

FLORIDA **A&M** UNIVERSITY  
**Board of Trustees**

**Meeting Minutes**  
**June 8, 2023**

**CALL TO ORDER AND WELCOME**

*Kristin Harper, Vice Chair*

Vice Chair Harper called the meeting to order. Attorney Barge-Miles called the roll. The following trustees were present, establishing a quorum: Cavazos, Cliatt, Dubose, Gibbons, Harper, Lawson, Mondelus, Perry, Reed, Stone, and Washington. Trustee Natlie Figgers' absence was excused.

**PUBLIC COMMENTS**

Mr. William Youmans and Dr. Shelby Chipman provided public comments.

**CLOSED SESSIONS FOR CYBER SECURITY AND COLLECTIVE BARGAINING**

Vice President Joe Maleszewski and Attorney Kentavia Coates provided instructions regarding the closed sessions on cyber security and collective bargaining, respectively.

The Board then moved into its closed sessions.

The closed sessions concluded, and the Board proceeded with its open session. Trustee Dubose moved that the Board ratify the FAMU Board of Trustees and UFF-GAU tentative agreement of Article 23. The agreement included:

1. An increase to the minimum stipend from \$11,700 to \$12,480 and a one-time non-recurring increase of \$300, together with amendments to the eligibility for stipend increases, requiring a 3.0 cumulative GPA at the conclusion of the spring 2023 semester.
2. Beginning with the 2023-2024 academic year the require the timely submission of a satisfactory progress report to the Board.

Trustee Reed seconded the motion, and it passed unanimously.

**PRESIDENT'S REPORT**

President Robinson was recognized for his report. He stated that FAMU remains the highest-ranked public HBCU for the fourth consecutive year and is ranked #103 Top Public Schools. FAMU's ranking of #23 on Top Performers in social mobility is a true indicator of the University's ability to continue to transform the lives of students, families, and communities for generations to come. The Best Colleges rating website rated FAMU as the best HBCU for public relations programs and the best health science majors.

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The University’s strategic plan sets ambitious goals and provides the University’s roadmap for the next five years. This year the key initiatives moved FAMU forward on elevating and sustaining student success, fostering faculty excellence and vitality, and advancing FAMU’s reputation, ranking, and impact. Some of the accomplishments:

- Strengthening and enhancing academic support services. The University restructured academic advising and enhanced first-year experiences for incoming students by utilizing peer mentoring and adding intrusive advisement measures with a targeted focus on the entry and exit of students to improve graduation and retention rates.
- Expanded professional development and leadership training opportunities that included workshops from Adobe and Apple, held various learning communities, and boot camps with new faculty and adjuncts.
- Upgraded teaching and research facilities around the campus and elevated the University’s profile through auditing and enterprise risk management functions.

President Robinson shared that most metrics in the current strategic plan have increased and are moving toward the targets. Most of the University’s performance based funding metrics have also increased over the previous year. The University expects to receive the finalized score from the Board of Governors during its June meeting.

Update on President’s Goals 2022-2023		
Annual Goal	Goal	Actual
Goal 1: Four-year Graduation Rate/Student Retention	Graduation: 38% Retention: 90%	Graduation: 28.4 Retention: 91.8
Goal 2: Licensure Pass Rate	4 of 4	1 of 4
Goal 3: Annual Giving	\$15M	\$24.9M
Goal 4: R&D Expenditures	\$45M	\$61.1M
Goal 5: Organizational Leadership	Implement all 3 Deliverables	Implemented all 3 Deliverables
Goal 6: University Budget/Fiscal Management	Debt Ratio >1.0	TBD
Goal 7: Internal/External Relations	100% engagement across all stakeholders	100% engagement across all stakeholders

The strategic plan is underway, and the key initiatives focus on enhancing student success and faculty support, realigning academic programs, evaluating rankings, reputation, and impact, expanding funding sources, and improving operational efficiencies. President Robinson indicated that the initiatives require changes to processes, technology, and in some cases, culture.

President Robinson stated that the University has several projects underway:

1. The University engaged MGT Consulting Group to conduct a comprehensive analysis regarding the University’s policies and procedures and to develop an implementation and maintenance plan.

2. The Siegel Group will evaluate and provide recommendations regarding competitive compensation to attract, retain and engage a talented workforce.

*President Robinson shared a video that highlighted accomplishments and events.*

### **DIRECT SUPPORT ORGANIZATIONS' KEY PERFORMANCE INDICATORS**

Vice Chair Harper recognized the Direct Support Organizations to present the key performance indicators for the year.

- Lisa LaBoo, Chair of the FAMU Foundation Board of Directors. Chair LaBoo shared that the Board's number one priority is supporting student success initiatives in direct alignment with the University's Strategic plan. Specifically, the Board is working to increase the allocation of financial support to address the unmet needs of students. The KPIs include:
  - Increasing Foundation Board annual give/get to support President Robinson's fundraising goal;
  - Completion of 50% of Alexander Haas Consultant reports outstanding recommendations; and
  - Implement a small business engagement initiative.
- Curtis Johnson, President of the FAMU National Alumni Association
  - Grow the membership of the FAMU NAA;
  - Grow the FAMU National Scholarship;
  - Grow the S.O.S. Scholarship Fund; and
  - Grow advocacy engagement.
- Selvin Cobb, President of the Rattler Boosters
  - Increase student athletic success by increasing Board of Directors membership and giving;
  - Enhance student athletes' health and wellness by funding the nutrition and healthy snack program and installing the cooling system for the football team; and
  - Improve organizational effectiveness by continuing to have clean audits and participate in ethics training.

### **STUDENT GOVERNMENT ASSOCIATION REPORT**

*Trustee Lundy Mondelus, SGA President*

Trustee Mondelus recognized her cabinet and shared that her vision and mission for this academic year is to encourage community amongst students. Her summer goals are to encourage and enforce professionalism, reconstruct outdated material and documents, build and repair key relationships with administration, faculty, and staff, realign with the purpose of student government, repair trust with students, and increase transparency and accessibility between students and the SGA.

To enhance student life, Trustee Mondelus proposed three target ideas:

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1. Host an HBCU leadership conference during the winter break to host leadership development and forensics competition.
2. Host a career readiness event with the Career Center to encourage “Life After FAMU Efforts.”
3. Rebuild the relationship with the College of Law by creating liaison positions and committees within the Executive Branch.

**FACULTY SENATE REPORT**

*Trustee Ann Cavazos, Faculty Senate President*

Trustee Cavazos provided a video report which highlighted faculty accomplishments.

- Dr. Mohammed Haseeb used artificial intelligence to help monitor pest and support small farmers.
- Dr. Carmen Lyttle-N’guessan was inducted into the prestigious Marquis Who’s Who Biographical Registry.
- Dr. Michee Lachaud was recognized by the Australian Journal of Agricultural and Resource Economics as one of the most cited authors in 2022.

This year the University expanded the research awards to inspire faculty research. This year’s recipients are:

- Dr. Daniel Solis, Research Excellence Award;
- Dr. Jinwei Liu, Emerging Researcher
- Dr. Kenyatta Rosier, Emerging Researcher, Non-STEM

Trustee Ann Marie Cavazos was the first faculty from the College of Law to serve as president of the Faculty Senate. She also served as its secretary and vice president, while serving as chair of the College of Law Library Budget Committee for 2 years, faculty Advisor for the Christian Legal Society, faculty advisor for students, site evaluator for the American Bar Association, and the vice chair of the Advisory Council of Faculty Senate. Under her leadership the Senate updated its By-Laws and Constitution and supported resolutions on post-tenure review, civil discourse, and freedom of speech. Trustee Cavazos’s term ends in August 2023.

**STANDING COMMITTEE REPORTS**

**Academic and Student Affairs Committee**

*Trustee Nicole Washington, Committee Member*

Trustee Washington reported that the committee recommended approval of the following items: faculty tenure recommendations, Regulation 10.204 Faculty Tenure, Regulation 2.007 Voluntary and Involuntary Withdrawal, Regulation 2.011 Assessment and Care Team, Regulation 2.012 Student Code of Conduct, Regulation 2.013 Due Process, Other Rights and Responsibilities, and Regulation 2.015 Admissions. The Committee also heard updates on enrollment, housing, financial aid, hazing prevention, and academic advisement.

**Audit and Compliance Committee**

*Trustee Craig Reed, Committee Member*

Trustee Reed shared that the Committee approved the Division of Audit proposed fiscal year 2023/2024 the audit work plan, and the University Code of Conduct. The Committee also heard divisional updates from VP Maleszewski and Chief Compliance Office Calhoun.

**Budget, Finance, and Facilities Committee**

*Trustee Craig Reed, Committee Chair*

Trustee Reed reported the Committee had six action items which are on the Consent Agenda. It also identified several follow-up actions: present the finalized operating budget for approval at the BOT Retreat, share the compensation student report with the board, receive, share a video link with the Board to view progress regarding Bragg Stadium parking lot, discuss the possibility of expanding Bragg Stadium, explore the feasibility of installing electric stations near the stadium, provide the number of women-owned business on the University's MWBE list, foster collaboration with other SUS institutions by sharing the University's MBE vendors and suppliers, present a comprehensive report on the actual expenditure of stimulus dollars, assess the economic impact, the ROI, and establish its correlation with PBF funding, during BOT retreat outline a roadmap illustrating how recurring expenditures funded by stimulus dollars will be incorporated into the operating budget, and present a breakdown of tuition revenue, highlighting the percentage attributed to scholarships based on their respective sources.

**Direct Support Organizations Committee**

*Trustee Belvin Perry, Committee Chair*

The Direct Support Organizations Committee met and recommended approval of the DSO action items. The Committee recommended approval of naming the Veronica Wiggins softball field, the George Thompson locker room, and the Kenneth Riley football field at Bragg Stadium. The Committee was updated that the University had raised \$23M.

**Governance Committee**

*Trustee Kenny Stone, Committee Chair*

The Committee heard an update from Attorney Shira Thomas regarding proposed revisions to BOT Regulation 1.017 regarding administrative succession. Danielle McBeth provided an update on Government Relations. She shared that the Board should receive the proposed LBR in mid-July.

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Trustees declared their candidacy for the chair and vice chair positions:

Candidates for chair: Trustee Kristin Harper

Candidates for vice chair: Trustee Michael Dubose and Trustee Deveron Gibbons

**Special Committee on Athletics**

*Trustee Kristin Harper, Board Vice Chair*

The committee met yesterday and heard updates regarding the Thomas Howell Ferguson, PA. Consulting report, the Athletics budget, and an update on the Athletics Department from AD Tiffani Dawn Sykes.

**Special Committee of the College of Law**

*Trustee Otis Cliatt, Committee Chair*

Dean Keller presented an update on the bar results and the need for additional student aid. She also provided a “Proposal for Excellence,” which focused on student success, academic excellence, long-term fiscal health and sustainability, organizational effectiveness, and leveraging the brand. The budgetary need for the proposal was \$11,090,000.

**Special Committee on Talent and Culture Committee**

*Trustee Michael Dubose, Committee Chair*

Trustee Dubose reported that the Committee heard an overview of its role and areas of responsibility and an update on key initiatives. The Committee is charged with addressing the following strategic initiatives in the University’s Strategic Plan:

1. **Academic Excellence** – Goal 2: Nurture the professional development of faculty and staff across the career span and across disciplines to create a culture of sustainable excellence.
2. **Leverage the Brand** – Goal 1: Foster a university-wide customer-centric culture to support academic and operational excellence.
3. **Organizational Effectiveness and Transformation** – Goal 1: Enhance a culture that intentionally fosters building and engaging a high-performing workforce and fortifies FAMU’s Status as an employer of choice.

**Strategic Planning/Performance Measures Committee**

*Trustee Kristin Harper, Committee Chair*

Vice President McMurray provided an overview of the performance funding methodology including historical trends and key initiatives. The following items will be addressed during the next meeting: sharing leading indicators for performance based funding, continuing to engage and provide visibility to the scorecard, ensuring students have availability and accessibility to needed coursework and courses, sharing how roles in academic advisement will be filled, show how the

red items 4 and 5 under key initiatives, can be increased and become green, indicating good standing.

**CONSENT AGENDA**

Vice Chair Harper reviewed the Consent Agenda with the Board. She stated that DSO 5 was removed from the Consent Agenda and would be voted on separately. Trustee Cavazos moved approval of the Consent Agenda. Trustee Dubose seconded the motion, and it passed with a unanimous vote.

- A. Board of Trustees Minutes (BT)
  - BT1 February 16, 2023
  - BT2 April 19, 2023
  
- B. Academic and Student Affairs Committee (ASA)
  - ASA1 Tenure Candidates
  - ASA2 Regulation 10.204, Faculty Tenure
  - ASA3 Regulation 2.007, Voluntary and Involuntary Withdrawal
  - ASA4 Regulation 2.011, Assessment and Care Team
  - ASA5 Regulation 2.012, Student Code of Conduct
  - ASA6 Regulation 2.013, Due Process, Other Rights and Responsibilities
  - ASA7 Regulation 2.015, Admissions
  
- C. Audit and Compliance Committee (AACC)
  - AACC1 Division of Audit Annual Work Plan
  - AACC2 Regulation 1.019, University Code of Conduct
  
- D. Budget, Finance, and Facilities Committee (BFF)
  - BFF1 2023-2024 Preliminary Operating Budget
  - BFF2 Amendment to BOT Regulation 3.017 – Schedule of Tuition and Fees
  - BFF3 2024-2025 Fixed Capital Outlay Budget: Capital Improvement Plan (CIP)
  - BFF4 Continuing Services Vendors
  - BFF5 Amendment to BOT Regulation 3.019 – Settlement of Delinquent Accounts Collection and Returned Check/Electronic Payment Fees Write-off of Uncollectible Accounts
  
- E. Direct Support Organizations Committee (DSO)
  - DSO1 DSO Budgets: FY 2023-2024
    - FAMU Foundation, Inc.
    - FAMU Rattler Boosters
  - DSO2 Board Members FAMU Rattler Boosters
  - DSO3 FAMU Foundation, Inc. Board Members Elected to the Board (Term Expiration: December 31, 2023)

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DSO4 FAMU Foundation Board Action Items:

- Investment Policy Statement Asset Allocation Targets and Benchmarks
- Foundation Spending Policy Underwater Endowment Spending Limit
- Foundation Bylaws Recommended Amendments

~~DSO5 FAMU Naming Committee Action Items:~~

- ~~• Veronica Wiggins Softball Field~~
- ~~• George “Godfather” Thompson Locker Room~~
- ~~• Kenneth Riley Football Field at Bragg Memorial Stadium~~

F. Governance Committee (GC)

GC1 Regulation 1.017, Succession to Administrative Authority and Responsibility of the President

Vice Chair Harper reminded the Board that the naming, DSO5, were removed from the Consent Agenda and would be voted on separately. Trustee Perry moved approval of naming of the Veronica Wiggins Softball Field, the George “Godfather” Thompson Locker Room, and the Ken Riley Football Field at Bragg Stadium. Trustee Cliatt seconded the motion, and it was approved unanimously.

**ADJOURNMENT:**

There being no further business for the Board, the meeting adjourned.