00
60475	Studnet Progression Fund - PBF	750000	Bud Operating Capital Outlay	\$46,000.00
60575	Falculy Development - PBF	720000	Budget Expense	\$148,987.00
60575	Falculy Development - PBF	785010	COVID Federal	\$1,013.00
60675	Academic Affairs Public Relati	712000	Budget OPS	\$3,500.00
60675	Academic Affairs Public Relati	720000	Budget Expense	\$46,500.00
60875	Freshman Studies PBF	712000	Budget OPS	\$25,946.00
61075	Homors - Performace Base Fund	720000	Budget Expense	\$50,000.00
61400	Honors Living Learning Cmty	711000	Budget Salary	\$13,838.00
61500	Finish in Four Initiative	720000	Budget Expense	\$0.00
62910	Environ Equity & Justice Cntr	711000	Budget Salary	\$988,577.00
62910	Environ Equity & Justice Cntr	712000	Budget OPS	\$1,907.00
62910	Environ Equity & Justice Cntr	721000	Budget Mandatory Expenses	\$2,589.00
63075	Internat Recruit & Reten PBF	720000	Budget Expense	\$40,000.00
63400	Black Male College Explorers P	712000	Budget OPS	\$0.00
63400	Black Male College Explorers P	720000	Budget Expense	\$28,000.00
63400	Black Male College Explorers P	721000	Budget Mandatory Expenses	\$1,719.00
63400	Black Male College Explorers P	757100	Black Male Program Budget	\$0.00
63410	BMCEP - Other Institutions	720000	Budget Expense	\$66,000.00
63410	BMCEP - Other Institutions	757100	Black Male Program Budget	\$132,000.00
65000	Developmental Studies	711000	Budget Salary	\$128,009.00
65000	Developmental Studies	712000	Budget OPS	\$86,824.00
65000	Developmental Studies	720000	Budget Expense	\$12,003.00
65075	Developmental Studeies PBF	712000	Budget OPS	\$56,000.00

Florida A&M University				
Budget Plan 2020				
Dept Num	DEPT TITLE	Account	ACCT TITLE	BUDGET
65075	Developmental Studeies PBF	720000	Budget Expense	\$3,000.00
68100	Acad Intgra & Stdnt Trans Srvc	711000	Budget Salary	\$122,296.00
68100	Acad Intgra & Stdnt Trans Srvc	712000	Budget OPS	\$149,850.00
68100	Acad Intgra & Stdnt Trans Srvc	720000	Budget Expense	\$130,150.00
68275	Undergrad Student Success PBF	711000	Budget Salary	\$181,931.00
68275	Undergrad Student Success PBF	712000	Budget OPS	\$100,000.00
68275	Undergrad Student Success PBF	720000	Budget Expense	\$219,525.00
68275	Undergrad Student Success PBF	750000	Bud Operating Capital Outlay	\$35,794.00
70175	School of Architecture - PBF	720000	Budget Expense	\$53,000.00
70300	Center Of Excellence	711000	Budget Salary	\$79,773.00
70300	Center Of Excellence	712000	Budget OPS	\$0.00
70300	Center Of Excellence	721000	Budget Mandatory Expenses	\$402.00
80340	Kellog Match-Choral 2012	711000	Budget Salary	\$92,667.00
82210	Kellogg Match-Theatre 2012	711000	Budget Salary	\$349,930.00
140300	Nursing Retention	721000	Budget Mandatory Expenses	\$3,762.00
180175	School of Grad Stud - PBF	712000	Budget OPS	\$26,000.00
180175	School of Grad Stud - PBF	720000	Budget Expense	\$474,000.00
310100	Office of Compliance & Ethics	711000	Budget Salary	\$286,647.00
310100	Office of Compliance & Ethics	720000	Budget Expense	\$47,500.00
330300	Equal Opportunity Programs	711000	Budget Salary	\$322,801.00
330300	Equal Opportunity Programs	721000	Budget Mandatory Expenses	\$7,344.00
380150	Athletic Scholarship	720000	Budget Expense	\$0.00
390100	Admin & Gen-Womens Athletic	711000	Budget Salary	\$110,375.00
390140	E&G Womens Volleyball	711000	Budget Salary	\$79,737.00
390190	E&G Womens Basketball	711000	Budget Salary	\$141,681.00
390190	E&G Womens Basketball	720000	Budget Expense	\$99,369.00
390195	E&G Women's Athletic Scholar	720000	Budget Expense	\$1,200,000.00
390500	Women Tennis	711000	Budget Salary	\$66,529.00
			<b>TOTAL</b>	<b>\$23,853,238.00</b>

Florida A&M University				
Budget Plan 2021				
Dept Num	DEPT TITLE	Account	ACCT TITLE	BUDGET
10611	Auxiliary Learning Aids Prog	712000	Budget OPS	\$17,936.00
30300	Human Resources	711000	Budget Salary	\$1,566,192.00
30300	Human Resources	712000	Budget OPS	\$92,053.00
30300	Human Resources	720000	Budget Expense	\$94,639.00
30300	Human Resources	721000	Budget Mandatory Expenses	\$14,051.00
33500	Office Of Org Develop & Trng	711000	Budget Salary	\$266,603.00
33500	Office Of Org Develop & Trng	721000	Budget Mandatory Expenses	\$3,778.00
40110	Recruitment	721000	Budget Mandatory Expenses	\$6,390.00
40112	FAMU Connection - Recruitment	711000	Budget Salary	\$629,792.00
40114	Student Services	711000	Budget Salary	\$152,319.00
40114	Student Services	720000	Budget Expense	\$4,600.00
40114	Student Services	721000	Budget Mandatory Expenses	\$123.00
40120	Enrollment Management	711000	Budget Salary	\$260,840.00
40130	Student Academic Advisement	711000	Budget Salary	\$1,496,640.00
40140	Veteran's Affairs	711000	Budget Salary	\$118,902.00
40140	Veteran's Affairs	712000	Budget OPS	\$35,000.00
40140	Veteran's Affairs	720000	Budget Expense	\$9,977.39
40140	Veteran's Affairs	721000	Budget Mandatory Expenses	\$3,744.00
40150	Ombudsman Services	720000	Budget Expense	\$2,390.00
40170	Ignite Transfer Program	711000	Budget Salary	\$2,906.00
40175	Student Affairs - PBF	720000	Budget Expense	\$0.00
40200	Presidential Scholars	711000	Budget Salary	\$141,294.00
40300	Coordinator Special Program	711000	Budget Salary	\$258,178.00
40300	Coordinator Special Program	720000	Budget Expense	\$6,000.00
40300	Coordinator Special Program	721000	Budget Mandatory Expenses	\$3,555.00
40500	Student Financial Aid	711000	Budget Salary	\$1,011,432.00
40500	Student Financial Aid	712000	Budget OPS	\$2,785.00
40500	Student Financial Aid	720000	Budget Expense	\$14,645.80
40500	Student Financial Aid	721000	Budget Mandatory Expenses	\$43,225.00
40540	State Appropriated Fin Aid	720000	Budget Expense	\$3,003,572.00
40540	State Appropriated Fin Aid	757800	Student Financial Aid Budget	\$624,417.00

Florida A&M University				
Budget Plan 2021				
Dept Num	DEPT TITLE	Account	ACCT TITLE	BUDGET
40800	Orientation	711000	Budget Salary	\$6,726.00
40800	Orientation	712000	Budget OPS	\$29,211.00
40800	Orientation	720000	Budget Expense	\$21,529.00
40800	Orientation	721000	Budget Mandatory Expenses	\$13,738.00
40900	Counseling And Assessment	711000	Budget Salary	\$296,802.00
40900	Counseling And Assessment	712000	Budget OPS	\$16,400.00
40900	Counseling And Assessment	720000	Budget Expense	\$10,119.00
41000	Comm Coll & High Sch Relat	711000	Budget Salary	\$63,056.00
41000	Comm Coll & High Sch Relat	712000	Budget OPS	\$6,737.00
41000	Comm Coll & High Sch Relat	720000	Budget Expense	\$65,566.21
41000	Comm Coll & High Sch Relat	721000	Budget Mandatory Expenses	\$13,329.00
41575	Student Retention PBF	720000	Budget Expense	\$0.00
42575	Student Persistence PBF	720000	Budget Expense	\$1,800,000.00
43075	Student Academic Adv Perf Fund	711000	Budget Salary	\$298.00
43575	Student Completion PBF	720000	Budget Expense	\$700,000.00
47075	Transfers Services- Perf Fund	712000	Budget OPS	\$35,000.00
47075	Transfers Services- Perf Fund	720000	Budget Expense	\$115,000.00
60110	World Class Faculty & Scholars	711000	Budget Salary	\$58,288.00
60110	World Class Faculty & Scholars	712000	Budget OPS	\$187,667.00
60110	World Class Faculty & Scholars	720000	Budget Expense	\$1,390,283.00
60110	World Class Faculty & Scholars	750000	Bud Operating Capital Outlay	\$150,000.00
60112	Freshman Studies	711000	Budget Salary	\$259,494.00
60114	Acad Affairs - I&R Program Ofc	711000	Budget Salary	\$1,534,691.00
60114	Acad Affairs - I&R Program Ofc	712000	Budget OPS	\$15,961.00
60114	Acad Affairs - I&R Program Ofc	720000	Budget Expense	\$55,000.00
60114	Acad Affairs - I&R Program Ofc	721000	Budget Mandatory Expenses	\$4,883.00
60275	Stu Succ & Strat Initia PBF	712000	Budget OPS	\$68,305.00

Florida A&M University

Budget Plan 2021

Dept Num	DEPT TITLE	Account	ACCT TITLE	BUDGET
60275	Stu Succ & Strat Initia PBF	720000	Budget Expense	\$317,443.00
60375	Academic Program Quality - PBF	712000	Budget OPS	\$0.00
60375	Academic Program Quality - PBF	720000	Budget Expense	\$150,000.00
60475	Studnet Progression Fund - PBF	720000	Budget Expense	\$120,832.00
60575	Falculty Development - PBF	712000	Budget OPS	\$9,000.00
60575	Falculty Development - PBF	720000	Budget Expense	\$66,000.00
60675	Academic Affairs Public Relati	712000	Budget OPS	\$5,335.00
60675	Academic Affairs Public Relati	720000	Budget Expense	\$13,025.00
60875	Freshman Studies PBF	711000	Budget Salary	\$61,048.00
60875	Freshman Studies PBF	712000	Budget OPS	\$160,700.00
60875	Freshman Studies PBF	720000	Budget Expense	\$89,300.00
61075	Homors - Performace Base Fund	720000	Budget Expense	\$50,000.00
61400	Honors Living Learning Cmty	711000	Budget Salary	\$13,383.00
61500	Finish in Four Initiative	720000	Budget Expense	\$1,000.00
62910	Environ Equity & Justice Cntr	711000	Budget Salary	\$1,052,904.00
62910	Environ Equity & Justice Cntr	712000	Budget OPS	\$2,854.00
62910	Environ Equity & Justice Cntr	721000	Budget Mandatory Expenses	\$2,589.00
63075	Internat Recruit & Reten PBF	720000	Budget Expense	\$63,835.00
63400	Black Male College Explorers P	712000	Budget OPS	\$41,136.00
63400	Black Male College Explorers P	720000	Budget Expense	\$962.00
63400	Black Male College Explorers P	721000	Budget Mandatory Expenses	\$1,719.00
63410	BMCEP - Other Institutions	720000	Budget Expense	\$82,351.00
63410	BMCEP - Other Institutions	757100	Black Male Program Budget	\$41,176.00
65000	Developmental Studies	711000	Budget Salary	\$127,618.00
65000	Developmental Studies	712000	Budget OPS	\$132,119.00
65000	Developmental Studies	720000	Budget Expense	\$35,000.00
65075	Developmental Studeies PBF	712000	Budget OPS	\$98,883.00
65075	Developmental Studeies PBF	720000	Budget Expense	\$56,117.00
68100	Acad Intgra & Stdnt Trans Srvc	711000	Budget Salary	\$182,956.00
68100	Acad Intgra & Stdnt Trans Srvc	712000	Budget OPS	\$195,000.00
68100	Acad Intgra & Stdnt Trans Srvc	720000	Budget Expense	\$85,000.00



Florida A&M University				
Budget Plan 2021				
Dept Num	DEPT TITLE	Account	ACCT TITLE	BUDGET
68275	Undergrad Student Success PBF	711000	Budget Salary	\$6,763.00
68275	Undergrad Student Success PBF	712000	Budget OPS	\$16,883.00
68275	Undergrad Student Success PBF	720000	Budget Expense	\$239,154.00
70175	School of Architecture - PBF	712000	Budget OPS	\$6,459.00
70175	School of Architecture - PBF	720000	Budget Expense	\$69,041.00
70300	Center Of Excellence	711000	Budget Salary	\$77,664.00
70300	Center Of Excellence	721000	Budget Mandatory Expenses	\$402.00
80340	Kellogg Match-Choral 2012	711000	Budget Salary	\$91,071.00
82210	Kellogg Match-Theatre 2012	711000	Budget Salary	\$344,819.00
140300	Nursing Retention	721000	Budget Mandatory Expenses	\$3,783.00
180175	School of Grad Stud - PBF	712000	Budget OPS	\$0.00
180175	School of Grad Stud - PBF	720000	Budget Expense	\$176,984.00
310100	Office of Compliance & Ethics	711000	Budget Salary	\$358,730.00
310100	Office of Compliance & Ethics	720000	Budget Expense	\$80,000.00
330300	Equal Opportunity Programs	711000	Budget Salary	\$285,579.00
330300	Equal Opportunity Programs	712000	Budget OPS	\$0.00
330300	Equal Opportunity Programs	721000	Budget Mandatory Expenses	\$7,461.00
390100	Admin & Gen-Womens Athletic	711000	Budget Salary	\$172,265.00
390100	Admin & Gen-Womens Athletic	720000	Budget Expense	\$47,798.00
390140	E&G Womens Volleyball	711000	Budget Salary	\$79,799.00
390190	E&G Womens Basketball	711000	Budget Salary	\$102,041.00
390190	E&G Womens Basketball	720000	Budget Expense	\$91,772.00
390195	E&G Women's Athletic Scholar	720000	Budget Expense	\$1,200,000.00
390500	Women Tennis	711000	Budget Salary	\$67,793.00
			<b>TOTAL</b>	<b>\$23,591,608.40</b>

Florida A&M University				
Budget Plan 2022				
Dept Num	DEPT TITLE	Account	ACCT TITLE	BUDGET
10611	Auxiliary Learning Aids Prog	712000	Budget OPS	14,343.00
30300	Human Resources	711000	Budget Salary	1,540,217.00
30300	Human Resources	712000	Budget OPS	92,053.00
30300	Human Resources	720000	Budget Expense	94,639.00
30300	Human Resources	721000	Budget Mandatory Expenses	14,125.00
33500	Office Of Org Develop & Trng	711000	Budget Salary	256,701.00
33500	Office Of Org Develop & Trng	721000	Budget Mandatory Expenses	4,078.00
40110	Recruitment	721000	Budget Mandatory Expenses	6,575.00
40112	FAMU Connection - Recruitment	711000	Budget Salary	631,145.00
40114	Student Services	711000	Budget Salary	151,984.00
40114	Student Services	720000	Budget Expense	-
40114	Student Services	721000	Budget Mandatory Expenses	276.00
40120	Enrollment Management	711000	Budget Salary	373,926.00
40130	Student Academic Advisement	711000	Budget Salary	1,473,137.00
40130	Student Academic Advisement	712000	Budget OPS	5,000.00
40130	Student Academic Advisement	720000	Budget Expense	25,000.00
40140	Veteran's Affairs	711000	Budget Salary	76,654.00
40140	Veteran's Affairs	712000	Budget OPS	49,400.00
40140	Veteran's Affairs	720000	Budget Expense	28,302.00
40140	Veteran's Affairs	721000	Budget Mandatory Expenses	7,654.00
40170	Ignite Transfer Program	711000	Budget Salary	439,919.00
40175	Student Affairs - PBF	720000	Budget Expense	35,000.00
40200	Presidential Scholars	711000	Budget Salary	138,123.00
40300	Coordinator Special Program	711000	Budget Salary	352,362.00
40300	Coordinator Special Program	720000	Budget Expense	1,094.00
40300	Coordinator Special Program	721000	Budget Mandatory Expenses	3,555.00
40500	Student Financial Aid	711000	Budget Salary	936,001.00
40500	Student Financial Aid	711000	Budget Salary	-
40500	Student Financial Aid	712000	Budget OPS	5.00
40500	Student Financial Aid	720000	Budget Expense	114,758.00

40500	Student Financial Aid	721000	Budget Mandatory Expenses	43,692.00
40540	State Appropriated Fin Aid	720000	Budget Expense	3,003,572.00
40540	State Appropriated Fin Aid	757800	Student Financial Aid Budget	624,417.00
40800	Orientation	711000	Budget Salary	6,689.00
40800	Orientation	712000	Budget OPS	27,100.00
40800	Orientation	720000	Budget Expense	22,940.00
40800	Orientation	721000	Budget Mandatory Expenses	13,954.00
40900	Counseling And Assessment	711000	Budget Salary	299,391.00
40900	Counseling And Assessment	712000	Budget OPS	7,359.00
40900	Counseling And Assessment	721000	Budget Mandatory Expenses	7,377.00
41000	Comm Coll & High Sch Relat	711000	Budget Salary	68,043.00
41000	Comm Coll & High Sch Relat	712000	Budget OPS	16,737.00
41000	Comm Coll & High Sch Relat	720000	Budget Expense	110,015.00
41000	Comm Coll & High Sch Relat	721000	Budget Mandatory Expenses	13,664.00
41575	Student Retention PBF	720000	Budget Expense	692,361.00
41700	Campus Security	711000	Budget Salary	2,310,766.00
41700	Campus Security	712000	Budget OPS	39,946.00
41700	Campus Security	720000	Budget Expense	366,918.00
41700	Campus Security	721000	Budget Mandatory Expenses	25,518.00
41700	Campus Security	750000	Bud Operating Capital Outlay	121,927.00
41700	Campus Security	757290	Salary Incentive Payment Budge	14,799.00
41775	Law Enforcement PBF	720000	Budget Expense	855,400.00
42575	Student Persistence PBF	720000	Budget Expense	783,200.00
43075	Student Academic Adv Perf Fund	711000	Budget Salary	52,899.00
43075	Student Academic Adv Perf Fund	712000	Budget OPS	21,000.00
43075	Student Academic Adv Perf Fund	720000	Budget Expense	128,000.00
43575	Student Completion PBF	720000	Budget Expense	444,695.00
47075	Transfers Services- Perf Fund	712000	Budget OPS	-
47075	Transfers Services- Perf Fund	720000	Budget Expense	82,500.00
60110	World Class Faculty & Scholars	711000	Budget Salary	8,472.00
60110	World Class Faculty & Scholars	712000	Budget OPS	100,000.00
60110	World Class Faculty & Scholars	720000	Budget Expense	885,382.00
60110	World Class Faculty & Scholars	750000	Bud Operating Capital Outlay	350,000.00
60112	Freshman Studies	711000	Budget Salary	258,153.00

60112	Freshman Studies	712000	Budget OPS	33,000.00
60114	Acad Affairs - I&R Program Ofc	711000	Budget Salary	1,258,808.00
60114	Acad Affairs - I&R Program Ofc	712000	Budget OPS	21,000.00
60114	Acad Affairs - I&R Program Ofc	720000	Budget Expense	50,000.00
60114	Acad Affairs - I&R Program Ofc	721000	Budget Mandatory Expenses	8,055.00
60275	Stu Succ & Strat Initia PBF	712000	Budget OPS	70,000.00
60275	Stu Succ & Strat Initia PBF	720000	Budget Expense	285,000.00
60375	Academic Program Quality - PBF	720000	Budget Expense	60,000.00
60475	Studnet Progression Fund - PBF	720000	Budget Expense	75,000.00
60575	Falculty Development - PBF	712000	Budget OPS	5,500.00
60575	Falculty Development - PBF	720000	Budget Expense	119,500.00
60675	Academic Affairs Public Relati	712000	Budget OPS	1,600.00
60675	Academic Affairs Public Relati	720000	Budget Expense	23,400.00
60875	Freshman Studies PBF	711000	Budget Salary	31,750.00
60875	Freshman Studies PBF	712000	Budget OPS	-
60875	Freshman Studies PBF	712000	Budget OPS	359,000.00
60875	Freshman Studies PBF	720000	Budget Expense	104,000.00
61075	Homors - Performace Base Fund	720000	Budget Expense	50,000.00
61400	Honors Living Learning Cmty	711000	Budget Salary	-
61400	Honors Living Learning Cmty	711000	Budget Salary	12,064.00
62910	Environ Equity & Justice Cntr	711000	Budget Salary	871,137.00
62910	Environ Equity & Justice Cntr	721000	Budget Mandatory Expenses	2,889.00
63075	Internat Recruit & Reten PBF	720000	Budget Expense	107,600.00
63400	Black Male College Explorers P	712000	Budget OPS	52,432.00
63400	Black Male College Explorers P	720000	Budget Expense	45,000.00
63400	Black Male College Explorers P	721000	Budget Mandatory Expenses	2,019.00
63410	BMCEP - Other Institutions	720000	Budget Expense	123,526.00
63410	BMCEP - Other Institutions	757100	Black Male Program Budget	-
65000	Developmental Studies	711000	Budget Salary	124,680.00
65000	Developmental Studies	712000	Budget OPS	237,000.00
65000	Developmental Studies	720000	Budget Expense	100,000.00
65075	Developmental Studeies PBF	712000	Budget OPS	12,000.00
65075	Developmental Studeies PBF	720000	Budget Expense	68,100.00
68100	Acad Intgra & Stdnt Trans Srvc	711000	Budget Salary	182,818.00

68100	Acad Intgra & Stdnt Trans Srvc	712000	Budget OPS	140,162.00
68100	Acad Intgra & Stdnt Trans Srvc	720000	Budget Expense	60,000.00
68275	Undergrad Student Success PBF	712000	Budget OPS	50,000.00
68275	Undergrad Student Success PBF	720000	Budget Expense	145,000.00
70175	School of Architecture - PBF	712000	Budget OPS	61,000.00
70175	School of Architecture - PBF	720000	Budget Expense	87,500.00
70300	Center Of Excellence	711000	Budget Salary	86,564.00
70300	Center Of Excellence	721000	Budget Mandatory Expenses	702.00
80340	Kellogg Match-Choral 2012	711000	Budget Salary	90,769.00
82210	Kellogg Match-Theatre 2012	711000	Budget Salary	343,528.00
82210	Kellogg Match-Theatre 2012	721000	Budget Mandatory Expenses	150.00
140300	Nursing Retention	721000	Budget Mandatory Expenses	3,948.00
310100	Office of Compliance & Ethics	711000	Budget Salary	400,883.00
310100	Office of Compliance & Ethics	720000	Budget Expense	72,500.00
310100	Office of Compliance & Ethics	721000	Budget Mandatory Expenses	-
330300	Equal Opportunity Programs	711000	Budget Salary	335,865.00
330300	Equal Opportunity Programs	721000	Budget Mandatory Expenses	7,791.00
390100	Admin & Gen-Womens Athletic	711000	Budget Salary	203,747.00
390100	Admin & Gen-Womens Athletic	720000	Budget Expense	47,798.00
390140	E&G Womens Volleyball	711000	Budget Salary	79,501.00
390190	E&G Womens Basketball	711000	Budget Salary	94,001.00
390190	E&G Womens Basketball	720000	Budget Expense	91,772.00
390195	E&G Women's Athletic Scholar	720000	Budget Expense	1,200,000.00
390500	Women Tennis	711000	Budget Salary	67,230.00
				26,840,201.00

**DIVERSITY, EQUITY &  
INCLUSION INITIATIVES  
& STRATEGIES**

**ATTACHMENT**

**B**

# Diversity & Inclusion Council Action Plan

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**April 2021**

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**Florida A&M University**

**Authored by: D&I Council Members**

Florida A&M University  
Diversity & Inclusion Initiative  
**Faculty, Staff and Student Engagement Subcommittee**  
Executive Summary/Action Plan  
April 2021

**BACKGROUND**

FAMU launched the first university-wide Diversity and Inclusion Initiative in the spring of 2016. The University Diversity and Inclusion Council (Council) is led by the President and is facilitated by the Associate Vice President and Chief HR and Diversity Officer. The Council held its first meeting on January 23, 2019, and the most recent meeting was held in November 2020.

The Council facilitates eight key focus areas through corresponding subcommittees, each of which is led by a Vice President or Senior Leadership Team member, and staffed by Council members consisting of faculty, staff, and students.

**#1 ORGANIZATIONAL CHAMPION FOR FACULTY, STUDENT AND STAFF ENGAGEMENT**

**Organizational Champion for Faculty, Staff and Student Engagement**

Dr. William Hudson, Jr., Vice President for Student Affairs

**Co-Champion for Faculty, Staff and Student Engagement**

Dr. Valencia E. Matthews, Dean, College of Social Sciences, Arts and Humanities

**SUBCOMMITTEE MEMBERS**

Dr. Charmane Caldwell  
Dr. Ann Marie Cavazos, President of the Faculty Senate  
Dr. Maurice Holder  
Ms. Asia Knowles  
Ms. Antoneia Roe  
Mr. Bomani Spell  
Dean Rodner Wright  
Joyce Ingram, HR Liaison  
Miranda Levy, HR Liaison  
Sandi Smith Anderson, HR Liaison



Florida A&M University  
Diversity & Inclusion Initiative  
**Faculty, Staff and Student Engagement Subcommittee**  
Executive Summary/Action Plan  
April 2021

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Mr. Bomani Spell  
Dean Rodney Wright  
Joyce Ingram, HR Liaison  
Miranda Levy, HR Liaison  
Sandi Smith Anderson, HR Liaison

## **PURPOSE**

Under Vice President William Hudson, Jr.'s direction, the subcommittee will focus on identifying smart practices as it relates to activities or groups that will increase the University's cultural competence and cultural humility.

## **GOAL**

The goal is to produce a report of recommended approaches to enhance the University's cultural competence and cultural humility, by identifying Employee Resource Groups (ERGs). The following areas will be the subcommittee's focus.

To:

- Review the University's current internal faculty, staff and student groups related to diversity and inclusion.
- Conduct external benchmarking on specific universities as it relates to comparing ERGs efforts.
- Identify potential ERGs that will increase the University's cultural competence and cultural humility.

## **STRATEGIES (2)**

- Celebrate the diversity of our faculty at FAMU by compiling data on the diverse groups of full-time and part-time faculty members. Include their place of origin and nationality.
- The Faculty, Staff and Student Engagement subcommittee will continue to focus on the goals and strategies listed above.

Florida A&M University  
Diversity & Inclusion Initiative  
**Organizational Development, and Training Subcommittee**  
Executive Summary/Action Plan  
April 2021

**BACKGROUND**

FAMU launched the first university-wide Diversity and Inclusion Initiative in the spring of 2016. The University Diversity and Inclusion Council (Council) is led by the President and is facilitated by the Associate Vice President and Chief HR and Diversity Officer. The Council held its first meeting on January 23, 2019, and the most recent meeting was held in November 2020.

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**#2 ORGANIZATIONAL CHAMPION FOR ORGANIZATIONAL DEVELOPMENT AND TRAINING**

Ms. Linda Barge-Miles, Esq., University Chief of Staff

**Co-Champion for Organizational Development and Training**

Dr. Genyne Henry Boston, Associate Provost for Faculty Affairs and Academic Initiatives/Chief of Staff

Dr. Kyle Eidahl

Dr. Fran Fitz

Ms. Carrie Gavin

Dean David Jackson, Jr.

Dean Allyson Watson

Ms. Phyllis Watson

Ms. Shanna Barber, HR Liaison\*

Ms. Antonia Brown, HR Liaison

**PURPOSE**

This subcommittee will focus on identifying and providing appropriate diversity and inclusion training for the faculty, staff and administrators.

**GOAL(S)**

The goal of this committee is to provide mandatory training opportunities for faculty, staff and administrators that will facilitate the development of a basic understanding of diversity and inclusion in the workplace.

The ultimate goal is the creation of a culture that embraces diversity and inclusion in the workplace through on-going training.

## **STRATEGIES**

- Utilize LinkedIn Learning to access 40 Diversity and Inclusion training courses.
- Develop a mandatory training curriculum for faculty and staff.
- Utilize the National Center for Faculty Development and Diversity, [NCFDD](#) to access and highlight Diversity, Equity and Inclusion training, articles, and curriculum for faculty and staff.

## **FUTURE CONSIDERATIONS**

The Organizational, Development, and Training subcommittee will continue to focus on the goals and strategies listed above.

Florida A&M University  
Diversity & Inclusion Initiative  
**Recruitment, Development and Retention Subcommittee**  
Executive Summary/Action Plan  
April 2021

## **BACKGROUND**

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## **#3 ORGANIZATIONAL CHAMPION FOR RECRUITMENT, DEVELOPMENT AND RETENTION**

Dr. Maurice Edington, Provost and Vice President for Academic Affairs

### **Co-Champion for Recruitment, Development and Retention**

AVP Joyce A. Ingram, Chief HR/Diversity Officer

### **Subcommittee Members**

Dean Johnnie Early II

Dean Deidre Keller, J.D.

Dr. Lekan Latinwo

Dr. Mark Weatherspoon

Ms. Terrisa Brown, HR Liaison\*

Assistant Director, Employee Relations, HR Liaison

Mr. Craig Mitchell, Student

## **PURPOSE**

Under Dr. Maurice Edington's direction, the subcommittee will focus on attracting, developing and retaining excellent, renowned and diverse faculty; and diverse and excellent staff. We will focus on improving faculty incentives, and investing in critical research facilities, while enhancing our administrative services.

## **GOALS**

1. To promote faculty excellence by recruiting, supporting, and retaining a diverse faculty with a commitment to teaching, research, and community engagement consistent with a doctoral-research University.
2. To maintain and develop sustainable state-of-the-art facilities that support the academic enterprise of the University.
3. To recognize the importance of recruiting, hiring and retaining qualified administrators, faculty, and staff.

## **STRATEGIES**

- Develop and implement a comprehensive campus-wide faculty recruitment and retention plan.
- Provide tangible incentives to annually acknowledge and reward outstanding teaching, research and service efforts.
- Publicize areas of research emphasis to foster the involvement and participation of renowned faculty.
- Implement and maintain a faculty development program that supports faculty efforts to achieve and maintain excellence in teaching, research and service, and aid faculty who are deemed to be underperforming.
- Maintain tenure and promotion criteria consistent with a doctoral-research university.
- Conduct a study to evaluate faculty workloads at the University.
- Implement a comprehensive onboarding process for new employees.
- Provide ongoing professional development opportunities for all staff.
- Implement a more effective and meaningful staff performance evaluation process.
- Implement a campus-wide employee recognition program to acknowledge and reward staff for meritorious service.

## **FUTURE CONSIDERATIONS**

The Recruitment, Development and Retention subcommittee will continue to focus on the goals and strategies listed above.

Florida A&M University  
Diversity & Inclusion Initiative  
**Communications Subcommittee**  
Executive Summary/Action Plan  
April 2021

## **BACKGROUND**

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## **#5 ORGANIZATIONAL CHAMPION FOR COMMUNICATIONS**

Mr. Keith Miles, Director, Office of Communication

### **Co-Champion for Communications**

Interim Dean Bettye Grable, School of Journalism and Graphic Communication

VP Kortne Gosha

Ms. Heather Johnson

Mr. Andrew Skerritt

Aliayah Wilkerson

Delores Battle

Ms. Lakeisha Brooks, HR Liaison\*

Ms. Miranda Levy, HR Liaison

## **PURPOSE**

Under Mr. Keith Miles' direction, the subcommittee will focus on identifying smart practices as it relates to sharing information to the University to enhance the Diversity and Inclusion mission.

## **GOALS (2)**

- To:
- Produce periodic communications to educate stakeholders about important university D&I milestones and accomplishments.
  - Prominently address or display the University's Diversity and Inclusion statement/stance.

- Share best practices for Diversity and Inclusion campus-wide throughout all communication channels. Share specific practices for the various audiences across campus i.e., managers, employees, students, faculty.

#### **FUTURE CONSIDERATIONS**

The Communication subcommittee will continue to focus on the goals and strategies listed above.



Florida A&M University  
Diversity & Inclusion Initiative  
**Community and Global Engagement Subcommittee**  
Executive Summary/Action Plan  
April 2021

## **BACKGROUND**

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## **#4 ORGANIZATIONAL CHAMPION FOR COMMUNITY AND GLOBAL ENGAGEMENT**

**Organizational Champion for Community and Global Engagement**

Dr. Shawnta Friday-Stroud, Vice President for Development/Dean, School of Business & Industry

**Co-Champion for Community and Global Engagement**

Dr. William Hyndman III, Assistant Vice President of International Education & Development

## **SUBCOMMITTEE MEMBERS**

Dean Cynthia Hughes Harris  
Dr. Fred Gainous  
Dean Victor Ibeanusi, Ph.D.  
Ms. Danielle McBeth  
Dr. Fran T. Close  
Ms. Carmen Cummings  
Dr. Novell Tani  
Ms. Shauna Robinson, HR Liaison\*  
Ms. Miranda Levy, HR Liaison  
Mr. David Liburd, Jr., Student

## **PURPOSE**

Under Dr. Shawnta Friday-Stroud's direction, the subcommittee will focus on identifying the University's current groups related to Diversity and Inclusion to smart practices as it relates to activities or groups that will increase the University's cultural competence and cultural humility.

## **GOALS**

To: • Survey and review the University's current internal faculty, staff and student groups related to diversity and inclusion .

- Amplify, promote and support current diverse and inclusive campus activities.

## **FUTURE CONSIDERATIONS**

The Community and Global Engagement subcommittee will continue to focus on the goals and strategies listed above.

Florida A&M University  
Diversity & Inclusion Initiative  
**Policy and Program  
Development Subcommittee**  
Executive Summary/Action Plan  
April 2021

**BACKGROUND**

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**#6 ORGANIZATIONAL CHAMPION/CO-CHAMPION OF POLICY AND PROGRAM DEVELOPMENT**

**Organizational Champion for Policy and Program Development**  
Dr. Denise Wallace, Vice President of Legal Affairs

**Co-Champion for Policy and Program Development**

Ms. Joyce A. Ingram, Chief of Staff for Finance and Administration, Associate VP for HR (Chief HR and Diversity Officer)

**SUBCOMMITTEE MEMBERS**

Ms. Rica Calhoun, Chief Compliance and Ethics Officer  
Dr. Marcia Owens  
Ms. Tanya Tatum  
Ms. Deidre Melton  
Ms. Joyce A. Ingram, HR Liaison\*  
Ms. Sandi Smith Anderson, HR Liaison  
Assistant Director, Employee Relations, HR Liaison

**PURPOSE**

Under Dr. Denise Wallace's direction, the subcommittee will focus on identifying smart practices as it relates to policy and program development for Diversity, Equity, and Inclusion.

**GOAL** Develop a policy statement that defines diversity and inclusion and sets expectation for the University community as it relates to the promotion of a culture that values and leverages differences and similarities and supports employee and stakeholder engagement.

- Review and revise, as needed, current university policies to ensure they reflect and are in alignment with our diversity and inclusion strategies as outlined in our strategic plan, FAMU Rising.

## **STRATEGIES (2)**

- Benchmark best practices related to policy statements of universities within the Florida State College System, SUS (Florida's State University System) and the AAU (American Association of Universities).
- Survey the Colleges, Schools and Divisions to identify diversity and inclusion related programs and activities.

## **FUTURE CONSIDERATIONS**

The Policy and Program Development subcommittee will continue to focus on the goals and strategies listed above.

Florida A&M University  
Diversity & Inclusion Initiative  
**Measurement and Reporting Subcommittee**  
Executive Summary/Action Plan  
April 2021

## **BACKGROUND**

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## **#7 ORGANIZATIONAL CHAMPION/CO-CHAMPION OF MEASUREMENT AND REPORTING**

### **Organizational Champion for Measurement and Reporting**

Dr. Lewis Johnson, Interim Vice President for Strategic Planning, Analysis and Institutional Effectiveness

### **Co-Champion for Measurement and Reporting**

Dr. Charles Weatherford, Vice President for Research

## **SUBCOMMITTEE MEMBERS**

Ms. Joyce A. Ingram  
Ms. Lakeisha Brooks  
Dr. Fred Gainous  
Mr. Ron Henry II  
Dr. Lewis Johnson  
VP Joseph Maleszewski  
Dr. Melanie Wicinski  
Dr. Erick Akins

## **PURPOSE**

Under the organizational champion's direction, the Measurement and Reporting subcommittee will focus on assisting with the development, analysis and reporting of appropriate/relevant key metrics that will be used to measure equity and inclusion at the University. The subcommittee will work with the other subcommittees to document initiatives reflecting the University's commitment to cultural competence and cultural humility.





# Diversity and Inclusion Council Meeting

November 17, 2020

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# Welcome/Great Things Moment

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**Joyce A. Ingram**  
**Chief of Staff for Finance and Administration**  
**Chief HR and Diversity Officer**

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# *FAMU is fully committed to diversity and inclusion*

**FAMU has always embraced diversity and inclusion as it relates to understanding and valuing differences, as well as leveraging the differences and similarities of all of our University constituents and key stakeholders for the greater good of our university.**

**We celebrated 133 years of Excellence with Caring in October of this year. What I do know to be true is that it took everyone working together to get us where we are today, and it will take everyone working together to get us to where we need to be.**



**LARRY ROBINSON, Ph.D.  
University President  
Florida Agricultural and Mechanical University**

# Opening Remarks

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**LARRY ROBINSON, Ph.D.**  
University President  
Florida Agricultural and Mechanical University

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# Opening Remarks

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**MAURICE EDINGTON, Ph.D.**  
Provost and Vice President for Academic Affairs  
Florida Agricultural and Mechanical University

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# Overview of Diversity & Inclusion

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Presented by Joyce A. Ingram  
Chief of Staff for Finance and Administration  
Chief HR and Diversity Officer

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# *Diversity and Inclusion: Strategic Alignment*

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University Strategic Plan “FAMU Rising” was approved by BOT.

**Mission:** FAMU is an 1890 land-grant institution dedicated to...*FAMU embraces persons of all races, ethnic origins and nationalities as life-long members of the university community.*

**Vision:** FAMU will be recognized as a premier land-grant, doctoral-research university that produces globally competitive graduates.

**Core Values:** Scholarship, Excellence, Openness, Fiscal Responsibility, Accountability, Collaboration, *Diversity*, Service, Fairness, Courage, Integrity, Respect, Collegiality, Freedom, Ethics and Shared Governance.

**University Strategic Priorities 1, 2 and 5:** Exceptional Student Experience, Excellent and Renowned Faculty and First-Class Business Infrastructure.

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# *Structure - Compliance, Diversity & Inclusion*

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# *Diversity and Inclusion - Defined*

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## **Diversity and Inclusion – About the Culture and Engagement**

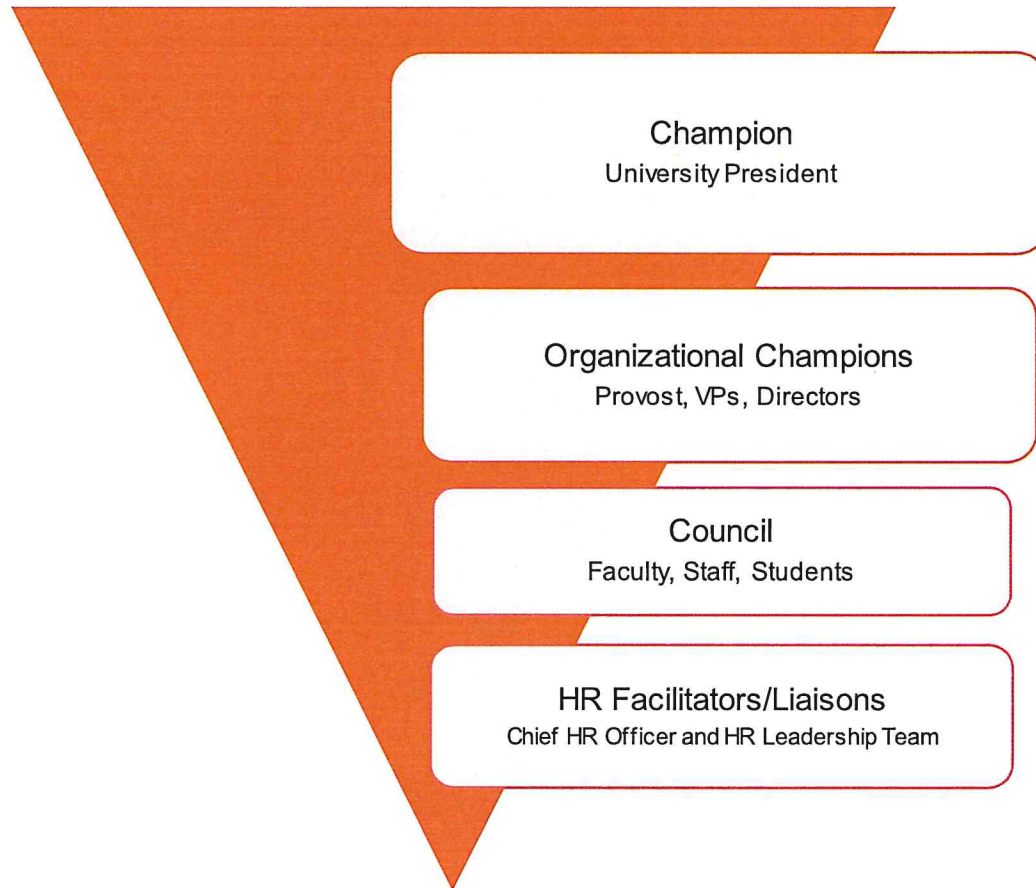
- It goes far beyond just race and gender
- It's all about the culture and engagement; understanding and respecting the differences of individuals, their respective cultures and leveraging those differences (and similarities) for the greater good of the Institution and State University System

## **Compliance – About the Law**

- **Federal**
- **State**
- **Local**

# *Diversity and Inclusion - Structure*

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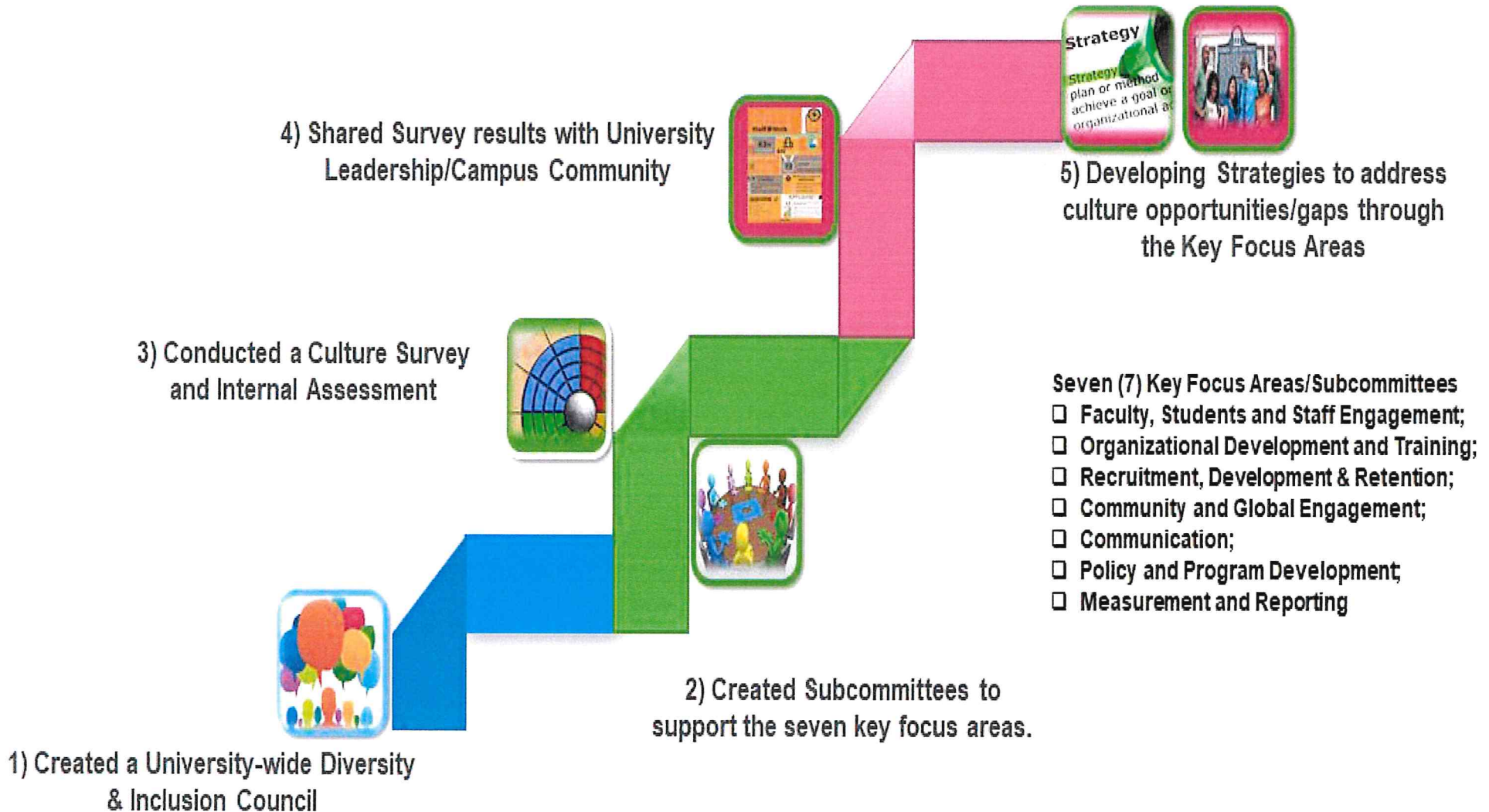
# *Diversity and Inclusion Council*

## *Seven (7) Key Focus Areas/ Subcommittees*

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# Progress:



## *Update– SUS BOG Workgroup Diversity, Equity and Inclusion*

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- **Established June 2020**
- **Led by Brian Lamb – Vice Chair of SUS BOG**
- **Critical Success Factors**
  - Listening and Feedback
  - Learning and Training
  - Recruitment, Talent Development and Advancement
  
  - Supplier Diversity

# *SUS DEI Strategic Priorities*

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- **Leadership and Governance**
  - Strategic Planning
  - Board of Trustees
  - DEI Leadership
  - Official University Communications
  - System- level Council Groups
  
- **BOG as Advocate**
  
- **DEI – Meaningful and Sustainable**

## *Next Steps*

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- **Alignment with BOG Expectations**
- **Action Plan Development**
- **Implementation**

# Diversity & Inclusion Survey Highlights

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Presented by **Sandi M. Smith Anderson**  
**Director, Human Resources**

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# Why are we here?

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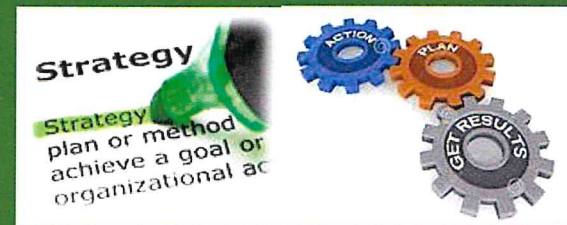
1.

Review the results of the D&I Climate Survey and establish baseline data



2.

Survey questions are mapped to seven (7) Key Focus Areas (KFA)



3.

Subcommittees to develop action plans

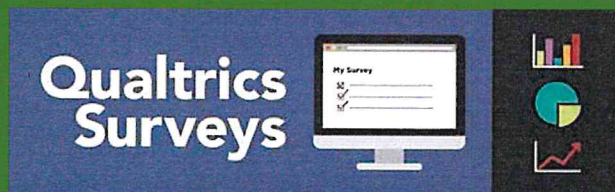
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# Survey Used?

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Qualtrics



D&I Survey Task Force:  
HR and University Assessment

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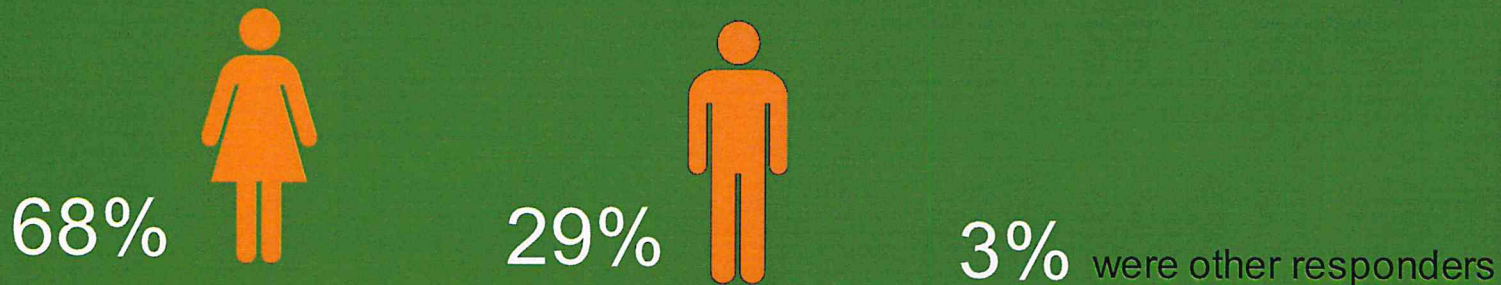




# The Results are *in!*

## Why Diversity & Inclusion Matter

Of the faculty and staff who completed the survey



329 recorded responses

Source: 2019 Diversity & Inclusion Survey

Report administered in December 2019 and January 2020





# The Results are *in!*

## Why Diversity & Inclusion Matter

Of the faculty and staff who completed the survey

6%  
Orlando

1%  
Crestview

91%  
Tallahassee  
Main  
Campus

2%  
Other satellite  
campuses (FAMU-FSU  
College of Engineering,  
Miami & Jacksonville)





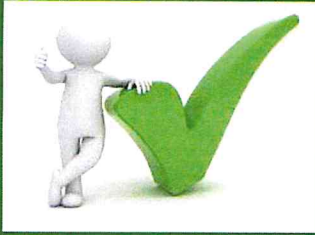
# The Results are *in!*

## Why Diversity & Inclusion Matter

Of the faculty and staff who completed the survey



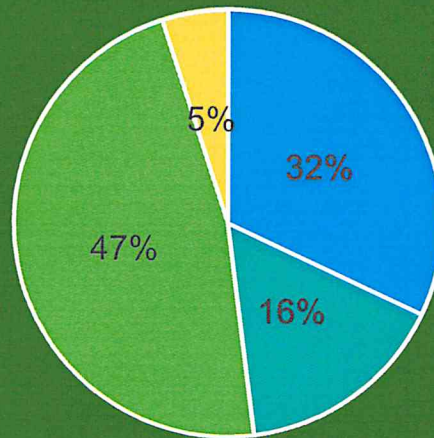




# The Results are *in!*

## Why Diversity & Inclusion Matter

FAMU's leadership promotes diversity and creates an inclusive work climate  
(KFAs 1, 2, 3 & 4)



■ strongly agree   ■ neither agree or disagree   ■ somewhat disagree   ■ strongly disagree



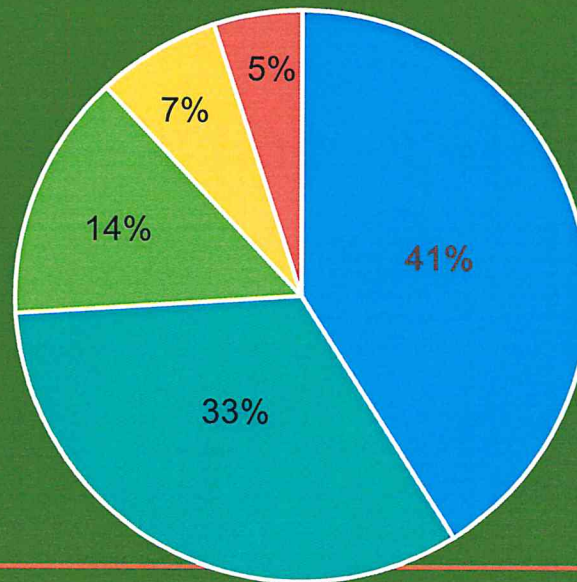


# The Results are *in!*

## Why Diversity & Inclusion Matter

Training and career development opportunities are available for everyone regardless of individual characteristics

(KFAs 1, 2, 3 & 4)



■ strongly agree ■ somewhat agree ■ neither agree or disagree ■ somewhat disagree ■ strongly disagree

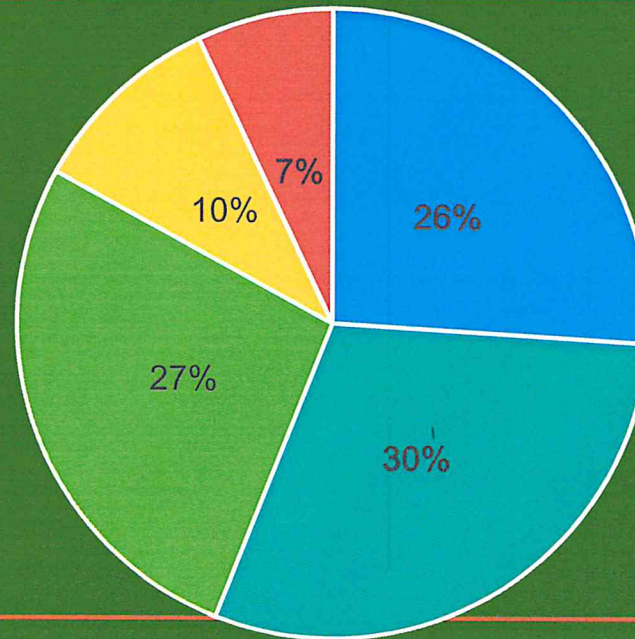




# The Results are *in!*

## Why Diversity & Inclusion Matter

FAMU is effective in communicating messages of diversity & inclusion  
(KFA 4)



■ strongly agree   ■ somewhat agree   ■ neither agree or disagree   ■ somewhat disagree   ■ strongly disagree

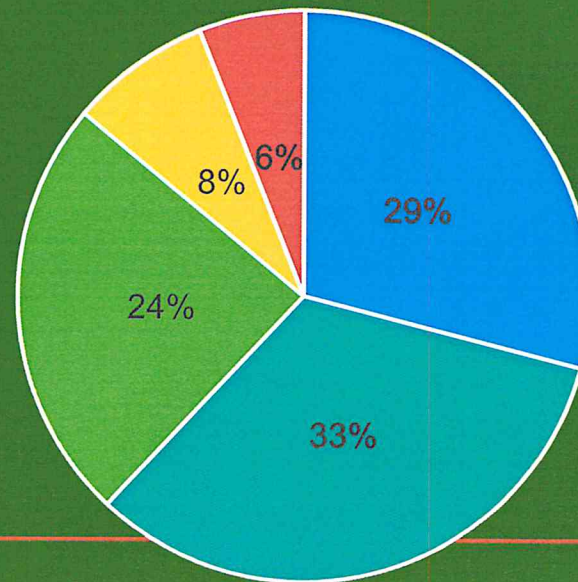




# The Results are *in!*

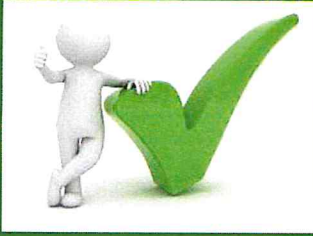
## Why Diversity & Inclusion Matter

Your department would benefit from additional diversity and inclusion training  
(KFAs 2 & 4)



■ strongly agree   ■ somewhat agree   ■ neither agree or disagree   ■ somewhat disagree   ■ strongly disagree





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## Next Steps – Leveraging Our Strengths

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Share Survey results with University Leadership/Campus Community



Developing Strategies to address culture opportunities/gaps through the Seven (7) Key Focus Areas/Subcommittees



Complete Council Subcommittee Action Plans

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# Diversity & Inclusion Subcommittee Updates

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**William Hudson, Jr., Ph.D.**

**Mrs. Antonia Brown**

**Denise Wallace, Ph.D.**

**Alan D. Robertson, Ed.D.**

**Mrs. Mattie Hood**

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# Faculty, Students, Staff Engagement

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Presented by **William Hudson, Jr., PhD**  
Vice President for Student Affairs  
Champion, Faculty, Students, Staff Engagement Subcommittee

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# Diversity, Equity, & Inclusion Coordinator

**Position Description:** The Diversity, Equity, and Inclusion (DEI) Coordinator is responsible for directing programs to engage students, faculty, and staff in diversity, equity, and inclusion efforts. The DEI Coordinator is tasked with developing, planning, implementing, and overseeing initiatives such as programming, trainings, and presentations that aid in recruiting and maintain a diverse student population.

## **Job Responsibilities:**

Work collaboratively with student led organizations to create a safe, inclusive, and welcoming environment for all students

Develop, conduct, and analyze climate campus surveys

Develop and implement research-based programming, trainings, and workshops based on campus climate surveys

Work collaboratively with university stakeholders to determine areas of strength and areas of improvement related to diversity, equity, and inclusion

**FAMU**

**FLORIDA  
AGRICULTURAL AND  
MECHANICAL  
UNIVERSITY**



# Fall 2020 Student DEI Initiatives

- The Striking Out Hate Series
  - Part I: How to Protest Safely
  - Part II: Organize to Mobilize
  - Part II: The Language of Law
- Hispanic/Latinx Heritage Month Celebration
  - Door Decorating Contest
  - Bowling Night
  - Painting with Vardyce
  - “Rico En La Historia” Panel
- 2020 Election Season
  - Preparedness Informational Flyer
  - Post-Election Townhall (TBA)
  - Collaboration with Omega Psi Phi, Dean of Students, and Starbucks for Refuge House

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MECHANICAL  
UNIVERSITY



# Spring 2021 Student DEI Initiatives

The Office of Diversity, Equity, and Inclusion is planning a series of initiatives for the Spring 2021 Semester including:

- Programs and initiatives to highlight various month-long observances in the United States including:
  - January - Slavery and Human Trafficking Prevention Month
  - February - Black History Month
  - March - Women's History Month
  - April - Sexual Assault Awareness Month
  - May - Haitian Heritage Month & Mental Health Awareness Month
- Spring 2021 Campus Climate Survey
  - January - Survey distribution
  - February - Survey data collection
  - March - Survey data analysis
  - April - Revise student DEI strategic plan based on data analysis

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UNIVERSITY**



# Collaboration

The Office of Diversity, Equity and Inclusion has worked in conjunction with The Department of Psychology, Office of Campus Safety and Security, Department of History and Political Science, and the Victim's Advocate for student programming. We have collaborated with external community agencies including the Leon County Sheriffs Department, Leon County Supervisor of Elections, Akbar Law Firm, NAACP, and Urban League. We will continue to collaborate with the FAMU HR Department to offer DEI programming/training for faculty and staff.

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AGRICULTURAL AND  
MECHANICAL  
UNIVERSITY**

# Organizational, Development and Training

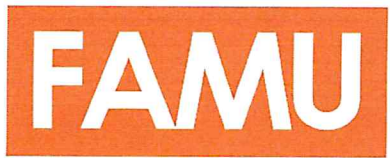
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Presented by Mrs. Antonia Brown  
Organizational, Development & Training

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# Diversity and Inclusion: Learning Working Remotely Our Top Picks

Please contact Antonia Brown at [antonia.brown@fam.u.edu](mailto:antonia.brown@fam.u.edu) to obtain LinkedIn Learning Credentials.



## New courses selected just for you

These are our top 9 picks for Diversity and Inclusion. Watch the videos, review, quiz, and upload your certificate of completion to your LinkedIn profile and watch your skills grow.



## What's new from LinkedIn Learning Blog

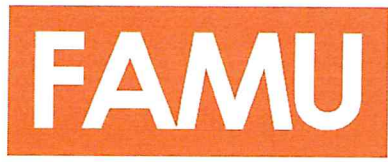
Don't stop there, discover the wealth of knowledge LinkedIn has to offer: [How to Use LinkedIn Learning](#)

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**How to Use LinkedIn Learning**

with our LinkedIn Learning Staff Instructor





# Diversity and Inclusion Picks for You

Curated by: Your Diversity and Inclusion Team



Diversity and inclusion



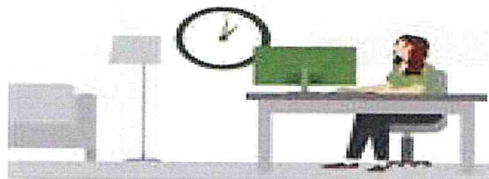
Diversity, Inclusion, and Belonging



Developing a Diversity, Inclusion, and Belonging Program



Inclusive Leadership



What is diversity and inclusion?



Supporting the Whole Self at Work, a Diversity and Inclusion Imperative



Rolling Out a Diversity and Inclusion Training Program in Your Company



Inclusive Mindset



Inclusion During Difficult Times

# Executive Order #13950

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Presented by Denise Wallace, Ph.D.  
Vice President for Legal Affairs/General Council  
Champion, Policy and Program Development Subcommittee

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# Supplier Diversity

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**Presented by Alan D. Robertson, Ed.D.**  
**Vice President for Finance & Administration**  
**Co-Champion, Policy and Program Development Subcommittee**

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**Presented by Mattie Hood**  
**Director, Procurement Services**





**Office of Procurement Services  
Supplier Diversity Program**





# Florida A&M University Supplier Diversity Program

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## Objective

- identify and engage State of Florida Certified Minority Enterprise that provide goods and services for purchase by Florida A&M University;
  - educate university departments and division of the availability of minority vendors
  - develop a comprehensive database of diverse suppliers and contractors interested in doing business with the University
-

# Florida A&M University Supplier Diversity Program

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## Responsibility and Authority

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The Vice President of Finance and Administration and the Director of Procurement Services are responsible for overseeing the University's small business enterprise utilization activities.

The Director of Procurement Services, reports to the Vice President Finance and Administration, and is responsible for:

- program development
  - promotion, implementation,
  - compliance monitoring, and reporting.
- 

The Director works closely with University departments and academic units, small businesses, minority owned businesses, governmental entities, and community-based organizations with focus on a diversified vendor base.

# Florida A&M University Supplier Diversity Program

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## Key Elements for our Robust Supplier Diversity Process

- Active process to identify and engage diverse suppliers
  - Ongoing identification of opportunities for inclusion of diverse suppliers
    - Development of inclusion sourcing process
    - Internal and external communication strategy
  - Active engagement with respective department purchasing representatives
-



# Florida A&M University Supplier Diversity Program

## Supplier Engagement

Active outreach and ongoing engagement is essential to our developing a strong pipeline of diverse suppliers.

Tools that will be used to identify and engage diverse suppliers include but are not limited to:

- Office of Supplier Diversity (OSD)
- Attending networking and matchmaker events
  - Voluntary self-identification questionnaire
- Develop internal advocacy and diverse supplier referral mechanism
  - Sponsor Outreach Events

# Florida A&M University Supplier Diversity Program

## Communication

We will develop a comprehensive supplier diversity communication strategy.

Internal communication activities will include:

- Supplier diversity business case and leadership commitment
  - Policy development and communication to management
  - Supplier diversity webpage on the Procurement website
- Ensure departments further communicate supplier diversity activities to their departmental requestors
- Communicating and celebrating small and large supplier diversity successes

Externally the communication strategy will focus on:

- Brand building
- Ensuring that supplier and community stakeholders are aware of the University's commitment to supplier diversity,

The communication strategy acknowledges and reinforces executive support and supports building a culture of inclusion across the University.

# Florida A&M University Supplier Diversity Program

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## Develop Reporting Tools

The Office of Procurement Services will work closely with contractors in collaboration with Facilities to identify areas of opportunity that will enhance utilization in construction related projects.

The Office of Procurement Services will monitor all contracts to determine whether contractors achieve the ranges of participation set forth by the State of Florida Minority Business Enterprise Statues.

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# Florida A&M University Supplier Diversity Program

## Florida Minority Business Enterprise Statutes

### Current Florida Minority Business Enterprise Statutes

Furthermore, the statutes encourage state agencies to spend the following percentages of contract moneys with certified MWBEs in the following industries:

- 24% of moneys expended for commodities (2% with African Americans, 4% with Hispanic Americans, 1% with Asian Americans and Native Americans, and 17% with American women); and
- 50.5% of moneys expended for contractual services (6% for African Americans, 7% for Hispanic Americans, 1% for Asian Americans, .5% with Native Americans, and 36% for American women).

<sup>25</sup>Sections 255.102 and 287.057(7), F.S.

# Florida A&M University Supplier Diversity Program

## Florida A&M Minority Business Enterprise Recommended Goals

Furthermore, the statutes encourage state agencies to spend the following percentages of contract moneys with certified MWBEs in the following industries:

### Commodities

Category	Current	FY 22	FY23 - 24	Each Additional Year
African America	2%	20%	23%	+3-5%
Hispanic	4%	8%	10%	+ 3%
Asian	1%	2%	4%	+ 2%
Native American	1%	2%	4%	+ 2%
American Women	17%	25%	30%	+ 3-5%

### Contractual Services

African America	6%	20%	23%	+3-5%
Hispanic	7%	10%	15%	+ 3%
Asian	1%	2%	4%	+ 2%
Native American	.5%	2%	2.5%	+ 1%
American Women	36%	40%	45%	+3-5%

# Minority Business Enterprise (MBE) Tracker

## Fiscal Year 2020-2021

### FAMU Facilities Planning and Construction MBE/WBE Tracker Fiscal Year 2020-2021

MBE/WMBE Vendors	Total Minor Proj. Budget of	Project Budget	Percentage of Work
305 BROTHERS ALL IN ONE, LLC	\$4,660,262.17	\$20,950.00	1%
DATA SET READY		\$570,244.50	12%
FLORIDA DEVELOPERS, INC. OF TALLAHASSEE		\$82,732.78	2%
PYRAMID CONSTRUCTION & DESIGN, INC		\$25,694.00	1%
SEVEN HILLS COMMERCIAL CLEANING & PAINTING		\$97,725.00	2%
WUH SERVICES LLC		\$69,500.00	1%
Ace Contracting		\$13,412.17	1%
<b>Total Value of Work</b>	<b>\$4,660,262.17</b>	<b>\$847,096.28</b>	<b>20%</b>
<b>Phase I Bragg Memorial Stadium Project MBE/WBE Allocation</b>	<b>Total Construction Budget \$3,200,000</b>	<b>Project Scope of work Budget</b>	<b>Percentage of Work</b>
Jackson Cook WBE		\$41,000.00	1%
Empire Fencing		\$30,000.00	1%
			0%
<b>Total MBE/WBE</b>	<b>\$3,200,000.00</b>	<b>\$71,000.00</b>	<b>2%</b>

# Florida A&M University Supplier Diversity Program

## Helpful Links

### FAMU Vendor Information

<http://www.famu.edu/index.cfm?Purchasing&VendorInformation>

### Florida Office of Supplier Diversity

[https://www.dms.myflorida.com/agency\\_administration/office\\_of\\_supplier\\_diversity\\_osd](https://www.dms.myflorida.com/agency_administration/office_of_supplier_diversity_osd)

### Minority & Women Small Business Enterprise

<http://oevforbusiness.org/programs/minority-women-smallbusiness-enterprise/>

### MBE Classification Guideline Instructions

[http://www.famu.edu/Purchasing/MBEClassCodes\\_v3\[1\].pdf](http://www.famu.edu/Purchasing/MBEClassCodes_v3[1].pdf)

### 8(a) Business Development Program

<https://www.sba.gov/federal-contracting/contracting-assistance-programs/8a-business-development-program>

### FAMU Small Business Development Center

<http://www.sbdcfamu.org/>



# Florida A&M University Supplier Diversity Program

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Q&A

*Office of Procurement Services*

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# FLORIDA A&M UNIVERSITY

Founded in 1887 as the State Normal College for Colored Students, Florida Agricultural and Mechanical University (FAMU) is the only historically state supported educational facility for African Americans in Florida. It has always been co-educational. In 1890, the second Morrill Act was passed. This enabled the school to become the Black Land Grant College for the State of Florida. In 1891, the college was moved from its original location west of Tallahassee to its present location which was once the site of "Highwood," Territorial Governor W.P. Duval's slave plantation. The site is one of the highest hills in Tallahassee. The school was known as Florida A&M College from 1909 until 1953, when it attained university status.

On May 6, 1996, the historic Florida A&M University campus was listed in the National Register of Historic Places for its schools' historic significance. The...

# Overcoming Hurdles in Diversity & Inclusion at an HBCU

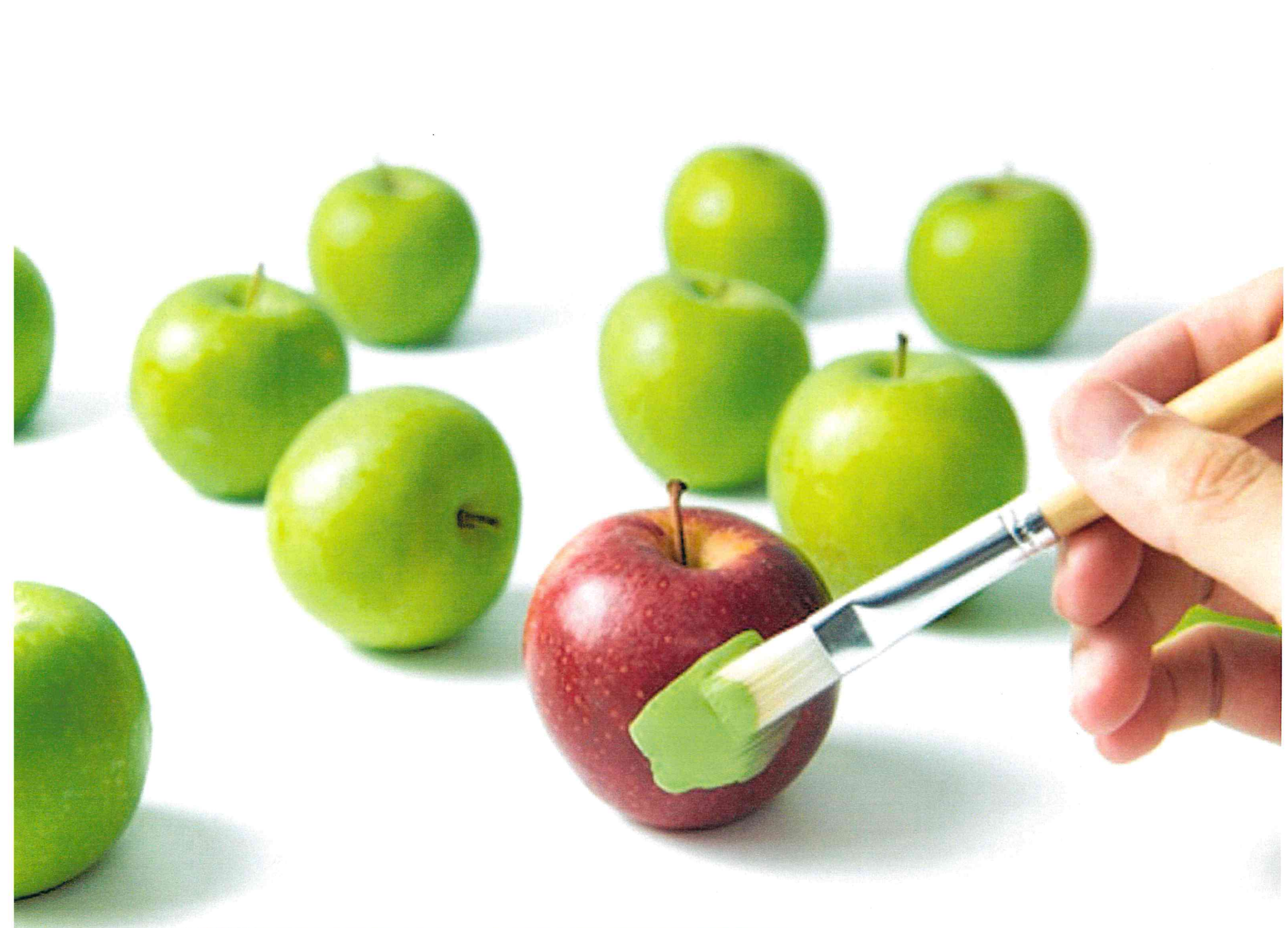
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Presented by **Miranda Levy**  
Special Assistant to AVP **Joyce Ingram**


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# Managing Diversity



**Managing diversity is a comprehensive managerial process for developing an environment that works for all employees.**

# Defining Diversity: Primary & Secondary Dimensions

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Presented by Tia Lloyd  
Assistant Director, Human Resources

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# Diversity

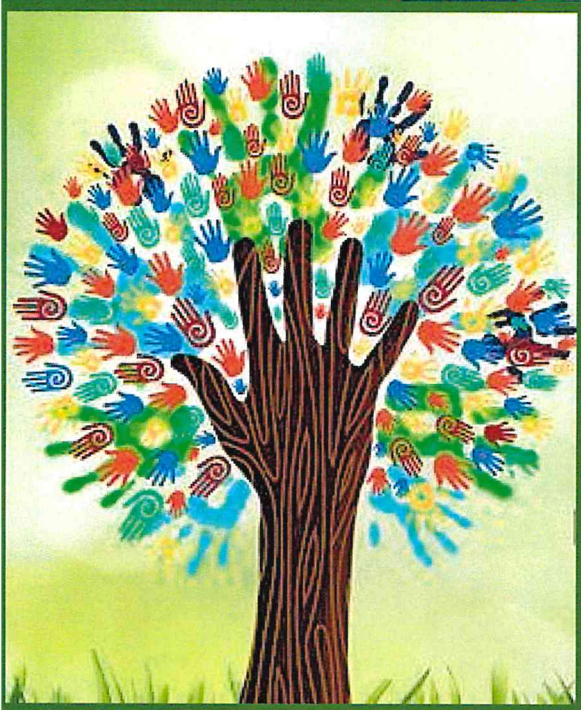
*"House of Love and  
Diversity"*

*By Sandra Silberzweig*



# Defining Diversity

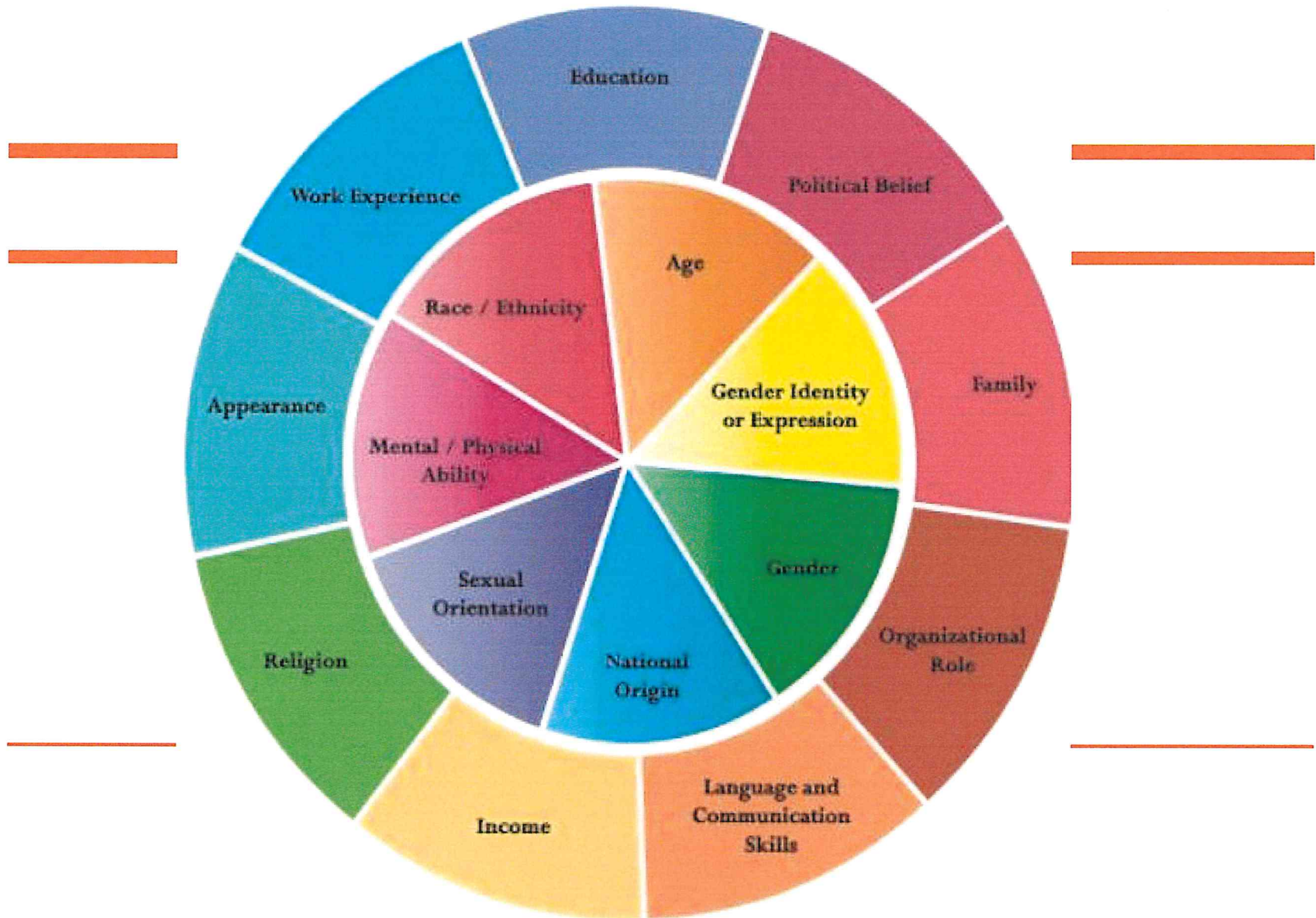
## Primary Dimensions




## Secondary Dimensions



# Diversity Wheel







"Diversity: the art of thinking  
independently together"

- Malcolm Forbes



# Cameos

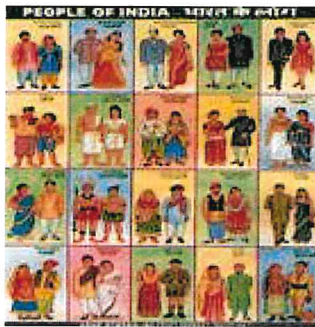
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**Supriya Ganta**  
Coordinator, Human Resources

**William Hyndman III, Ph.D.**  
Assistant Vice President for Student Affairs  
Champion, Community and Global Engagement

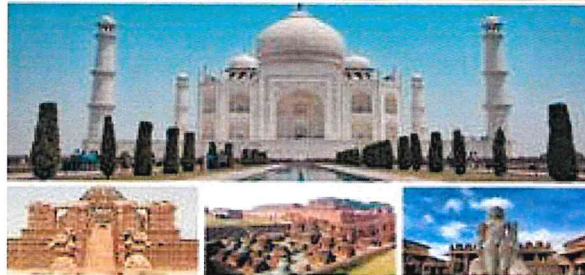
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India is about unity  
in diversity



FAMOUS FESTIVALS OF INDIA



**Supriya Ganta**  
**Coordinator, Human Resources**



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**William Hyndman III, Ph.D.**  
**Assistant Vice President for Student Affairs**  
**Champion, Community and Global Engagement**

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# Diversity

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- A diverse organization employs a team that reflects the society in which it operates.
- EEOC: no discrimination on the basis of “race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization retaliation, parental status, military service, or other non-merit factor.”

# Inclusion

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- A work environment where:
  - All individuals are treated fairly & respectfully
  - Have equal access to opportunities and resources
  - Can contribute fully to the organization's success



# Diversity & Inclusion

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- Diversity: traits and characteristics that make people unique
- Inclusion: behaviors and social norms that ensure people feel welcome

---

# Next Steps/Closing Remarks

Joyce A. Ingram  
Chief of Staff for Finance and Administration  
Chief HR and Diversity Officer

# *FAMU is fully committed to diversity and inclusion*

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*Our culture is fueled by our diversity;  
Strengthened by inclusion;  
Upheld by tradition;  
Propelled by innovation...and...research;  
Infused with courage; and  
Sustained by our willingness to own our mistakes as we learn from them and move forward...*

*We own our success, because it generates excitement;  
We pursue our destiny because it is where we are meant to be;  
We fulfill our purpose because society demands it....*

*We want you for all you have to offer;  
We want you to want us because of what we have to offer...  
An affordable, high quality education; the opportunity to engage in deliberate research; and noble service.*

*We will make you a better you and will provide you with a direct path to life-long success beyond the boundaries of our locations and into the global communities...*

*Why.....*

*Because we are Florida Agricultural and Mechanical University....*

*Because we are FAMU!*

JOYCE A. INGRAM  
Associate VP, Chief Human Resources and Diversity Officer  
Florida Agricultural and Mechanical University





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*FAMU is fully committed to  
Diversity and Inclusion*

*Thank You!*

**DIVERSITY, EQUITY &  
INCLUSION INITIATIVE &  
STRATEGIES**

**LETTER FROM CHIEF HR  
& DIVERSITY OFFICER**

**ATTACHMENT**

**C**



FLORIDA A&M UNIVERSITY  
**HUMAN  
RESOURCES**  
DIVISION OF FINANCE AND ADMINISTRATION

August 10, 2020

## **Letter from the Chief HR and Diversity Officer**

One recent Sunday afternoon I sat reflecting on the events that have transpired over the past few months. Wow! How did we get here; how long will we be here; how long will it take us to move on to a better place as a nation, as one country, with liberty and justice for all? We have great guidance and direction, plans, and aspirations outlined in our Constitution, our Bill of Rights and our hard-fought Amendments.

Our professional and personal life stories are woven with the history of our nation. When my parents moved from North Carolina to the northeast (Poughkeepsie, New York to be exact) in the '50s, with me in tow and my brother, six years younger than me – they had great hopes for a better life for themselves and their family; as did many who went before them and those who came after. Their dreams of prosperity, raising a family out of harm's way with safety and wellness in all its forms: spiritual, financial, physical, and emotional remain much like those across the nation. All these thoughts filled their heads and directed their steps as they worked hard to make their dreams become realities for themselves, my brother, and me.

Looking back, I see how much of my life was impacted by our nation's history – learning of the violent death of a president from my teacher while in a classroom; the passing of the Civil Rights Act, the violent death of that president's brother, the violent death of a civil rights leader, and citizens taking to the streets to remind folks that promises were made that must be kept. I remember the Equal Employment Opportunity Commission being established for enforcing the much-needed laws prohibiting discrimination based on race, color, religion, national origin, sex, and the most recent inclusions of sexual orientation and gender identity.

I am reminded that diversity within our nation goes well beyond race and gender! Diversity is embedded in who we are – a land of courage and resilience, shared and separate experiences, and histories created by individuals from every nation around the world.

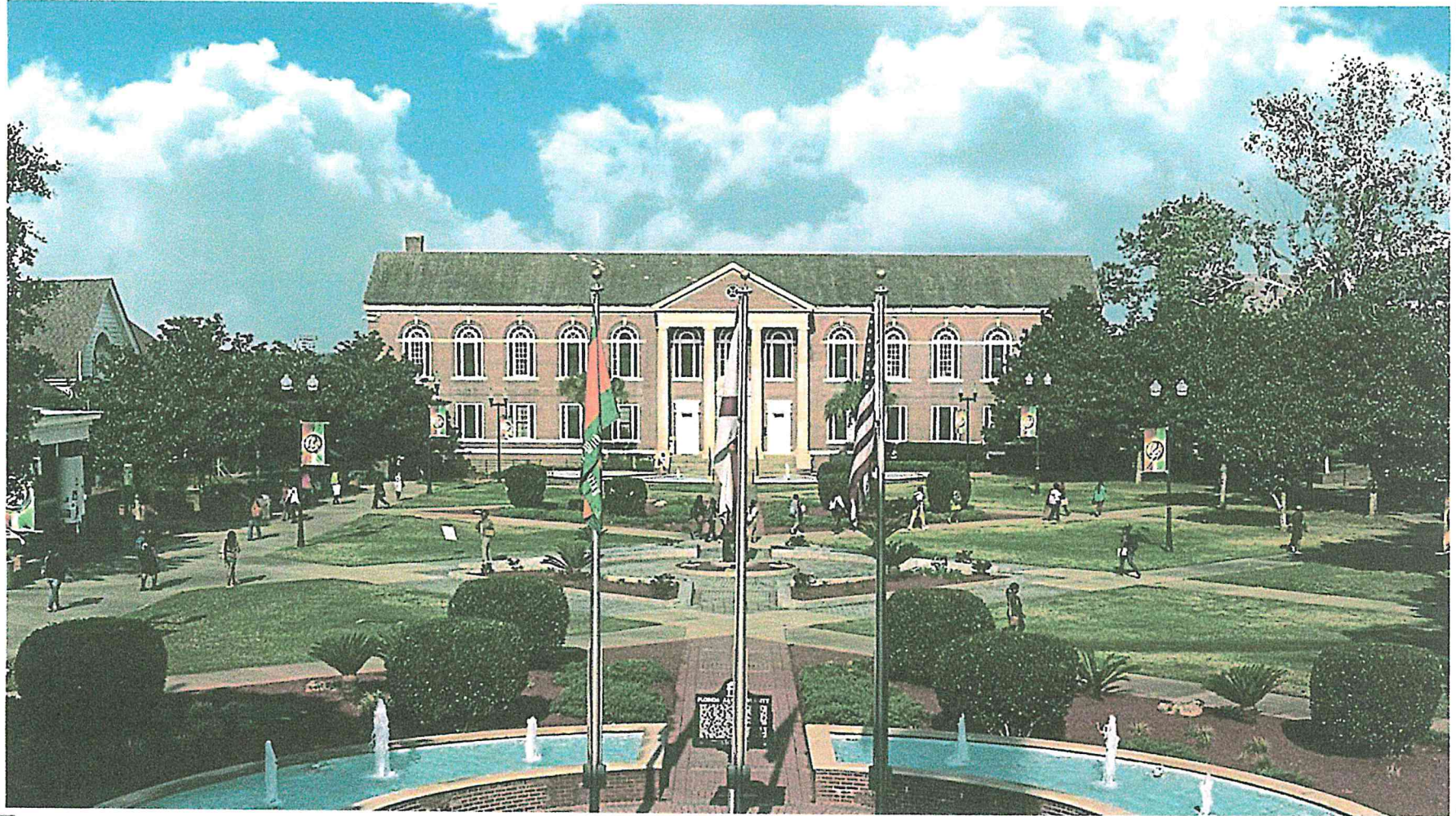
And now we find ourselves here, again – a nation grappling with the same struggles that others fought so hard to address. For some, this means taking to the streets in a unified, collective approach, an undergird of non-violence and yet, unfortunately sprinkled with events that would demonstrate otherwise. Nevertheless, this I do know to be true.



There are many who believe "unrest to express" and "relieve ourselves of the oppression," to raise our voices to say, "enough is enough" and "no more!"

Now remains a time of change, more change, as stated and experienced by so many. While nonviolence is the intent across the nation – violence has been the outcome in some unfortunate instances. My desire is for that not to be the case at our University! We do not want the violence that has taken so many of us away too soon. We want the promises made to many diverse groups of individuals, promises and hope that have drawn millions from many nations onto the shores of these United States of America.....to be kept in a non-violent way! Therefore, as we continue to raise our heads and intellect high, our voices loud and respectful, our courage proud and strong while working in concert with our fellow men and women, we will sing, "we shall overcome" as we continue to pledge "one nation under God, indivisible, with liberty and justice for all!"

Joyce A. Ingram  
Chief of Staff for Finance and Administration  
Associate VP for Human Resources  
(Chief HR and Diversity Officer)  
Florida Agricultural and Mechanical University



“At FAMU, Great Things Are Happening Every Day.”

established 1887

**DIVERSITY & INCLUSION  
COUNCIL/  
SUBCOMMITTEE  
REVISED ROSTER**

**ATTACHMENT**

**D**



**FAMU Diversity & Inclusion Council/Subcommittee Roster**  
**As of 07/01/2021**

University Champion – Larry Robinson, University President  
BOG DEI Liaison – Dr. William Hudson, Jr., Vice President for Student Affairs  
HR D&I Liaison – Sandi Smith Anderson, Interim Assoc VP/Chief HR & Diversity Officer

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**Co-Champion for Faculty, Staff and Student Engagement**

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Miranda Levy – HR Liaison

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Ms. Terrisa Brown, HR Liaison\*

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Mr. Craig Mitchell, Student

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\*Resource – Trustee Dortch