APPENDICIES

CHAIRMAN SOLOMON BADGER
TRUSTEE MARJORIE TURNBULL
TRUSTEE TONNETTE GRAHAM
TRUSTEE LUCAS BOYCE
TRUSTEE KIMBERLY MOORE
TRUSTEE KELVIN LAWSON
TRUSTEE RUFUS MONTGOMERY
TRUSTEE TORY ALSTON
TRUSTEE CLEVE WARREN
TRUSTEE KARL WHITE
TRUSTEE BELINDA SHANNON
TRUSTEE BETTYE GRABLE

ATTORNEY LINDA BARGE-MILES
CHAIRMAN BADGER: Good morning, everyone, and welcome to the December 4, 2014, meeting of the Florida A&M University Board of Trustees. I call this meeting to order and ask Attorney Barge-Miles, will you please call the roll?

ATTORNEY BARGE-MILES: Trustee Badger?
CHAIRMAN BADGER: Present.
ATTORNEY BARGE-MILES: Trustee Alston?
TRUSTEE ALSTON: Here.
ATTORNEY BARGE-MILES: Trustee Boyce?
TRUSTEE BOYCE: Here.
ATTORNEY BARGE-MILES: Trustee Grable?
TRUSTEE GRABLE: Here.
ATTORNEY BARGE-MILES: Trustee Lawson?
Trustee McWilliams?
TRUSTEE MCWILLIAMS: Here.
ATTORNEY BARGE-MILES: Trustee Montgomery?
TRUSTEE MONTGOMERY: Here.
ATTORNEY BARGE-MILES: Trustee Moore?
TRUSTEE MOORE: Here.
ATTORNEY BARGE-MILES: Trustee Shannon?
TRUSTEE SHANNON: Here.
ATTORNEY BARGE-MILES: Trustee Turnbull?
TRUSTEE TURNBULL: Here.

ATTORNEY BARGE-MILES: Trustee Warren?

TRUSTEE WARREN: Here.

ATTORNEY BARGE-MILES: Trustee White?

TRUSTEE WHITE: Here.

ATTORNEY BARGE-MILES: Mr. Chair, you have a quorum.

CHAIRMAN BADGER: Thank you. At this time, we will move into closed session.

ATTORNEY BARGE-MILES: Trustee Graham? I'm sorry, I skipped over her name.

TRUSTEE GRAHAM: Here.

CHAIRMAN BADGER: At this time, we will move into closed session regarding collective bargaining, and I would like to ask General Counsel, Avery McKnight, to come forward and give us instructions regarding closed session.

ATTORNEY MCKNIGHT: Pursuant to Section 447.065 of the Florida Statutes, all sessions between the Chief Executive Officer of a public employer and his or her representatives and the legislative body of the public employer relative be subject to collective bargaining and shall be closed and exempt from section 296.011 of the Florida Statute.

This exemption is in context with actual and
collective bargaining negotiations so we're requesting
that we move into the closed collective bargaining
session and reconvene at its conclusion.

Along with the Board and the President, the
following individuals are asked to go to the
designated spot: Those individuals will include
Provost Wright, VP Dale Cassidy, VP Hudson, VP Redda,
VP Haynes, VP Miller, Dr. Patricia Green-Powell,
Dr. Patricia Hodge, Dr. Verian Thomas, Ms. Carrie
Gavin, Ms. Joyce Ingram, Dr. Donald Palm, Mr. Herbert
Bailey, Mr. David Voss, Ms. Ronica Mathis, Ms. Linda
Barge-Miles, and Ms. Shira Thomas.

CHAIRMAN BADGER: Thank you. Okay, we will now
convene in closed session, so I'm going to ask the
Board to meet us upstairs and go with us upstairs.

Thank you.

(Closed session commences at 8:44 a.m.)

(Closed session concluded at 9:26 a.m.)

ATTORNEY MCKNIGHT: Thank you, Chairman. Having
concluded our closed collective bargaining session, I
ask if Trustee Alston will give us the motion
regarding the graduate assistance union and the
tentative agreements that have been discussed.

TRUSTEE ALSTON: Subject to affirmative
ratification by the Graduate Studies Union, I move
that the Board ratify its tentative agreements to
Articles 1821 and 23, dated November 5, 2014.

(Inaudible.)

CHAIRMAN BADGER: You heard the motion. Second?

TRUSTEE BOYCE: Second.

CHAIRMAN BADGER: Motion and second. Those in
favor of the motion, let it be known with the sign of
"aye."

(All Board members answer affirmatively.)

CHAIRMAN BADGER: All oppose, same sign?

Motion passes.

Next, we will move to approve the minutes. I
trust that each of you have had an opportunity to
review the minutes. Are there any corrections?
Hearing none, can I have a -- Trustee Grable?

TRUSTEE GRABLE: I'm sorry, Chairman. I do have
a correction.

CHAIRMAN BADGER: You are recognized.

TRUSTEE GRABLE: Thank you. In reading through
the minutes, and of course I wasn't a part of the
meeting because this is my first meeting, Dr. Dhyana
Ziegler's name was misspelled. I think it says
"Diana," and I did recognize "Ziegler" was misspelled,
and that was the one thing.

CHAIRMAN BADGER: Thank you. We need to make
that correction. Ms. Barge-Miles, will you make sure that is corrected?

ATTORNEY BARGE-MILES: Yes. It's done.
CHAIRMAN BADGER: Then aside, with the corrections, can I have a motion to approve the minutes?

TRUSTEE MONTGOMERY: So moved.
TRUSTEE BOYCE: Second.
CHAIRMAN BADGER: Moved and seconded.
Motion and second. All in favor, let it be known by the sign "aye?"

(All Board members answer affirmatively.)
CHAIRMAN BADGER: All opposed, same sign?
Motion passes. Thank you.
I would like to now move to the President's comments and her updates. Dr. Mangum?

PRESIDENT MANGUM: Thank you.
Good morning, and I would like to thank Chairman Badger and members of the Board and all of the members of the FAMU community for your presence here today.
This morning, I will provide an updated information on a variety of initiatives, so I ask for your endurance because it might be quite lengthy, because there are many things happening in my administration, and at the University in general, and so members of the
University community are here as well to share in these updates.

You must know that I continue and I will continue my focus on establishing a course design to make our University branding matters in 21st century and beyond, and that includes to read the success of our students, which remains a top priority for me, as well as our stature in higher education in the community. We want to increase our academic quality and must increase our academic quality, and in order to accomplish this, we need to reach higher, greater financial goals; we need more research funding, corporate funding, and alumni financial support. All of these are vital for our plans for the future.

The University must continue seeking resources and support of corporate entities, combined with the commitment to encourage individuals, alumni, and FAMU supporters to give to us as well. This is necessary, because our major gifts cannot increase and our faculty cannot grow without endowed chairs, without endowed professorships, and we need to provide additional support to our students as well as additional opportunities for them to explore and increase their learning opportunities in our community.
Among one of my first commitments to you as a Board, I am stressing the importance of us visiting and cultivating gifts and I have spent much time visiting faculty alumns and others in cultivating gifts. Increasing endowments are part of my vision, and I would also like to recall for you some of the activities that we have engaged in over the last several months to increase our efforts and increase the opportunities for our students.

Currently, additional research funding has totaled over $21 million since I arrived, and in general, the sponsorships apart from several agencies and have changed, and we're very proud of our faculty and our research division in enabling us and working with us to increase that activity. Additional cash financial gifts to the University in the amount of $2.8 million have been received, and this represents 150 percent increase over last year's total at this time, which was $1.1 million.

Our current gifts this fiscal year have been provided by more than 4,000 donors, of which 3314 are alumni.

I also present to you previously in 2014-15 strategic plan, about an international experience and our international exposure. Just recently, prior to
the Thanksgiving holiday, I traveled to Brazil with members of our faculty and staff as a member of the White House Initiative and the HBCU Alliance delegation that consists over 40 HBCUs.

The Alliance was established in order to foster educational opportunities for people of Brazil, as well as cultural exchanges between the United States and Brazil. During the trip, I had an opportunity to meet with Dr. Jose Vicente, president of Escola Estadual; as well as Graca Machel, the (inaudible) of Nelson Mandela and Administer of Education for Brazil about ways to expand mutual agreements between our universities between Brazil as well as FAMU.

We have many faculty activities happening in Brazil that's supported to our students and so our (inaudible.) There are tremendous opportunities for us to expand our educational opportunities for our students, and for them to be among the 97 AfroBrazilians. Our goal is to provide the same access and opportunities to this underserved population that we have provided for the past 127 years for our students here at FAMU. Our alumni are also stepping up and playing a key role in strengthening our international footprint.

I'm thrilled to share with you that we have now
have an official alumni chapter in West Africa with at least 10 financial members at this moment. They are also working to establish a foundation in Delaware that would support our students that attend FAMU from West Africa. So I extend kudos to our alumni in West Africa, and that's to all of our alumni around the world. Join them in providing support and demonstrating their active service to the University as well. So please join me in giving our alumni in West Africa a round of applause.

We continue to expand our focus on enhancing our customer service across campus. Through concerted efforts throughout the campus, good customer service will continue to be emphasized and given a high level of attention, and we know that it requires that attention on a regular basis.

It is my belief that strengthening our efforts in this area can only result in happier students, faculty and staff, as well as ultimately our alumni, which reflects on the positive experiences with their alma mater and in hopes that they will continue to give and give back to the University as a result of the experiences they have had.

As part of our customer service initiative, we have opened a new Welcome Center on campus. This is
located on Wahnish Way and visitors of the University to receive invaluable assistance to guide operations and facilities and location facilities across campus. We are currently receiving a great deal of feedback from guests and members of the University family.

Among the positive comments include campus maps that provide people with helpful assistance. This extends to visiting students, as well as parents and guests, to be able to locate the various buildings around campus. Most students have mentioned a positive difference in the general approach towards enhancing customer service in all of our administrative areas.

At least in my office, the number of concerns have declined tremendously, and I am very thankful for our vice-presidents, for the work that they are doing in this area to insure that our customers receive the service they expect.

The University's Customer Service Initiative coincides with our ongoing effort to increase efficiency across the campus. This effort remains under the leadership of Linda Barge-Miles and her team.

A second initiative previously mentioned focuses on advancing research, teaching and the application of
innovative solutions to global economic and ecological
and sustainability issues. The Sustainability
Institute is under the direction of Ms. Abena Ojetayo;
you met her at our last meeting.

The focus of the Institute continues to be on
enhancing our effort to expose the extensive knowledge
and expertise that our faculty and staff possess in
the area of sustainability. Ms. Ojetayo and Ms. Chao-
Han (phonetic) recently traveled to India to launch a
partnership for sustainable international development.

During that visit, a memorandum of understanding
was signed between FAMU and the National Council For
Climate Change, Sustainable Development and Public
Leadership. University representatives also held
discussions with the Dean of the Neymar Institute of
Law regarding faculty and student exchange programs
and recruitment for the FAMU Environmental Law
program.

In regards to the University's senior
administrators, we have completed our search for a
permanent Provost and Vice-President for Academic
Affairs, so at this time I would like to ask Dean
Matthews to come up and introduce our incoming
Provost.

Dean Matthews.
MS. MATTHEWS: Good morning, members of the Board, Madam President, ladies and gentlemen. On behalf of the Committee for the Provost and Vice-President for Academic Affairs, it gives me great pleasure to introduce to you the next Provost of Florida Agriculture and Mechanical University, Marcella David.

David is currently serving as Associate Dean and Professor of Law at Iowa's only public law school will become FAMU's Chief Academic Officer, and the second ranking officer of the University upon her arrival. As such, we will -- she will supervise operations of our seven colleges and schools along with multiple institutes, academic support programs, and 700 faculty members to which we employ.

As part of her supervisor responsibilities, David will oversee the allocation of resources in academic areas, improvement on instruction, coordination of instructional activities, development and improvement of research activities and evaluation of University academic activity.

A native New Yorker, David comes to her role as Chief Academic Officer on The Hill with a sparkling pedigree. She is a cum laude graduate of Rensselaer Polytechnic Institute with a degree in computer and
systems engineering, and she is a magna cum laude graduate of the University of Michigan Law School.

Among her additional academic honors is election to the Exclusive Order of Coif Society. She was chosen as clerk for Justice William Brennan, Jr., of the Supreme Court of the United States, but he retired before her clerkship was to begin.

Early in her career as an educator, she served as visiting professor at the University of Chicago Law School, and also served for a year as a Ford Foundation Fellow in public international law at Harvard Law School.

Later, while at Iowa, as she served as a visiting professor at the University of Pennsylvania Law School. In her 20-year career at the University of Iowa, she steadily rose the ranks to the ranks of law school to earn her the title of full professor. Along the way, she has participated in numerous presentations, addresses and workshops nationally and internationally, and she's been invited over the years to give multiple keynote addresses. Her publication records shows consistent output of scholarly activity.

In 2004, David Skorton, President of Iowa and now President of Cornell, tasked David to work with the key and the Provost as a special assistant to the
president. In her role, she was an integral part of Iowa's central administration and worked on diversity matters, including the development of University strategic achievement plans and the creation of faculty hiring and retention plans.

After serving for more than five years in central administration, David returned to the law school and settled into her position as Associate Dean and Professor of Law and International Studies. She has traveled exclusively around the world, professionally and personally.

Her other hobbies and interests include music, mysteries, photography and science fiction, including Star Trek. I also note she likes to knit, so this is interesting.

So ladies and gentlemen, it gives me great pleasure to present to you Provost in waiting for Florida Agriculture and Mechanical University, Professor Marcella David.

PROFESSOR DAVID: That was indeed the most dramatic introduction I have ever had, and I have had many introductions. I was tempted to look over my shoulder to see who this person was that was going to come up to the podium, so thank you.

I am delighted to be here. Last night at the
dinner table, I was asked if I was excited to be here, and I will tell you that I was very excited when I got off of the phone with President Mangum, and I called up my cousin and I said, "I think she offered me the job." So, oh, my goodness, I think I got the job. I got the job.

At this moment, I think I've passed excitement. I am honored, awed, dedicated, committed, a little nervous, but very resolute and falling in love with FAMU, so I thank you all for your hospitality, and I thank you all for the challenge and the trust that you give me. I very much am looking forward to working with you all in the future so thank you very much.

PRESIDENT MANGUM: As many of you know, the current Vice-President of Research, Dr. Ken Redda, will retire in February after 29 years of service to the University. We thank Dr. Redda for sharing his many talents with the FAMU community throughout his tenure here.

In a just a few minutes, I will highlight more of his recent accomplishments, but however, at this time, I would like Dr. Ibeanusi to come up and introduce to us our Vice-President of Research in waiting.

DR. IBEANUSI: Good morning, President Mangum, Chairman, Trustees and honorable members. It is my
pleasure to introduce Dr. Timothy Moore, the next Vice-President of Research for Florida Agricultural and Mechanical University.

But first, I would like to introduce the members of the search committee who made this happen. If the members are here, please stand. Dr. Mark Weatherspoon, Dr. Xiao Hong, Dr. Martha Perryman, Dr. Maurice Edington, Dean of Science and Technology, Dr. Robert Taylor, Dean of Agriculture and Food Sciences. I also want to introduce Ms. Hazel Taylor who served as the administrative coordinator.

President Mangum charged the committee to search, screen, and identify an individual that will further enhance the research enterprise at FAMU. That's exactly what we did. The committee believed that certain individual must possess evidence-based skill sets on six key areas:

1) Grantsmanship and fundraising strategies;
2) Leadership and strategic planning;
3) Licensing, commercialization, and technology transfer;
4) Promotion of student research;
5) Promotion of academic excellence;
And 6) Engagement and collaboration;

On the basis of these criteria, the committee
found Dr. Timothy Moore, or better known as Tim, a
former Captain in the Army, as a right person at this
time.

To give you some examples on Dr. Moore's career
in these areas:

On grantsmanship and fundraising strategies,
Dr. Moore has successfully secured more than $180
million in competitive federal contract awards in the
past 23 years across a variety of federal agencies,
including: DOD, DOJ, DHS, HHS, CDC, USDA, FBI, NIJ,
DOE, and IC; in addition, Dr. Moore led a proposal
development effort for the largest competitive award
in Auburn University history -- an Equine Source
Plasma Program -- to produce equine derived antibodies
for use in an FDA licensed Botulinum antitoxin
vaccine. This project generated more than $50 million
in sales over 10 years. He also led the proposal
development effort that secured $8.7 million for a K-9
IED detection contract for Afghanistan; and
volunteered to support USA Team Handball Federation in
gift development to raise more than $70,000.

On leadership and strategy planning, Dr. Moore
conceived, developed and led the successful capture
and partnership with an Osteopathic Medical College.
The new building construction, which opens in fall of
2015, has generated $50 million dollar impact for the Auburn economy in 2014. Total cost for Auburn University was zero.

On Licensing and Commercialization and Technology Transfer, Dr. Moore identified and helped to secure the patent for a novel optical microscope capable of 8,000-times magnification with a sub 90nm resolution. He went further to secure federal funds to develop and validate the prototype microscope, which served to convince investors of the feasibility to invest and commercialize.

Along these lines, Dr. Moore identified a novel Biopolymer Preservative to use with bacteria, antibodies and potential stem cells without use or need for refrigeration; and a co-inventor of a non-powered, passive fresh and salt water oil collection system for use during oil spills.

I can go on with this. Dr. Moore received his PhD degree in Kinesiology from Auburn University. The Masters in microbiology was received from North Carolina State University, and BS degree in biology was received from Wofford College in Spartanburg, South Carolina.

Dr. Moore, please.

DR. MOORE: Madam President, Chairman Badger,
members of the Board, it is my distinct honor and
pleasure to report before you today. I'm excited, I'm
elated, and I'm ready to go. And I'll tell you, I
kind of feel like the closing act to Elvis when you
come behind Provost David. I wasn't magna cum laude,
I wasn't summa cum laude; I was a "thank you, Laude."

I look forward to this. FAMU has welcomed me
with open arms. I think the culture here stems from
the President. I think the community is ready, I
think the students are here, the opportunity exists,
and I look forward to working with members of the
Research Team and leadership of this University and
promote what we do best, which is putting our kids and
their ideas in the marketplace so they can become
leaders of industry and government in the future.

Thank you very much for this opportunity, and I
look forward to working with each of you in the
future.

PRESIDENT MANGUM: Currently, we are also making
positions in the area of University advancement.
Dr. Thomas Haynes will soon assume a new post as Vice-
President of Strategic Planning. We thank Dr. Haynes
for the enormous work he has contributed to the
University as Vice-President of Advancement and we
look forward to the important contributions he will
now provide in his new assignment.

In order to remain efficient in this critical area, we have announced a national search for a new Vice-President of Advancement.

In the area of athletics, the University is moving forward. In regards to the search for the head football coach, and I think you've heard a lot about that recently and a little more today.

At this time, I would like to share a few of the other many exciting stories about FAMU to further solidify just why we say we are proud and the great things are continuing to happen at FAMU every day. We remain excited as US News and World Report ranking as FAMU as the Number 1 public HBCU in the nation. This is a remarkable achievement and speaks volumes to the outstanding work to our faculty, staff, alumni and supporters who support our great university.

At this time, I would like to recognize a few members of the university community who are making great studies and making great strides in their careers as well as in their respective areas of study.

First is Ms. Moeub Lanh -- would you please stand -- who is recently promoted from Assistant Director to Director of Human Resources. Mr. Moeub has been designated as a certified payroll
professional, a highly-recognized extension in the payroll industry.

At this time, I would like to thank him, also, for what he has done. Can you please give him a round of applause.

He spent a 7- or 8-hour exam to be certified in this area, and it was extremely difficult, but he did it on the first try, so thank you very much for bringing your expertise and continuing your growth to enhance our human resources function.

Secondly, as I mentioned a few minutes ago, I would like to recognize and congratulate Dr. Ken Redda, Vice-President and Director of Research. Dr. Agwarparumm (phonetic) on obtaining another patent attributable to the outstanding faculty members at FAMU.

The patent which was issued on February 18th is reflective to their research in anticancer agents. Dr. Redda and Dr. Donald Palm, please stand.

This past October, (inaudible) of students and faculty attended a National Education and Science Forum at the University of Maryland Eastern Shore. The forum was co-hosted by the National Oceanic and Atmospheric Administration, NOAA. The forum provided an opportunity for our students to network and receive
first-hand career development information on science,
technical engineering and math.

    Are our students here? If are you, please stand. They're probably in class. In terms of scholarships, the University has been selected by Thurgood Marshall Scholarship Fund as a recipient of the First Generation Scholars Program. The program is sponsored by the Coca-Cola Foundation and will provide four scholarships for students attending FAMU. Each scholarships is renewable for four years, for a total investment of $50,000.

          I am pleased to share that four of our students were recently selected to receive these scholarships. I believe they're here. Would you please stand if are you here? I will call their names. There's Mary Adclatt (phonetic) a freshman administration student with a concentration of marketing from Fort Lauderdale, Florida; Terranova Hunter, a freshman premedicine student from Fort Myers; Raven Marshall (phonetic) an accounting freshman from Jacksonville, Florida; and Marcus Scott, a pre-physical therapy student from Tallahassee. Thank you.

          At this time, I would also like to ask Renee Gordon, a PhD candidate in mechanical engineering to please stand. As many of you already know, Renee is a
2014 Full Bright Scholar. I want to formally recognize her this morning and also share with you that she will be heading to Nigeria in a few days to study at the Federal University of Technology. Her study abroad experience is possible due to a memorandum of understanding we have with FUTA.

We are extremely proud and excited about this educational endeavor Renee will soon undertake. Please join me in giving her a round of applause.

Recently, our very own Marching 100 has been receiving a great deal of publicity and national news for their performances. The band performed during half-time at the Tampa Bay Buccaneer's NFL game on Veteran's Day weekend. We received messages a few days later following the show from the Buccaneer administration, informing us that the performance was tremendous -- as we would have expected it to be -- thoroughly entertaining, and well-received by the crowd in attendance.

In fact, they were so excited, they have already extended an invitation to perform at another Buccaneer game next season. And it doesn't end there. As you know, the Band has performed well all season. Their performance at the Florida Classic, and particularly a formation of the band on the field of Kermit the Frog
sipping Lipton Ice Tea has literally gone viral around the world.

The Washington Post, Sports Illustrated, Breach Report, and the Tom Joiner Morning Show, and numerous other national media outlets have referenced The 100's performance at The Classic, which indeed demonstrates to the world with an explanation point that the Marching 100 is back.

Please join me in giving the staff, band, and students a round of applause. Are you here? Thank you. We are so proud of you and look forward to more great things that are coming in the future.

Throughout this semester and in recent weeks, I've had an opportunity to meet and speak with several important groups in the community around the state and nation, and I am extremely humbled to share that I am representing the University in Los Angeles and (inaudible) affair in celebrating Ebony's Power 100. I had the honor of representing FAMU as a first in the first category, as a first female president.

While in California, I had the opportunity to meet with several outstanding alumni, two of which were also being honored by the Ebony Power 100, and the University supporters who affirmed their untiring commitment to FAMU. FAMU's brand is everywhere. Many
of the people on the red carpet had relationships with
people here at FAMU and were able to recall the detail
necessary, and that's very heartwarming to know we
have such reach across this country and indeed around
the world.

I've also had the opportunity to serve as a
moderator for an Association of Public Panel
Discussion on university, state and federal
partnerships and low income student attainment in
Orlando. High points of focus of the discussion
involve dwindling support in terms of state resources
to post-secondary educational institutions and the
need for additional federal resources to be made
available; hence, you will hear more about our focus
in that area from our government relations people.

Presently, I'm focusing on lobbying for more
funding commitments from the state as well as federal
government. This funding will enable us to bring in
more outstanding student scholars and faculty members.
This is why the Foundation, as I mentioned, is very
critical. We need this continued funding to develop
programs that are in high demand areas, such as energy
education and technology.

We are currently preparing for the upcoming
legislative session here in the state, and now with a
steadily improving economy, one of our priorities of this season is to hopefully work towards the reinstatement of matching funds for our agricultural programs. This highly impactful provision was suspended five years ago when the economy began to decline; however, in the years that it was active, the matching funds help to provide invaluable financial support to our institution that has strengthened our endowments and several other grant programs. The matching funds also help generate more scholarship funding. In fact, without additional funding generated through the Foundation will be extremely difficult for us to maintain inactive levels of improvement for the highly capable students and faculty that we desire.

And you are aware that the University has received a draft report of the FAMU-FSU College of Engineering study that was conducted by the brand trust consulting firm that speaks to issues concerning the College of Engineering's future. The report that you received is a draft report, and we will reserve our comments on that draft report until the final report is received on December 19th.

Any comments by the University prior to issuance of the final report we believe to be premature at this
time. We're in the process of reviewing the report and will keep the Board of Trustees, as well as the University community, informed once we receive the final documents from Chancellor Price and the Board of Governors. It's their report and their responsibility to analyze it, and we have agreed with them that they will host meetings with us, as well as with FSU together, to talk about the contents of the reports and how we move forward through legislative session and through the Board of Governors.

Please note that I look forward to our continuing efforts to increase FAMU's visibility. Our goal is always not to diminish any educational opportunities available to our students, to enhance the experience, the learning experiences that our students have and their access to programs around the world and around the country.

At this particular time, I would like to provide reports on some activity that we have been -- that has been underway for the last several months. In August or earlier this year, the University asked us to do work on compensation to provide a better view of our compensation policies and status of the University faculty and staff with regard to compensation and wages.
So at this time, we're going to have two reports presented. We're going to start our first report will be presented by Assistant Vice-President Joyce Ingram (phonetic) from human resources. She will discuss the compensation study as it results to university staff and she will be followed by Dr. Gitta Pitter, Associate Vice-President For Academic Affairs. They will come forward and she will present the information on comparative analysis for our faculty compensation.

So Joyce, can you please come forward, please?

Thank you.

MS. INGRAM: We're back together again. Good morning, Chairman Badger, Vice-Chairman Montgomery, all members of our Board, our President Dr. Elmira Mangum, and all members of the Rattler community. My name the Joyce Ingram, and I serve as the Assistant Vice-President and Chief Human Resources Officer for our University.

In June of this year, we were asked to do a compensation study for our staff employees and for our faculty. I will be sharing information and findings regarding our staff employees. The primary question to be addressed is how do our salaries compare to similar salaries in the external markets from which we -- for external validity, the benchmarking surveys and
data used are compiled by the federal and state
government as well as a respective higher education
and resource organization called Kumta, (inaudible)
methodology and should sufficiently match
characteristics of our job families and external
comparisons.

Benchmarks were selected to represent the various
labor markets from which we typically hire our staff.
Selected benchmarks include local, private and public
sector employers outside of higher education, located
in Tallahassee and surrounding counties, information
from the state university system, and survey data for
regional and higher education institutions and
selected national peer institutions.

Staff employees study included our administrative
and professional employees, and finally our A&P
employees, our university support services employees
and we kindly refer to them as our OUSPS, or O-U-S-P-S
employees, and we did that by job family and levels
within those job families; those levels being
management, professional and non-exempt.

We are currently using the former Board of
Regions -- remember them -- classification system for
managing our staff on classifications. There are
approximately 600 classifications in that system, of
which we use 227. Instead of having 227 data points for this study, we group comparisons down to 27 data points to make them more aligned with the general market benchmarks.

The study has provided a viable methodology to do further classification salary analysis at a more manageable level to help us maintain competitiveness and we are developing tools to help us do so. For the purpose of this study, we created nine job families that would be used in comparison going forward. Those families include Academic Affairs, Administrative and Business Services, Budget and Financial Services, Communications Advancement Public Relations and Marketing Services, Facilities and Grounds Services, Technology Services, Safety and Security, Student Services and Athletic Services.

It is also important to understand that job families are grouped -- consist of a group or category of classification sharing in a similar field of work and context. They do not necessarily represent a single division. It's also important to understand that some job families can go across divisions; for example, administrative and business, finance and budget, and then some can be specific to a division within our university, such as Student Services and
Athletics.

This study is only a foundation and beginning in tracking our competitiveness as part of a larger compensation strategy that would help us target our limited compensation dollars for where they are most required in recruiting and retaining the staffed talent we need. The study provides a very general and high level view of our salaries compared to the other labor markets; benchmarks being they represent a broad and general value salary of classifications; and given the limitations, the study does provide general best estimation of the data provided.

Let's talk about methodology. Our staff classification and salaries information was collected through the enterprise information technology and representing physicians as of October, 2014. I would like to thank our ERT department for assisting us in gathering this data and have a system that's in place for us to be able to retrieve it.

Data was sorted by the 227 existing classifications and sorted into nine general job families using college and university personnel association, interview sources, integrated post-secondary called (inaudible) and federal standard educational codes and designated guidelines --
(inaudible) that affected us in doing (inaudible.)

For comparison purposes, our medians were established within the corresponding FAMU job family for each category subset, those being management with classifications of directors and above, professional with classifications specialists to associate director, and those are our exempt employees, coordinator assistant directors and directors; and then non-exempt which are not exempt, non-exempt:

Support staff, administrative support staff, and trades and facilities.

Each established University median was compared to proposed benchmark median, a market ratio was also used to gage the difference between compared medians, and the result was FAMU's median as a position or percentage of the benchmark medians.

In addition to comparisons, each established FAMU estimated median was compared to the corresponding estimated median within the benchmarks that we identified. A margin median was used to gage the difference between the compared medians; the result was FAMU's median as an indexed percentage of other benchmarks.

For example, a FAMU median of approximately 82,000 compared to the benchmark of approximately
85,000 would have an approximately market ratio of 96 percent. Each of the three levels within individual FAMU job families was given a market ratio as a percentage of the benchmark's estimated median.

And then to gage general competitiveness, we used a traditional and acceptable 80 percent to 120 percent parameter of the median to represent a competitive range. So salary ranges are typically instructed with minimum compensation paid at 80 percent of the median and a maximum compensation paid at 120 percent of the median.

Next, I'm going to refer to several slides very quickly, but this is the most important part of this presentation. So, by job family, we are generally within the competitive ranges of all four job markets to be benchmarked. These are the typical markets from which we hire our staff employees.

Our job families largely fall within 80 percent to 120 percent of the benchmark median. You may see some blank areas in the following slides including this one, but the blank areas indicate areas where we do not typically hire or insufficient data to benchmark.

As it relates to this particular slide, which contains information related to the local job market,
all categories fall within the designated competitive range of 80 percent to 120 percent. None were below the range, or below 80 percent. So that means that 12 of the 19 categories in our job families, representing approximately 63 percent, were at or above the benchmark median.

We will typically hire a majority of our staff with this market. Our competition will be the private sector, public sector and state agencies.

CHAIRMAN BADGER: Ms. Ingram, excuse me. Thank you. Could you speed it up for us just a little bit? Given the amount of time that's necessary, we have some people I think that need to leave.

MS. INGRAM: Yes, sir.

CHAIRMAN BADGER: Can you speed it up and lead to closing if you can?

MS. INGRAM: Yes. The next three slides represent the fact and represent a trend that, generally speaking, all of our categories fall within the designated competitive range, and we have had a couple of areas where we fell slightly below; for example, facilities management, and we will also need to take a look at our IT management. So those represent the next three slides, and I think that information tells a good story, and that is, generally
speaking our job families are competitive.

So in summary, we are close to the benchmark median in all job categories; slightly below or slightly above, but within the 80 to 120 percent band, and we are also positioned, in my opinion, to be an employer of choice for our staff employees.

We had strong educators that lead to the competitive wages, low voluntary turnover, sustained staff tenure and strong benefits package. So being an employer of choice will assist us in being able to attract employees of choice.

Any questions? Thank you.

PRESIDENT MANGUM: Thank you.

Now, we'll have faculty summary, and as quickly as possible, and that will be the end of my report.

MS. PITTER: Good morning. Good morning, Chairman Badger, President Mangum, members of the Board of Trustees. We appreciate this opportunity to present on an important topic, which is competitive salaries for faculty at FAMU. I'm actually going to turn to the Office of Institutional Research who conducted this study to do the presentation.

I want to acknowledge the work of Dr. Woosu (phonetic) and Office of Research and presentation will be done by Mr. Nathan Francis from the
Institution of Research, and I'll return to close out the presentation.

DR. FRANCIS: Well, good morning. As some of you may know, my name is Nathan Francis and I'm the coordinator of statistical research of institutional research.

The primary question addressed in our study was how do salaries of FAMU compare to other institutions. To answer this question, we extracted from AAUP for a subset or four subsets benchmark groups: One being SUS institutions, one being a peer group that developed, one being baccalaureate universities which are basically institutions that implore bachelor's degree or higher, and then doctoral research universities.

The methodology is similar to that employed by the HR office. We use averages instead of medians simply because of data availability. We vetted this methodology with a group of faculty advisors they were very helpful in giving us feedback and giving us input into the process of developing the study.

We compared salaries by rank, and we did this by taking average salaries and comparing those to the averages for each of the benchmark groups. So we computed average of DRU group, the SUS, and for all of
the baccalaureate institutions as well.

So for example, in similar, FAMU faculty members or FAMU faculty (inaudible) and benchmark average salary of 85,000. We would get percentile ranking for FAMU by dividing the 80,000 for FAMU (inaudible) to get a 94 percentile; meaning that, the average salary for FAMU was 94 percent of what it is at the benchmark.

A note on the peer institutions. We used a number of variables that were previously determined by the faculty Senate and by the Dean's Council as important indicators to be used by selecting peers. We fed those into a cluster analysis to come up with a cluster of peers. This is a listing but because we're short on time I'm not going to list them, but if you want to see them I'll be happy to share those with you later.

In the next is a slide of the listing of the 17 peers we compared ourselves with. And feel free to tell me if I'm going too slow or I'm going too fast.

And so, generally findings, it looks that while some of the average salaries are below and some of them are above, we appear to be generally comparable and competitive with each of the benchmark groups.

The one notable exception to that being a
professor of (inaudible) which pretty much lags the
group averages across the board.

PRESIDENT MANGUM: Can you read the numbers out?

DR. FRANCIS: Certainly. Just specifically, the
professor rank? So for assistant professor, the
average salary at FAMU is 60,000, a little over --
61,000. For the peer group, it's 64,646; for DRU
public institutions, it's 63,700; for the SUS
sub-sample, it's 70,742; and for all baccalaureate or
all public baccalaureates, the average was 69,000.

TRUSTEE GRABLE: Excuse me, Chairman? Is it
possible to ask a question at this time?

PRESIDENT MANGUM: (Nods head.)

TRUSTEE GRABLE: Could you return to that
previous slide? Is it possible we can get to the end
for each one of those ranks?

DR. FRANCIS: Yes, we can provide that
information. I don't have that information but we can
provide it.

TRUSTEE GRABLE: Okay. I would like to see that
when it's appropriate.

DR. FRANCIS: Yes, ma'am. And so this chart
really just illustrates the point I made before. FAMU
is identified by the orange bar, and you may not be
able to see it all there. In each of the groups, the
first, I guess, northwest quadrant table, FAMU is kind of in the middle; associate professors, we're kind of near the end. The bottom left-hand corner is where we really show the disparity where the assistant professors lag each of the comparison numbers.

In looking at the percentile ranking, again, it shows a similar picture where we're fairly competitive. We're in that 80 to 120 percentile range that we adopted for our study, but the largest discrepancies appear to be at the assistant professor range.

And so, just to summarize, it appears that the average salaries for our assistant professors lag each of the general comparison groups that we use in the study. We ranked each of the institutions, and so for the assistant professor, rank FAMU for 14th among the peer groups for assistant professor, out of 18 institutions; 17th of the assistant professor positions for DRU, out of 22 total institutions; and fifth out of sixth of SUS institutions that we looked at in the study.

TRUSTEE WHITE: Mr. Chairman, can I ask a question? Just from a statistical question, and I guess sort of gets to part of her question about the end, were there any issues around the data that leads
you to add any caveat to any of the observations?

DR. FRANCIS: I'm not entirely sure that I understand your question.

TRUSTEE WHITE: Statistically speaking, we have issues about sample size, might have issues about, you know, observations that are outstanding, and thus may skew the results. So I'm asking, was there anything in regard to the data in that regard that would have -- do you have any caveats?

DR. FRANCIS: I don't think so, especially when you look at the public baccalaureate institutions. We're talking about a total of 450 institutions. With respect to --

PRESIDENT MANGUM: No, I was just going to say, in the selection criteria, size of institution, size of budget; all of those things were taken care of in the sample size in the peer selection.

DR. FRANCIS: Yes, ma'am. That's the point I was going to make. In the DRU and peer selection process, they basically cluster -- clusters were developed -- and so we looked at number of total faculty as well, which were clustered around the averages so we look very similar to other institutions on those measures.

TRUSTEE GRABLE: Chairman, I just would like to suggest at least thus far, and I'm looking to the rest
of your presentation, that it is appropriate from a statistical analysis view point that you always see the end, okay?

    DR. FRANCIS: Yes, ma'am. It's not a problem.

    TRUSTEE BOYCE: Mr. Chair? So what's next? You have a gap.

    DR. PITTER: That's a great question and a great segway to our closing of our presentation. So as you saw, where we lag is at the assistant professor level; that's where the discrepancy is greatest and we're least competitive. This is a concern because it's at the assistant professor level that FAMU and higher faculty, that if we're not competitive at the assistant professor level, that means we will have difficulty attracting the best faculty to this institution. So it's an issue that needs to be addressed.

    And I also want to reflect beyond the assistant professor level. We also need to be able to retain the faculty that we have, and this means that we need to seek and obtain additional funds for the institution for faculty salaries. This includes not only state funds, but I would suggest private corporate funds as well, because it's going to take several types of initiatives in order to keep FAMU
competitive and to drive the future trajectory of the University, which depends to a great extent, on the caliber of faculty that we can attract. So we need additional funding to hire competitive salaries, especially at the assistant professor level.

We need to stay competitive at all ranks. We need to also be able to retain highly productive faculty already at the University, and we need to be able to offer more endowed professorships so we can attract highly recognized, nationally recognized scholars, to work at FAMU. And we also need to hire faculty in select areas of excellence so that we can build up the national representation of the University in specific disciplines.

So this concludes our presentation, and I would be happy to address any questions.

TRUSTEE TURNBULL: Mr. Chairman, I believe you said that was fifth or sixth -- what was that -- of the state university system where assistant professors (inaudible) Does that mean we fall below? The reason I raise that point is it will be to the Legislature that we will be going to looking at judgment, which means we need to have as much data to support our position as possible, which is exactly right. It is the assistant professor hire that is so vital
important in bringing in nationally recognized
scholars, and this Board won't be meeting before the
session.

And so I'm assuming that is, Madam President,
that issue is being address in this year's budget
request to take a look at the whole issue of faculty
salaries?

PRESIDENT MANGUM: Based upon the way we received
our performance in previous conversations, we
didn't -- we can provide resources as needed. If we
get to a point where we have some resources that are
discretionary or resources that we receive during
performance funding, we can also look at the option to
add to LBR. But at this point with this information,
we still have to put a magnitude around what that
means. Once we have concepted this as a result, we
need to know what that translates into resource --

TRUSTEE TURNBULL: Now, will we also be breaking
this down for disciplines? Because as much as we
would love to say that a history professor gets the
same as a pharmacy professor, I think we know the
reality that there is differences among disciplines,
and will the study go further in looking at that?

PRESIDENT MANGUM: We have that data.

TRUSTEE TURNBULL: We have that data? Okay,
good, good, good.

The last thing I just wanted to mention, and I know we've raised this when I was meeting with the Provost and before our meeting here: In looking at those the peer institutions, and I think that might be a future discussion for our committee to better understand; we're talking about attracting nationally recognized scholars. I'm not sure they're going to come from these peer institutions. And so, I wonder if we're not maybe setting our sights lower than we need to set; that in looking into our peer institutions in most instances we are --

DR. PITTER: That's a better --

TRUSTEE TURNBULL: I don't know how else to say it, so I don't want us to set a standard just so we shy among that group when in fact by comparing ourselves to that group --

DR. PITTER: No, you're correct. If we're going after nationally-recognized scholars, we would look nationwide; we would not commit ourselves to that peer group. They serve a different function.

TRUSTEE TURNBULL: Yeah. Well, it is a critical issue and one that we need to stay on top of so it doesn't come back to us discipline by discipline as has been the case in the past, but we have a clear
handle on where we're going in terms of the plan and the future. Thank you.

TRUSTEE BOYCE: Mr. Chair?

CHAIRMAN BADGER: Yes, sir.

TRUSTEE BOYCE: So I guess what I'm hearing, and I just want to be clear on this, this is not an easy fix based on available resources; is that what I'm hearing? This has to go to the Legislature? There isn't just there is a gap and we have to fill the gap so everybody gets to the car, right? Is that what I'm hearing?

PRESIDENT MANGUM: There are a lot of layers.

TRUSTEE BOYCE: So it has to be within the budget to the Legislature?

PRESIDENT MANGUM: We will need additional resources, absolutely.

TRUSTEE BOYCE: But it doesn't necessarily have to come to the Legislature?

PRESIDENT MANGUM: No.

TRUSTEE BOYCE: And then, so that begs my next question, to fill the gap, how much money is that?

DR. PITTER: You have to drill down, because as Trustee Turnbull said, this was at a very high level so in order to really address disparities you first have to strategize which areas are most essential, in
terms of which areas have the most urgency, which
areas the university wants to place strategic emphasis
on to proceed initially to fill in the gaps that are;
there needs to be a discussion which builds down into
a deeper level to address that.

TRUSTEE BOYCE: So you-all don't know -- all
right. Assistant professors, 64; everyone else being
69 with some assistant professors we have; this will
be the total amount of our dollars to make everybody
involved, and, here's the priorities for step one,
two, three; that's the next steps?

DR. PITTER: Yes. Depending on how the President
wants to address the gaps that have been identified
through this and through more detailed.

TRUSTEE GRABLE: Chairman, what I find most
encouraging, and I would like to at least commend the
President on what this means, and let's just look at
this from an overall standpoint.

As the President of the Faculty Senate, having
been a member for the last three or four years, and of
course there are others that have been out there a lot
longer than I, and arguing for faculty increases, this
really is a pivotal point, because it means this now
is a plan to address faculty salaries, an intentional
plan on behalf of the administration; not, Oh well, we
have gotten the money and we really didn't plan for
it. This is a plan, and this is a very important,
again, milestone in the history of the University, at
least as far as I've been told by others who have been
here much longer and much more experience.

So I think we need to recognize this for what it
is, and I commend you Madam President.

PRESIDENT MANGUM: Thank you for those remarks
and thank you for the presentation. So this will
conclude my remarks for this morning, and this is the
beginning of a discussion around faculty salary and
stat salaries despair that we will be focusing on as
we move forward.

As you can see, it's a very complicated topic,
and is it something I am so elated that I'm going to
have a Provost coming in and have that on her plate.
Thank you.

CHAIRMAN BADGER: Thank you, Dr. Mangum.

TRUSTEE GRAHAM: Madam President, before we move
forward, I just ask that we take a minute to commend
Provost Rodner Wright by serving as Interim Provost,
in the capacity, and for all of his dedication and
work that he's done for us so far.

PRESIDENT MANGUM: The big party for Provost
Wright will occur much later. So I'm sorry, it's a
little soon and he has a couple more months to do his
job before his transition.

CHAIRMAN BADGER: Okay. Now, it's time for us to
now move into public comment.

Attorney Barge-Miles, do we have anyone signing
up for public comment?

ATTORNEY BARGE-MILES: Yes, Dr. Clyde Ashley.

Dr. ASHLEY: Good morning, Chairman Badger, other
members of the Board of Trustees, Dr. Mangum.

I know I have two or three minutes, so let me
speed this up. I am Dr. Clyde Ashley, Associate
Professor in the School of Business and Industry.

A couple of comments. The Board of Trustees, I
want to say to you that you have an awesome
responsibility, in terms for your duties and
responsibility, in terms of setting policy, hiring and
firing the president, fiduciary responsibilities, as
well as setting the tone and guideline.

So indeed, you have a significant role. And so
in carrying out that role, it is very, very important
to have dialogue with all of the constituent groups,
with the President, with the faculty, with the staff,
with the students, with the alumni, with all of the
partners of FAMU. So Board of Trustees, please, carry
out these duties and responsibilities.
To Dr. Mangum: Madam President, I honor you and respect you, and it's important for you, Madam President, to surround yourself with the best of the best; people with backbone and people with the audacity to give you good advice whether it be the right thing to do no matter what. They must give you the advice, and you need to surround yourself with people who will give you that advice no matter what.

So I admonish -- I'm not going to admonish -- Madam President, I admonish you to please do that, in that vein, to have this open line of communication.

Now, I have talked to you personally around getting around and talking with the faculty and meetings with the staff and students. By the way, the Constitution as well as selective bargaining agreement says that the President of the University is the only one that can hire or fire, and the President's designee, and I think everyone needs to understand that.

Board of Trustee members, you have one person that you can hire and fire, and that's the President, and so we all need to understand that there is not a Dean, there is not a department here that can fire a faculty or staff -- only the President can do that. Read the Constitution and read the Collective
Bargaining Agreement, and I think if we all understand
that, we'll all be clear.

Finally, as my time is winding up, this is the
40th anniversary of SBI, and Dr. Sybil Mobley is being
honored this weekend at the University of
Pennsylvania. And I think it's important for -- as
you know, she got her MBA at University of
Pennsylvania, she got a bachelors degree from Albany,
and her PhD from University of Illinois.

If the University of Pennsylvania can honor
Dr. Mobley, I think we here at Florida A&M ought to
also honor Dr. Mobley, so I ask the President and this
Board to do so.

Finally, one of our Trustees members Dr. Belinda
-- Trustee Shannon was honored with the SBI Hall of
Fame inductee, so I would like for the Board to
acknowledge Dr. Shannon.

Thank you very much.

CHAIRMAN BADGER: Thank you, Dr. Ashley.

ATTORNEY BARGE-MILES: Emmanuel Whibey?

(Phonetic).

MR. WHIBEI: Good morning, my name is Emmanuel
Whibey and I'm a professional engineer with State of
Florida and have over 30 years of experience.

It is discussed about FAMU DRS community. For
the past 25 years, I've been a parent at the FAMU DRS, Developmental Research School, and for the past 10 years I've been school of (inaudible) or the President of the PTA.

And honestly, two years ago, I came to the Board of Trustees to tell them that the FAMU DRS was not being utilized based on the statute 1002 (inaudible) the act on that Florida Statute, it was not being utilized for the public, as made for, and in the past two years we've not had anything change at the school.

Take my word for it, the past 10 years our grades have been a "D" or "C." It's public information. Compared to that with other DRS schools in the State of Florida, I'm ashamed as a parent, and I think I've come back again, just to remind you, that we have a statute that is not being followed, 1002 Sidney Morgan Act. (Phonetic.)

I would hope as we go forward we need to follow the statute. The DRS is not meant to be just a research school but also a teaching center. Development for our teachers at DRS, we send them to a school in Chipley. The closest school to Chipley is Chippola College; how we send teachers for development way over there baffles me.

Secondly, my solution, just my solution, the
school has 4 or 500 students. We have one superintendent and three principals. That is a lot of overhead for the school. What I'm suggesting is we have one superintendent or one director report to the vice-president of research. That will free up some funding for the school;

Two, we need only one principal. We don't need three or four principals. That's a lot of overhead;

Three, we need to have the school come up with a template on how to teach our kids in elementary, secondary and high schools, and this template should be reviewed every year by peer review and make sure that our school is conforming to the research standards, and that will be the level of presentation.

I've been there, like I said, for the past 25 years. My two girls, both, and one of them is an attorney who just passed Florida Bar, so it's a good school we just need to improve on it.

Thank you.

CHAIRMAN BADGER: Thank you very much.

ATTORNEY BARGE-MILES: Dr. William Tucker?

CHAIRMAN BADGER: Comment?

TRUSTEE MONTGOMERY: Mr. Chairman, you know, previously we had public comment at the end and there wasn't any time to respond. I think when folks come
forward with items of merit, we should at a minimum require some sort of follow-up and response, and I think the gentleman made some very clear points that I think warrant further discussion and action.

Again, I would ask that the administration to respond to some of the comments, particularly that the DRS continues to remain in "D" and "F" status and a plan to address that so we can move out of that status and into an "A" school.

The second thing was I also thought, and it's been brought up before, but one superintendent and three principals for 500 students seems to be a bit much. You have high schools with one principal, and that seems to be a bit excessive in the area of overhead. But again, not to make that decision, it's an operational decision that's handled by the administration, but I would ask that the administration address the concerns of that gentleman brought forward and report back to us with some action plan or at a minimum to tell us a plan with regard to those two issues. Thank you.

TRUSTEE TURNBULL: Mr. Chairman, in keeping with what Trustee Montgomery is saying, this has been an issue each time on our agenda and we will follow-up --

CHAIRMAN BADGER: Thank you.
TRUSTEE TURNBULL: -- with administration.

CHAIRMAN BADGER: Thank you.

TRUSTEE WARREN: Not to belabor this point, but I think we had presentation yesterday. We saw some movement taking place with DRS and it is going to be great. As we move into -- as the State moves into Common Core as a format, there is likely to be a (inaudible) coming school year on school grades. And I don't want to get bogged down in trying to set a standard to reach, which that will likely be target for the next school year.

Secondly, with the DRS school, I believe is a elementary, middle, and high school, and to have one principal for those three divisions, generally speaking, is impractical. It's worth considering, but the focus for elementary school kids, middle school kids, high school kids is difficult for one principal. And maybe there's another model to employ, but I think as we consider what to do there as to the support recommendation to DRS. Just being mindful of the realities of how to run that.

CHAIRMAN BADGER: Thank you.

TRUSTEE GRABLE: Chairman? I want to agree with everything that's been said previously regarding DRS. And I do recall the presentation yesterday, and as you
recall, we saw improvements in the various categories that they offered up to us: Reading, math, et cetera.

I did ask the question on what was the goal, and the answer was that it would be 100 percent. A lot of time to arrive at the goal you have to set mental progress goals, and I think that might be something that we may want to discuss.

Thank you.

CHAIRMAN BADGER: Thank you. Other comments on DRS? The President is taking notes. I'm sure she will address that.

Now, good to see you.

DR. TUCKER: Good to see you. My name is Bill Tucker. I'm a retired professor in the physics department, and I listened to the meeting yesterday, and Madam President as well, and I heard your comments regarding this study. I've got this thing here that's very voluminous. I stayed up all night reading all of it and it's very interesting stuff, but I'm not going to make many comments on it because I think the President is on target with regard to her comments on it.

However, yesterday, when I was listening to your comments, I heard something that dragged me here today and I think it was -- Trustee Montgomery, was it you
who brought this up and you asked for this to be on
the agenda? Am I correct, because I couldn't see who
it was? Who was it? Whoever it was, some of the
comments that I heard -- the comment that I heard was
board members are one side or the other on this issue,
and that's what scared me. That's a scary, scary
scenario, because this is where the fight is going to
come. It's going to come to you, and if there is a
fight -- and there is going to be one -- it's going to
be dependent on the Board and any equivocation on the
part of the Board is a dangerous, dangerous thing and
I hope I don't see anybody here that feels we ought to
give that school away.

If you look at the issue, you will see that's not
a good scenario, and it's a disastrous road to go
down, so I hope all of you are with us and you're
going to stay with the fight, stay the course and
support the maintenance of the joint program.

There is no separation and there will be not be
any if there is any. So please stay with the
President on this. I think she's on the right track,
but we are going to need to have the Board go down a
different road, by any means.

CHAIRMAN BADGER: Any questions? Hearing none,
thank you.
ATTORNEY BARGE-MILES: Dr. Davenport?

DR. DAVENPORT: Good morning, everyone, and to the new trustees, I am Elizabeth Davenport -- I usually don't introduce myself -- and I am President of the United Faculty of Florida FAMU.

Well, United Faculty of Florida at FAMU is at impasse with you, the Board of Trustees. And I hope your legal consult gave you all of the information, but I want to give you a couple of facts, because we have also gone over salaries, and I sent you all an announcement on our research about how we place in the SUS. And I'll say it again, if you would like, because my researchers back there had problems. The study is not a plan. I would like a copy of that study, but it's not a plan, okay?

All right. I was encouraged. When we declared impasse, we declared it because we didn't believe that further talks would result in positive outcomes, and that's impasse.

And there are a couple of things I just wanted to say. One, salaries, so everybody has done the work on salaries. I compared us to the SUS and if the President Mangum wants to be a world-class university, that will require world-class salaries. And right now, it would take a big gap, if you just want to
catch up with the SUS, okay?

And I heard Trustee Turnbull say, you know, when you compare us to other institutions, that's fine, but is it our related institutions, that's fine. But to just compare us to the SUS and we will have -- you'll see the big problem we see.

But it's not just about salaries. Several times I told the administration team, we will not accept status quo. Higher education trends dictate that we as a university keep our contract competitive and make changes, so I want you to know that it's not about salaries. But to offer -- our median income is 52,000; to offer one percent, which would be $520, to a faculty that has not had any raises in years is an insult.

Finally, I welcome our new Provost. Maybe with a second University of Michigan Law graduate on the faculty, we will get some things done. Anyways, we look forward to resolving this issue in front of PERC or in front of you.

Have a great day.

CHAIRMAN BADGER: Thank you.

ATTORNEY BARGE-MILES: Dr. Maurice Holder.

DR. HOLDER: Good morning, Madam President, Dr. Badger and members of the Board. I, too, like
Bill Tucker listened on the radio yesterday because I had a bunch of students who were waiting on me to make sure they get the right grade for the semester. But I thought that I would make a few comments, and the few comments are along my continued efforts to get this Board to understand that the images that you represent and the images of the University both internal and external, and we talked about all of this on several occasions. We have to be concerned of the internal image and external image such that (inaudible) carries over into what I do in the classroom. It carries over into what scholarships can be afforded the University. And then it says to me, that if you hire the President, you ought to have the confidence and let her do or him do what you hired him or her to do, and if you don't do that then that image is even more tarnished.

You know, we've come a long way from a normal college to FAMC and FAMU, and we have had a whole lot of presidents. We didn't put no limitations on Humphries, we didn't put no limitations on Lee, and now that we are on a position to move to another level, and those individuals who appoint individuals of this Board ought to be concerned as to what kind of image they're sending from the Board to the rest of
this institution. And that's probably needed to be talked about: What is your image and how is it being seen outside of this room and the rest of the world. Thank you very much.

CHAIRMAN BADGER: Thank you, Dr. Holder. Any questions of Dr. Holder?

Thank you very much.

TRUSTEE GRABLE: Mr. Chairman?

CHAIRMAN BADGER: Yes.

TRUSTEE GRABLE: I actually want to think for a minute before saying this, but I would like to respond to Dr. Davenport.

Dr. Davenport, we're on the same page. My inference referring to the plan suggesting that the President is seeking to plan for a request of the Legislature for dollars to increase faculty salaries. I was not referring to the report as a plan, but that is hopefully a little bit more clarification of what I intended. Thank you.

CHAIRMAN BADGER: Thank you.

TRUSTEE MONTGOMERY: Mr. Chairman, I have a comment. I rarely respond to public comment, but I have such a tremendous level of respect for Dr. Holder and also Mr. Tucker in terms of what they said. And in clarification's sake, the government relation folks
talked about advocating for FAMU's position. And just to state clearly for the record, I was simply sharing with everyone that the Board has not taken a position. So it's very difficult to advocate for a position when you don't know what it is. And so any discussion among Board members -- and we've talked among ourselves. We've had retreats we've had collectively as a body, and basically, we've come to the point where we have said that we can have a robust discussion, we have disagreements, but once the decision is made we proceed forward as a collective body.

But unfortunately, when it comes to the engineering school there has not been a discussion. So again, this is not something -- I'm of the opinion until we have a collective discussion as a Board, I'm of the opinion it is a board level decision, given the implications of potential separation. Does that mean FAMU College of Engineering is object its own; what does that mean to be fully funded; will there be federal action taken and lawsuits. There's so many things that can go together I think it's so important that at some point the Board should have a discussion. But there is no idea -- (inaudible) not that the board should that be together
on this, but you can't move forward with to advocate on.

So again, I rarely discuss public comment, but both of those gentlemen made comments and I did want to address that before the board.

In addition, Mr. Chairman, I would ask in accordance with 519.1 that we add a discussion on the engineering school, not necessarily to take a position. But again, if the government -- even if the position is ruled "wait," at this point the Board has not spoken with regard to where we're attempting to go with regard to the engineering school, and I think is worthy of at least a board level discussion at some point.

CHAIRMAN BADGER: Thank you. Any further questions or any further comments from the Board?

Hearing none, we move into committee reports beginning with Academic Affairs.

TRUSTEE TURNBULL: Mr. Chairman, the Academic Affairs Committee has three action items and four information items.

First, President Mangum presented the tenure upon appointment for Marcella David. Ms. David will serve as Provost and Vice-President For Academic Affairs.

Mr. Chairman, I move that the Board of Trustees
approve the tenure upon appointment for Marcella David.

CHAIRMAN BADGER: You have heard the motion; is there a second?

TRUSTEE MOORE: Second.

CHAIRMAN BADGER: Any discussion? Those in favor of the motion, let it be known by the sign of "aye."

(All answer affirmatively.)

CHAIRMAN BADGER: Oppose, same sign.

Motion passes.

You may proceed.

TRUSTEE TURNBULL: Next, the minutes of the meeting of September 10, 2014, were approved. Interim Provost Wright presented a request for a new regulation, Regulation 4.107, Students in Military Service. In accordance with Chapter 1004.07 Florida Statutes, each "State university Board of Trustees shall establish policies regarding currently enrolled students who are called to or enlist in active military service."

Mr. Chairman, I move that the Board of Trustees approve the BOT Regulation 4.107 for notice and adoption after the expiration of the 30-day notice period, provided there are no public comments, in accordance with Florida Board of Governor's Regulation
Development Procedure.

CHAIRMAN BADGER: You've heard the motion; is there a second?

TRUSTEE MOORE: Second.

CHAIRMAN BADGER: Any discussion?

Those in favor of the motion, let it be known by the sign "aye."

(All answer affirmatively.)

CHAIRMAN BADGER: Oppose, same sign. Hearing none, motion passes.

TRUSTEE TURNBULL: The first informational item was a presentation by Dr. Michael Smith regarding the Medical Scholars Program which is a new exciting partnership between the Charles E. Schmidt College of Medicine at Florida Atlantic University and Florida A&M University. The overall goal of the agreement is to attract and enroll outstanding high school seniors who have made an early and informed decision to ultimately pursue a doctoral degree in the field of medicine.

Next, the Division of Academic Affairs' update included responses to the follow-up questions from the September BOT meeting regarding the USDA land acquisition and the access to the opportunity admits. A copy of the 2014-2015 Accreditation Activities was
posted on the website. In addition, Ms. Brittanian Gamble, Director of the Undergraduate Student Success Center provided an overview of the center and new initiatives planned.

Next, Dr. Green-Powell and Dr. Hodge presented an update on FAMU DRS.

The final information item was an update by Dr. Edington on NSF and NIH fellowships.

Mr. Chairman, this concludes my report.

CHAIRMAN BADGER: Thank you, Trustee Turnbull.

Trustee Montgomery?

TRUSTEE MONTGOMERY: Mr. Chairman, the Budget and Finance Committee has three action items and eight informational items.

The Chairman amended the agenda to add an additional presentation. Commissioner William Proctor and Christina Peredes were recognized to make a brief presentation on Economic Development Opportunities.

The Committee heard and requested to approve the September 10, 2014 minutes.

Mr. Chairman, I move that the Board of Trustees approve the Budget and Finance Committee minutes for September 10, 2014 and June 4, 2014.

CHAIRMAN BADGER: You heard the motion. And a second?
TRUSTEE MOORE: Second.

CHAIRMAN BADGER: Is that a second?

TRUSTEE MOORE: Yes.

CHAIRMAN BADGER: Motion and second. Is there any discussion? Hearing none, those in favor, let it be known by the sign of "aye."

(All answer affirmatively.)

CHAIRMAN BADGER: Oppose, same sign.

Motion passes.

TRUSTEE MONTGOMERY: Next, the Committee heard a request for approval of Authorized Signatories for University checks.

Mr. Chairman, I move that the Board of Trustees approve the resolution and update Authorized Signatories for University checks.

CHAIRMAN BADGER: Motion and second.

TRUSTEE ALSTON: Second.

CHAIRMAN BADGER: Let it be known by the sign of "aye."

(All answer affirmatively.)

CHAIRMAN BADGER: Oppose, same sign.

Motion passes. You may proceed.

TRUSTEE MONTGOMERY: The Committee heard a request for approval of Amendments to the fiscal year 2014-15 operating budget.
Mr. Chairman, I move that the Board of Trustees approve the Amendments to the fiscal year 2014-15 Operating Budget.

CHAIRMAN BADGER: You've heard the motion. Is there a second?

TRUSTEE ALSTON: Second.

TRUSTEE TURNBULL: Second.

CHAIRMAN BADGER: Motion and second. Any discussion on the motion? Hearing none, those in favor let it be known by the sign "aye."

(All answer affirmatively.)

CHAIRMAN BADGER: Oppose, same sign.

Motion passes.

TRUSTEE MONTGOMERY: The Committee heard reports on the following eight informational items.

The Committee heard a report on the quarterly financial status of the University. The University expenditures for the fiscal year 2014-15 are well within budget and that the University's cash and investment plans remain healthy. No budgetary financial issues were anticipated for fiscal year 2014-15.

The Committee heard a report on contracts over $100,000. They included: Talcor Commercial Real Estate for $267,284.59; WRS Compass for $121,245.38;
Nixclusive Events, LLC, for $153,000; Blackboard
Student Management Suite for $569,022.99; and,
University of South Florida (sub-recipient) for
$492,911.00.

The Committee heard an update on Athletics.

Included in the presentation was a budget update and
information on two multi-year contracts, which were
for Byron Samuels, Head Basketball Coach, and LeDawn
Gibson Head women's basketball coach.

The Committee also received a report on Executive
Service Level Personnel and associated salaries.

The Committee received a report on FAMU Branding
Expenditures over the last three fiscal years.

Finally, the Committee received a report on the
University's readiness for campus-wide emergencies.

Mr. Chairman, this concludes my report.

CHAIRMAN BADGER: Any discussion? Thank you.

Trustee Alston?

TRUSTEE ALSTON: Thank you, Mr. Chair. I
actually asked Vice-Chair Graham to read this report.

CHAIRMAN BADGER: Trustee Graham.

TRUSTEE GRAHAM: Thank you, Mr. Chair.

The first action item was a motion by Chairman
Alston for the approval of the minutes from the
September 10, 2014 meeting. The minutes were accepted
as presented.

The second action item was a requested approval of the multi-year employment contract extension for LeDawn Gibson presented by Vice-President Hudson.

Athletic Director Kellen Winslow and President Mangum recommend the approval of a three-year employment contract extension for LeDawn Gibson, the Head Women's Basketball Coach at Florida A&M University. LeDawn Gibson is entering her 7th season as the Head Coach of the FAMU's Women's Basketball Program, looking forward to her 100th career win as a collegiate coach and the elusive Mid-Eastern Athletic Conference title.

In six seasons, Coach Gibson has compiled a 97-84 record overall, while posting a 57-39 record in MEAC play. Coach Gibson's 97 wins are the third most wins ever by a FAMU coach in their six years at the helm. Coach Gibson has produced two student athletes who are MEAC Players of the Year in 2014 and 2012. Over the entirety of her coaching career, Coach Gibson guided her teams to finish in the league's top four three times in 2011, 2012 and 2014. Her student athletes have performed as well as the team, both on the court and in the classroom.

Mr. Chairman, we recommend the approval of the
multi-year employment contract extension for
Ms. LeDawn Gibson, Head Women's Basketball Coach at
Florida A&M. The action was moved for approval by
Trustee Grable and seconded by Trustee Turnbull. The
motion carried.

Mr. Chair, I move that the multi-year contract
for Coach Gibson.

CHAIRMAN BADGER: I've heard the motion and it's
been seconded. The motion and second. Any
discussion?

TRUSTEE ALSTON: Yes, Mr. Chair.

CHAIRMAN BADGER: Go ahead.

TRUSTEE ALSTON: Thank you. The reason I asked
Vice-Chair Graham to reiterate for the record, again
there appears to be a major equity issue on these two
contracts. Based on that principle, I'll be voting
"no," so please reflect that in the record. And of
course, my comments on the record yesterday will be
reflected as well.

Thank you.

CHAIRMAN BADGER: Thank you. Any other
discussion? Hearing none, those in favor of the
motion, let it be known by the sign "aye."

Oppose, same sign.

TRUSTEE ALSTON: No.
TRUSTEE GRABLE: No.

CHAIRMAN BADGER: I'm going to record a "no" for myself for the same reason. Motion passes. You may proceed.

TRUSTEE GRAHAM: Next, Dr. Hudson presented multi-year employment contract for Byron Samuels. Athletic Director Kellen Winslow and President Mangum recommend approval of a three-year employment contract for Byron Samuels, the Head Men's Basketball Coach at Florida A&M University. Byron comes to FAMU from the University of Georgia, when he served as the Basketball Operations Coordinator since June of 2013. While at Georgia, Coach Samuels was responsible for oversight of the players day-to-day schedules and their academic performance, assisting with the program's on-campus recruiting efforts, summer camps and community outreach. His career experiences include three head coaching posts, two at four-year schools, and one in the junior college ranks.

Coach Samuels' first head coaching job came at Mid-Eastern Athletic Conference member Hampton University. During his two-year stint, he helped the Pirates with their transition to NCAA Division I status. Samuels was the head coach at Radford University from 2002-07 after serving one season there.
as an assistant coach. His tenure with the
Highlanders included an appearance in the league's
tournament championship game, as well as several
player and team accolades, both on the court and in
the classroom. Over the entirety of his career,
Samuels helped guide six teams to post-season bids.
Coach Samuels received his Bachelor of Science in
Personnel Management from UNC Asheville and a Masters
in Education from Western Carolina.

Mr. Chairman, we recommend approval of the multi-
year employment contract for Mr. Byron Samuels, Head
Men's Basketball Coach at Florida A&M University. The
action was moved for approval by Trustee Turnbull and
seconded by Trustee Grable; the motion carried.

Mr. Chair, I move that the Board of Trustees
approve the multi-year employment contract for Coach
Samuels.

CHAIRMAN BADGER: You've heard the motion; is
there a second?

TRUSTEE TURNBULL: Second.

CHAIRMAN BADGER: Motion and second. Discussion?

TRUSTEE WARREN: Yes.

TRUSTEE MCWILLIAMS: Yes.

CHAIRMAN BADGER: We'll start with Trustee
Warren.
TRUSTEE WARREN: Mr. Chair, I would just for the record like to indicate that I have an issue with the equity issue, if you will, between the two contracts but I would prefer and I voted for the previous contract. I'm voting for this one as well, structurally is fine, but there's a glaring disparity of compensation of the two coaches, where when we both get them on the books it will be difficult to address them I presume. But I think, for the record, we haven't all voted against it, just for the record. But I would like to say that I have some heartburn with the disparity between the two.

CHAIRMAN BADGER: Thank you.

Trustee McWilliams?

TRUSTEE MCWILLIAMS: Yes. I would just like to say that Coach Gibson has an established record and voted for that contract. On the other hand, with all due respect, the men's coach has not justified royalty here in contract to that and without any performance criteria, so I wish him well and support the program, but I can't vote yes on that multi-year contract.

CHAIRMAN BADGER: Thank you.

TRUSTEE ALSTON: I think I will vote no again.

Thank you.

TRUSTEE MONTGOMERY: Mr. Chairman, I would also
have comment to Trustee McWilliams and Trustee Warren. We know that there generally are disparities on the men's and women's coaches side of it, but more so in line, I think there should be some sort of way to evaluate the performance with regard to the actual contract.

So, I am going to also not vote in favor of moving that forward. I know we have to proceed with the process and the ability to have our basketball team move forward in a positive way, but I think that's something we can address. Thank you.

CHAIRMAN BADGER: Okay. Those in favor of the motion, let it be known by the sign "aye."

Hold up a minute.

Trustee Boyce?

TRUSTEE BOYCE: There's a lot of discussion here about pay disparity; is there a way to fix that before we move forward?

CHAIRMAN BADGER: No, we need to send that back here to be voted up.

Trustee Turnbull?

TRUSTEE TURNBULL: Yeah, just in the terms of timing then, does that mean that leaves us without a coach?

CHAIRMAN BADGER: I don't think so. Can you
respond to that?

TRUSTEE TURNBULL: Because we're going into the season.

PRESIDENT MANGUM: We have a contract with the coaches; it's just an annual contract right now.

TRUSTEE TURNBULL: Okay.

PRESIDENT MANGUM: This is trying to move to a multi-year contract.

TRUSTEE TURNBULL: Okay, got you.

CHAIRMAN BADGER: Any other discussion?

TRUSTEE BOYCE: So just so I'm clear, if it gets voted down "no," it goes back to the Committee and then what are the next steps? Because there's clearly, people should be paid equally is my feeling, so is there a way to rectify that so that it could then come up to vote again? Just trying to get an understanding of what the process is --

CHAIRMAN BADGER: -- moving forward. Do you need to weigh in on that?

TRUSTEE BOYCE: I know the implications of a "yes" vote is a multi-year agreement, but what happens in the terms of a "no" vote in terms of I'm trying to address pay disparity?

ATTORNEY MCKNIGHT: If I understand correctly, both of these individuals have employment contracts.
So what the Board is actually doing is simply voting on a multi-year appointment aspect of that. So if there are contracts in place then both individuals have agreed to the salary provided.

TRUSTEE ALSTON: Mr. Chair?

CHAIRMAN BADGER: Trustee Alston?

TRUSTEE ALSTON: Thank you. And hopefully, this will provide some clarity.

So you're suggesting a "no" vote; there are other options and the options would be that they would not have a multi-year contract. It would be like a year-to-year contract or something else that's in place; is that what you're suggesting?

ATTORNEY MCKNIGHT: No. I'm just, factually, these individuals are under contracts and they've agreed to annual salaries as presented in the multi-year appointments. But pursuant to the Board's policy, all multi-year appointments are to come before the Board.

TRUSTEE ALSTON: Understood. Thank you.

TRUSTEE BOYCE: But even if there's year-to-year, isn't there still disparity?

ATTORNEY MCKNIGHT: I don't have -- I haven't seen a contract, but traditionally what happens for any is you get a single contract, right -- and I'm
assuming that's what they have, and I don't know if
Joyce is here, the HR director, but she could probably
opine. So I don't know.

They have an A & P contract.

TRUSTEE BOYCE: And the question would be
perhaps -- maybe you don't have the answer, I
apologize for this -- are they paid equally in their
annual contracts?

ATTORNEY MCKNIGHT: No.

TRUSTEE BOYCE: Okay. So perhaps, and I don't
know the answer to this, perhaps there might be a
resolution to try and fix that? That's just my two
cents.

CHAIRMAN BADGER: Trustee Turnbull?

TRUSTEE TURNBULL: Yeah, I see where you're going
in trying to get some clarification at this stage.
They sign an annual contract. It's in place. This
would bring forward a two-year contract with the
same -- if we don't pass the multi-year, then they
would be renegotiating for the annual contract next
year, and it would seem to me that would be the time
to address; am I correct in that?

TRUSTEE BOYCE: Whether she's correct or not --

CHAIRMAN BADGER: I'm sorry?

TRUSTEE BOYCE: Is she correct on that
assessment? That if you voted down at the point of renegotiation, it could then be addressed?

TRUSTEE TURNBULL: That would not be doing anything with this year's contract; it's already in place, but rather than wait two years to readdress, we readdress it next year. That's an option.

CHAIRMAN BADGER: Would you like to speak to this?

MS. INGRAM: Yes, to bring some clarity when you have A&P contract, when you're negotiating at the end of each year, those contracts automatically renew, unless there's some other employment actions they place, so I understand your concern there are several issues on the table, the amount of salaries that are currently in the contract and whether or not -- can you hear me now? Okay.

I indicated that the A&P employment contracts are renewed on an annual basis. There's not renegotiating at the end of the 12-month period of time. So the salaries that are there are the salaries that will be there, unless there's other types of pay increases that take place to increase those salaries.

So I think there are several issues on the table in terms of having a multi-year contract versus the salaries that people are currently being paid, and
those issues should be addressed internally as well as
to whether or not they increase salaries.

Thank you.

TRUSTEE ALSTON: Mr. Chair?

CHAIRMAN BADGER: Trustee Alston?

TRUSTEE ALSTON: I apologize to Vice-Chair Graham
for being put in the middle of this, but the reason I
brought it to the forefront yesterday and again today
is really two-fold: One, because I know that we can
make a statement today on the message that we send:
And then secondly, hopefully, I'm sure the President
is listening and as attentive to our discussion, so as
a take-away, the President and her team moving forward
will look at these types of issues. So for me, that's
why I was (inaudible,) and I restated my position
yesterday. And it will be a "no" again today, but the
take-away is hopefully as we put together these
contracts with Trustee Lawson and our President, but
we discussed a few different issues that I'm sure will
come up in a future report as well about the contents
of all contracts, types of things that we believe that
should be collectively included, so that's why I
mentioned that.

Thank you.

CHAIRMAN BADGER: Thank you. Any further
discussion? Hearing none, will you restate the motion, please?

TRUSTEE GRAHAM: Mr. Chair, I move that the FAMU Board of Trustees approve a multi-year employment contract for the Coach Samuels.

CHAIRMAN BADGER: You've heard the motion. You've heard the discussion. Those in favor of the motion, vote "aye."

TRUSTEE TURNBULL: "Aye."

CHAIRMAN BADGER: Oppose, same sign.

All others oppose.

Motion failed. Divide of the House.

Can you call the roll, please?

ATTORNEY BARGE-MILES: Trustee Alston?

TRUSTEE ALSTON: No.

ATTORNEY BARGE-MILES: Trustee Badger?

CHAIRMAN BADGER: No.

ATTORNEY BARGE-MILES: Trustee Boyce?

TRUSTEE BOYCE: No.

ATTORNEY BARGE-MILES: Trustee Grable?

TRUSTEE GRABLE: No.

ATTORNEY BARGE-MILES: Trustee Graham?

TRUSTEE GRAHAM: No.

ATTORNEY BARGE-MILES: Trustee Lawson?

Trustee McWilliams?
TRUSTEE MCWILLIAMS: No.

ATTORNEY BARGE-MILES: Trustee Montgomery?

TRUSTEE MONTGOMERY: No.

ATTORNEY BARGE-MILES: Trustee Moore?

TRUSTEE MOORE: No.

ATTORNEY BARGE-MILES: Trustee Shannon?

TRUSTEE SHANNON: No.

ATTORNEY BARGE-MILES: Trustee Turnbull?

TRUSTEE TURNBULL: Yes.

ATTORNEY BARGE-MILES: Trustee Warren?

TRUSTEE WARREN: No.

CHAIRMAN BADGER: Thank you, motion fails.

TRUSTEE GRAHAM: Trustee Tonnette Graham provided the Student Government Association Updates.

Vice-President Hudson provided the Division of Student Affairs update, which included:

As of November 25, 2014, we have received 1092 applications compared to 915 and admitted 285 students compare to the 179 last year. The average GPA is 3.58 and test scores 1474 SAT/21.5 ACT.

The TCC2FAMU program has been finalized and MOU signed by both institutions. Dr. Hudson has scheduled a meeting with Alan Moran, Vice President of Marketing and Communications at TCC on Tuesday, December 9, 2014.
The Financial Aid update was provided which included the amount of federal, institutional, private and state funding to 9,737 students. A brief discussion concerning the verification process and potential change in financial aid for the 2015/2016 academic year ensued and Trustee Turnbull distributed an article from the New York Times discussing the impact of finances on graduation.

The Fall Intake update indicated one organization held fall intake. It is and that six organizations will participate in the intake process in the spring.

The LGBTQA update consisted of the previous committee meetings and a future meeting in December. The committee requested a name change to reflect the current work of the committee is no longer focused primarily on fact-finding, but has moved on to address program development and campus climate issues. Members also wanted the name to reflect that it was inclusive of "allies." Dr. Hudson approved the request and the committee is now referred to the FAMU LGBTQA Committee. A brief discussion was held on committee representation, Best Practices, SafeZone training, Student Activities and future plans and activities.

Mr. Bryan Smith, Assistant to Vice-President for
Student Affairs presented information on anti-hazing and Ombudsperson functions.

The Campus Safety update indicated the Florida A&M Department of Public Safety began accreditation process with the Commission for Florida law enforcement accreditation. This is normally a 24-month process that the Department was able to complete in just 9 months. The assessment team leader held an exit interview with Chief Calloway and expressed the team's overall satisfaction that the Department is in compliance with all applicable standards. There were no files sent back for review and no corrective actions needed.

The Department will be presented to the full Commission for Florida Law Enforcement Accreditation Commission for review at the next meeting to be held February 25, 2015, in Daytona Beach, Florida. The Department expects to be granted full accredited status. The Department will be scheduled for a full re-accreditation review in October 2017.

A presentation of updates for the FAMU Athletic Department was provided by AD Winslow, to include the following student activities:

   Working Environment Branding, Fan Experience Branding, the SACS, and the website relaunch.
Please visit www.famuathletics.com and feel free to provide your comments.

Mr. Chairman, this concludes my report.

Audit and Compliance.

TRUSTEE ALSTON: Yes, thank you, Mr. Chair.

I'll be giving this report on behalf of Trustee White who had to leave early for a flight.

Vice-President came to present the report on the activities for September, 2014. The following projects were processed:

Athletics investigation non-FCAA related, process review, pharmacy phase two investigation, audit of performance funding metrix, audit of centralized cash collections.

A follow-up of findings and final audits were given for the centralized cash collections audit, issued March 2013 and (inaudible) program issued June, 2013.

It was reported that corrective action complimented for all findings reported for the centralized cash collections audit and the program was terminated.

The results of the follow-up reports by (inaudible) for exiting counsel procedure. IT-related findings and purchasing car and travel expenses. The
findings, management response and responsible
employees presented the possible consequences for
noncompliant University procedures were discussed.
The division received 23 allegations from July,
2014, through October, 2014; of the 23 allegations
filed for issue, five are closed, no investigation;
five are in process; seven have been referred to
another department for review, and one is pending
investigation.
Here are the categories: (inaudible). Six
financial and business integrity 16 misuse and
misappropriation of assets or information one.
Also, there was information provided on
self-assessment and regarding resources for department
division is making a position as to advertise.
This concludes the Division of Audit and
Compliance report.
CHAIRMAN BADGER: Thank you.
TRUSTEE ALSTON: There were no action items.
CHAIRMAN BADGER: Thank you. Direct Support, is
Trustee Shannon is still on the line?
TRUSTEE SHANNON: Yes, but I believe Trustee
Turnbull will be giving the report.
CHAIRMAN BADGER: Trustee Turnbull?
TRUSTEE TURNBULL: Yes, thank you, Mr. Chairman.
The Direct Support Organization Committee has three action items and several items. Dr. Haynes presented to the committee amendments to the FAMU Foundation bylaws which clarify wording in sections in the existing bylaws; did not alter substance of those sections. The changes are from a series of amendments that were voted on by the FAMU Foundation Board and approved during their Fall 2013 board meeting.

The Committee motioned to accept the recommended changes to the FAMU Foundation bylaws and unanimously voted to recommend to the Board for approval.

I move that the Board of Trustees approve the recommended changes to the FAMU Foundation bylaws.

CHAIRMAN BADGER: You heard the motion.

TRUSTEE MOORE: Second.

CHAIRMAN BADGER: Any discussion? Hearing none, all those in favor, let it be known by the sign "aye."

Oppose, same sign. Motion passes.

TRUSTEE TURNBULL: There was an additional amendment to the bylaws that had to do with a provision in the Memorandum of Understanding, which will be addressed in the next motion.

But under that Memorandum of Understanding, University President is not to serve on the Foundation Audit Committee, and this is in keeping with modern
best practices and in the current direction that Foundations are going with regard to audit committees.

The Committee moved to accept Resolution 2014-1 amending the Foundation bylaws and unanimously voted to recommend to the Board for approval, and I move that the Board approve Resolution 2014-1 amending Foundation bylaws to this respect.

TRUSTEE ALSTON: Second.

CHAIRMAN BADGER: Motion and second. All those in favor, let it be known by the sign "aye."

(All answer affirmatively.)

CHAIRMAN BADGER: Oppose, same sign.

Motion passes.

TRUSTEE TURNBULL: Vice-President Haynes then presented the Memorandum of Understanding between the FAMU Foundation and the DSO Committee. The MOU that was developed more specifically outlined the relationship of the Foundation and the University. The MOU was approved by the FAMU Foundation Board of Directors, fall, 2014, board meeting and is now being presented to the Board of Trustees for final ratification.

Mr. Chairman, I move that the Board of Trustees approve the memorandum of understanding between the University and the FAMU Foundation.
CHAIRMAN BADGER: Motion. Second?

Those in favor?

(All answer affirmatively.)

All opposed, same sign. Motion passes.

TRUSTEE TURNBULL: Vice-President Haynes then provided the Committee report on the division's progress on the Board of Trustees goals. The division strategic goal 4.1 enhances institutional fund raising in its goal of 5.5. Dr. Haynes reported several fundraising initiatives. President's inauguration and scholarship Gala which brought in $558,842;

FAMU's participation in "Giving Tuesday" on yesterday brought in over 13,000;

The "10 for $10" giving campaign currently totaling $149,000 in cash and pledges, and this is a good example of how small gifts can go a very long way;

And an extraordinary multi-million dollar alumni gift, a six-figure gift.

Strategies for the 3rd and 4th quarters were also presented. To-date, the University has been the beneficiary of over 4,000 donors which is a 175% increase in donors over last year this time.

Dr. Haynes presented several Foundation updates:

The Foundation received a final copy of its
operational audit by which no egregious findings were reported.

The Fall Foundation Board of Directors meeting was held November 22, 2014 in Orlando. The new Board Chair and Board members were announced to the DSO Committee will be following up on those recommendations. The Fall Foundation Board of Directors meeting was held November 22, 2014. The new Board Chair and Board members were announced to the DSO Committee. And as I commented yesterday, at the meeting it was a very, very positive meeting bringing on some new key members of the board with substantial expertise in real estate investment finance and banking.

The investment returns for the period ending September 30, 2014 were presented. Overall, portfolio performance has been impacted by a significant amount of volatility in the market.

Dr. Haynes presented updates for the Office of Alumni Affairs:

Per the recommendation of President Mangum, Alumni Affairs has chartered its First International Alumni Chapter, the West Africa Land Chapter, based in Nigeria.

The alumni has worked with University Advancement
on a campaign launched this Fall to raise critical
dollars for the FAMU Athletic Department. The dollars
will support four initiatives: The field house,
travel for athletes; golf and tennis.

Dr. Haynes presented an update on Rattler
Boosters:

The FAMU President is still assessing the Booster
organization; a search will be launched to fill the
executive director position.

Mr. Chairman, this concludes the report of the
DSO Committee.

CHAIRMAN BADGER: Thank you, Trustee Turnbull.

Facilities Planning Committee?

TRUSTEE MOWILLIAMS: The report of the Facilities
Planning Committee includes two action items and three
informational items on the status of four ongoing
construction projects, Master Plan update, and
Recreational Center Chiller Replacement Project.

The first action item was the approval of the
Minutes for the Facilities Planning Committee Meeting
of September 10, 2014.

The second action item that the Facilities
Planning Committee heard was a presentation by
Dr. Kendall Jones, Interim Associate Vice-President
for Construction and Facilities Management, regarding
the adoption of the Campus Development Agreement with
the City of Tallahassee.

To implement the Campus Master Plan, the
University is required to enter into a Campus
Development Agreement with the host local government.

On March 13, 2013, the 2010-20 Florida A&M University
Campus Master Plan update was presented to the City of
Tallahassee Commission whereupon the University and
City staff initiated preparation of the campus
development agreement. Therefore, the Facilities
Planning Committee recommends that the Florida A&M
University 2010-20 Campus Development Agreement be
approved by the Board of Trustees for adoption in
accordance with 1013.30 F.S.

Mr. Chairman, I move that the Board of Trustees
approve the adoption of the Campus Development
Agreement. Facilities Planning in Construction in
accordance with 1013.30 will seek final approval of
the Campus Development Agreement with the City of
Tallahassee.

CHAIRMAN BADGER: You heard the motion.

TRUSTEE ALSTON: Second.

CHAIRMAN BADGER: Motion and second. Any
discussion? Hearing none, those in favor, let it be
known by the sign "aye."
(All answer in the affirmative.)

CHAIRMAN BADGER: Oppose, same sign.

Motion passes.

TRUSTEE MCWILLIAMS: Thank you.

Next, the Facilities Planning Commission heard informational updates presented by Mr. Jones on the status of four construction projects.

For the second information item, Mr. Jones shared plans to update the existing Master Plan to insure that the Master Plan is consistent with the President's initiatives and current strategic plans for the University. This update process will focus on land acquisition, pedestrian walkways, landscape and beautification, security, and future building elements in accordance with 1013.30.

The Facilities Planning Committee requested a project conceptual plan to projected cost and a project timeline for Athletic Fieldhouse short-term enhancements to be developed and provided to the Facilities Planning Committee in three and one half weeks. The facilities Department will work with the Athletic Director to insure operational needs are factored into this conceptual plan. Also, the facilities department staff was requested to provide a Facilities Planning Committee with a report reflecting
the overall deferred maintenance needs of the University facilities.

The final information item was shared with the Facilities Planning Committee was a plan to fund the Recreational Center's Chiller Replacement Project with Capital Improvement Trust Funds.

The Student Government Association in conjunction with the president has agreed to utilize $150,000 of the CITF funding that was appropriated by the Legislature to fund the cost of this had capital renewal effort.

Mr. Chairman, this concludes the report of the Facilities Planning Committee.

CHAIRMAN BADGER: Thank you, Trustee McWilliams. This next is Athletic Committee. It was appointed at our last meeting and I think this will be our first report to the board. And I think Trustee Graham is going to make that report.

TRUSTEE GRAHAM: Yes, sir.

The Special Committee on Athletics met yesterday and approved the minutes from testimony November 7, 2014 meeting.

Joyce Ingram, Assistant Vice-President for HR provided an update regarding the selection of the head football coach. She indicated that the search
committee and chair have been selected and Trustees McWilliams and Boyce are ex officio members.

The second meeting of the search committee will be held this Friday, December 5, 2014. At that meeting the committee will review the selection criteria and interview questions. The overall plan includes reducing the pool from 44 to five.

The five candidates will be interviewed by the committee via Skype and three finalists will be selected. The three finalists will interview with stakeholders on campus and President Mangum will make the final decision.

The committee asked AVP Ingram to provide the Board a written document which outlines the search criteria, the process and the milestones. She was also asked to notify the Board of all search committee meetings.

A.D. Winslow reported that the golf and tennis will compete in the spring. He also stated that he has raised $34,000 for the athletic programs.

The Committee asked VP Cassidy to provide a plan to renovate the field-house. The plan, in which is due to the Board in 3.5 weeks, January 2, 2015, will identify what dollars can be used for the project and next steps.
Mr. Chair, this concludes my report.

CHAIRMAN BADGER: Thank you. Any questions?

Discussion? Is there any further business to come before the board? Hearing none -- Trustee Shannon, are you on the line?

TRUSTEE SHANNON: Yes. And just my apology to the Board of Trustees for being unable attend in person. But one thing I wanted to do is I didn't want this moment to pass without underscoring the previous accolades that Dr. Mangum gave to the Marching 100, because I just wanted to say that I am very happy for the band. I am very happy for the University, because 24 to 37 months along we had a band in crisis, and this was -- there was a lot of concerns, stresses and uncertainty about the future of the band. And since that time, in the wake of that difficult period, we had to make a lot of unpopular, difficult decisions as to changes that needed to be made with the band to turn around the situation and restore it to the greatness that it has had in the past and it so richly deserves. And I think this is a case study of how positive outcomes can be reached when we take the steps needed to do the right thing, even if those steps are risky, unpopular or heavily criticized.

We just need to have faith and resilience and
courage in the face of any challenging circumstances that we face as a University. So many, many more accolades, my hat off and Kudos to Dr. Young and his leadership team; in fact, the very talented students of Marching 100 who have gotten us back to a wonderful, wonderful place in history. I just want to say thank you.

CHAIRMAN BADGER: Thank you.

TRUSTEE MONTGOMERY: I withdraw my --

TRUSTEE ALSTON: What was his comment?

CHAIRMAN BADGER: He said he withdraws his request to add to the agenda.

TRUSTEE ALSTON: Okay.

CHAIRMAN BADGER: If there is no other business to come before this Board, this meeting adjourned.

(Meeting adjourned at 11:41 a.m.)
CERTIFICATE OF REPORTER

STATE OF FLORIDA)
COUNTY OF LEON)

I, Yvonne LaFlamme, Florida Professional Reporter and Notary Public, certify that I was authorized to and did stenographically report the foregoing proceeding; and that the transcript is a true and complete record of my stenographic notes.

I further certify that I am not a relative, employee, attorney, or counsel of any of the parties, nor am I a relative or employee of any of the parties' attorney or counsel connected with the action, nor am I financially interested in the outcome of this case.

Dated this 22nd day of FEBRUARY 2015.

Yvonne LaFlamme, FPR
Court Reporter
Notary Public
State of Florida at Large