

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

Meeting Minutes
August 6, 2020

CALL TO ORDER AND WELCOME

Kelvin Lawson, Chair

Chair Lawson called the meeting to order. Linda Barge-Miles called the roll and a quorum was established. The following trustees were present: Cavazos, Dortch, Harper, Lawrence, Lawson, Perry, Reed, Washington and Woody. Trustees McClinton and Moore did not attend the meeting.

PUBLIC COMMENTS

There were no requests for public comments.

PRESIDENT'S REPORT

Dr. Larry Robinson, President

Chair Lawson recognized President Robinson for his report. President Robinson thanked the Board for feedback provided regarding his 2019-20 annual evaluation and for the goals established for the 2020-21 academic year.

He shared that when the Board approved the 2020 Accountability Plan, it only approved the University's performance to-date, on the PBF metrics and key performance indicators (KPIs). The University is still awaiting guidance, amid the uncertainties and challenges in regards to the COVID-19 pandemic, from the BOG on next steps in making our out-year goal projections, that will be included in the revised 2020 Accountability Plan.

President Robinson then highlighted changes that are being discussed by the Board of Governors in regards to the Performance Based Funding (PBF) metrics. First, the metric regarding the median wages for Bachelor's graduates employed full-time, one year after graduation will change from \$25,000 to a \$30,000. For the first time the University will have access to data from all fifty states, the District of Columbia and Puerto Rico. Also, there are two new metrics: two-year graduation rate for Florida College System Associate of Arts transfer students and six-year graduation rate for First Time in College (FTIC) Pell recipients who were awarded the grant during their first year.

During the 2020 legislative session, Senate Bill 72 provided guidance to the Board of Governors on what would be included in the PBF model, stating that the performance-based metrics must include:

- The 4-year graduation rate for first-time-in-college students;
- Retention rates;
- Postgraduation education rates;
- Degree production;

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- Affordability;
- Postgraduation employment and salaries, including wage thresholds that reflect the added value of a baccalaureate degree;
- Access rate, based on the percentage of undergraduate students enrolled during the fall term who received a Pell Grant during the fall term;

As far as the fall enrollment, the University has around 654 fewer undergraduate students and 143 more graduate students compared to where we were this time last year; giving us a total of 511 fewer students. We are closely monitoring our enrollment for the fall and Provost Edington and VP Hudson, along with their respective units, are in contact with our continuing and potential new students.

President Robinson asked Ms. Rica Calhoun, chief compliance officer and chair of the University Operations Task Force to update the Board on the re-opening plan. She reminded the Board that the University remains committed to the health and safety of the University community and that the plan centers around enhanced cleaning, social distancing, education and preparation of stakeholders. The University has three dates for reopening: College of Law on August 10th, FAMU DRS on August 19th and the University on August 24th. The University is implementing the reopening plan and has purchased 400K disposable face coverings, 100K reusable face coverings, 500 plexiglass face coverings, and it has spent over 700K upgrading the light filtration system at the University. The University continues to monitor the situation.

CONSENT AGENDA

Chair Lawson reviewed the Consent Agenda with the Board. Trustee Dortch moved approval of the Consent Agenda. The motion was seconded by Trustee Woody and the motion carried.

The consent agenda included the following items:

- A. Academic and Student Affairs Committee (ASA)
 - ASA1 Regulation 2.015, Admissions

- B. Direct Support Organizations Committee (DSOO)
 - DSO1 2020/2021 National Alumni Association Budget
 - DSO2 Revised FAMU Foundation By-Laws

- C. Governance Committee (GC)
 - GC1 2020/2021 President Robinson's Goals**
 - GC2 2019/2020 President Robinson's Evaluation
 - GC3 2019/2020 BOT's Self-Evaluation
 - GC4 2021/2022 Legislative Budget Request

Trustee Woody recommended that the Board give President Robinson a bonus, based on his performance in 2019-2020. President Robinson responded that he appreciated the thought, but would forego a bonus due to the circumstances the University is likely to face this upcoming year. Chair Lawson stated that there would be further discussions regarding President Robinson's salary and bonus at the next BOT meeting.

ADJOURNMENT:

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

****PRESIDENT ROBINSON'S 2020-2021 ANNUAL GOALS:**

Goal 1: Four-year Graduation Rate: Increase the University's four-year graduation rate (*PBF metric*) from 27.7% to 35%.*

Goal 2: Academic Progress Rate: Increase the second-year retention rate [Second Fall Retention Rate with at Least a 2.0 GPA for Full-time FTIC students] (*PBF Metric*) from 73.0% to 86.0%.*

Goal 3: Excess Credit Hours: Increase the percent of baccalaureate degrees awarded without excess hours from 53.5% to 62%.*

**Note: At this time, the University is awaiting guidance from the BOG on the potential adjustments on the annual PBF goals to accommodate COVID-19 pandemic impacts.*

Goal 4: Licensure Pass Rate: Develop and execute action plans that deliver first-time licensure pass rates of:

- 4.1 Nursing: from 63% to 80%
- 4.2 Law: from 57% to 75%
- 4.3 Pharmacy: from 83% to 85%
- 4.4 Physical Therapy: from 86.4% to 88%

Goal 5: Annual Giving:

- 5.1 Increase annual giving by 5% (from \$7.3M to \$7.7M).
- 5.2 Increase the annual alumni giving rate from (7.7% to 9%).

Goal 6: R&D Expenditures: Increase total R&D expenditures by 1% (from \$39.6M to \$40M).

Goal 7: Organizational Leadership:

- 7.1 **Emergency Management** – Effectively manage the University through the COVID-19 pandemic by ensuring the delivery of instruction, research and business operations and provide timely communications of the University’s reopening plan to all stakeholders.
- 7.2 **Staffing Efficiency** – Conduct Organizational Staffing Efficiency Study.
- 7.3 **Effective Decision Making** – Expand and promote the use of data and evidence across the University through quarterly reports and dashboards, thus leading to effective decision-making.
- 7.4 **Operational Efficiencies** – Provide to the Board an assurance statement and summary information of the University’s system of internal controls using the Committee on Sponsoring Organizations of the Treadway Commission (COSO) Internal Control – Integrated Framework and the status of corrective actions taken on prior audit findings to minimize internal control deficiencies and repeat audit findings.

Goal 8: University Budget/Fiscal Management:

- 8.1 **Financial Health** – Strengthen the University’s financial health by achieving or exceeding a minimum debt coverage ratio ≥ 1.0 .
- 8.2 **Strategic Resource Allocations** – Develop and align resource allocations to adequately support the University’s annual strategic priorities.
- 8.3 **Operational Control** – Ensure controls are in place to drive the proper use of all funding sources, in accordance with state statutes by maintaining a financial reserve of 7% of the total Educational & General (E&G) Operating Budget as required by Florida Statutes 1011.45 and conducting periodic reviews of expenditures to ensure budget compliance and identify opportunities for cost savings.
- 8.4 **Sustainability** – Increase the reserve by 1%.**
- 8.5 **Athletics** – Demonstrate effective leadership over the athletics program as evidenced by proper oversight of expenditures, compliance with NCAA guidelines and plans for athletic facilities.

***Note: This goal may be revisited by the Board to accommodate expenditures required as a result of the COVID-19 pandemic and/or other emergencies (i.e., natural or man-made).*

Goal 9: Internal/External Relations: Continue to expand relationship-building with key stakeholders, including students, faculty, staff, Boards, alumni, elected officials (local, state, national), corporations and the local community.