Governance Committee

Presented by Trustee Dortch

Board of Trustees Meeting, March 4, 2020
President’s Evaluation

Dr. Melanie Wicinski
Director, Office of Assessment
Revised Survey

http://famu.co1.qualtrics.com/jfe/form/SV_3law5Nz3I17Rd1b
Changes

Original Format

Paper and Pencil Responses

3-point Responses:
Not Met, Met, Exceeds

11 Factors (65 Questions)

- Annual Goals
- Strategic Leadership (6)
- Educational Leadership (6)
- Organizational Management (9)
- Financial Management (5)
- Work Plan (2)
- Fundraising (5)
- External Relations (7)
- Internal Relations (5)
- Board and Governance Relations (8)
- Personal Characteristics and Values (12)

New Format

Cloud-based Format

5-point Responses:
Superior, Above Average, Average, Below Average, Poor

6 Factors (23 Questions)

- Annual Goals
- Leadership (5)
- Management
  - Organizational (3)
  - Financial (2)
- Fundraising (2)
- Communication (3)
- Relations
  - Internal and External (6)
  - Board and Governance (2)

Following each factor/sub-factor a box is provided for detailed feedback
Revisions

Each section, sub-factor and individual questions were reviewed to ensure they were:

- Not repetitive
- In the correct section
- Relevant

Changes made:

- Annual Goals: Attaining and Communicating
  Communicating removed
  Final question regarding communicating remains
- Leadership
  Original 2 sub-factors were combined
- Relations
  Original 3 sub-factors were combined to create 2: Internal and External; Board and Governance
- Personal Values Removed
## Priorities and Goals

### Annual Priorities and Goals

Please rate how effective the President was in attaining annual goals (Goals 1-4):

<table>
<thead>
<tr>
<th>Goal 1: Achieve an overall score on the metrics evaluated under the Performance Based Funding Model of at least 71 points for 2019-20 and moving to 80 points for 2020-21</th>
<th>Superior</th>
<th>Above Average</th>
<th>Average</th>
<th>Below Average</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
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</tbody>
</table>

Please provide feedback regarding the President's performance on **attaining** annual goals.

<table>
<thead>
<tr>
<th>Goal 2: Increase the University's four-year graduation rate from 22.5% to 30%</th>
<th>Superior</th>
<th>Above Average</th>
<th>Average</th>
<th>Below Average</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐</td>
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</tbody>
</table>

Please provide feedback regarding the President's performance on **communicating** annual goals.

<table>
<thead>
<tr>
<th>Goal 3: Achieve first-time licensure pass rates that meet or exceed state or national benchmarks</th>
<th>Superior</th>
<th>Above Average</th>
<th>Average</th>
<th>Below Average</th>
<th>Poor</th>
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</table>

<table>
<thead>
<tr>
<th>Goal 4: Increase annual giving by 5% and continue plans to launch a capital campaign</th>
<th>Superior</th>
<th>Above Average</th>
<th>Average</th>
<th>Below Average</th>
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- Annual Goals: Attaining and Communicating
  Communicating removed
  Final question regarding communicating remains
- Leadership
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- Relations
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  Internal and External; Board and Governance
- Personal Values Removed
How effective is the President in **Leadership**:

<table>
<thead>
<tr>
<th>Leadership Activities</th>
<th>Superior</th>
<th>Above Average</th>
<th>Average</th>
<th>Below Average</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discerns the meaning of trends and determines best how FAMU can thrive within them</td>
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<tr>
<td>Leads stakeholders in strategic initiatives that drive the forces of change</td>
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<tr>
<td>Encourages and enables innovation in academic offerings</td>
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<tr>
<td>Assures academic quality by using evidence to improve performance</td>
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<tr>
<td>Understands the educational needs of FAMU's population and advocates for student support</td>
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</tr>
</tbody>
</table>
Revisions

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- Personal Values Removed
Relations

Relations contains two sub-factors:
- Internal and External Relations
- Board and Governance Relations

### How effective is the President in Internal and External Relations:

<table>
<thead>
<tr>
<th>Item</th>
<th>Superior</th>
<th>Above Average</th>
<th>Average</th>
<th>Below Average</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively works to build and protect the positive aspects of the culture and ensures consistency across the institution</td>
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</tr>
<tr>
<td>Crafts a shared vision that reflects the views of all key stakeholders and articulates a clear strategy that guides action and keeps individual behavior on track</td>
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<tr>
<td>Creates a common standard with faculty and staff to raise academic standing</td>
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<tr>
<td>Partners with external organizations to build relationships that deliver on revitalization efforts</td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Partners with external organizations to continue and increase research and community service opportunities</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Builds strong relationships that demonstrate trust</td>
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</tr>
</tbody>
</table>

### How effective is the President in Board and Governance Relations:

<table>
<thead>
<tr>
<th>Item</th>
<th>Superior</th>
<th>Above Average</th>
<th>Average</th>
<th>Below Average</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partners effectively with the Board of Trustees to identify strategic priorities</td>
<td></td>
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<tr>
<td>Participates in academic governance and collaborative decision making</td>
<td></td>
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</tr>
</tbody>
</table>
Results Reporting

- Superior
- Above Average
- Average
- Below Average
- Poor

Goal 1: Achieve an overall score on the metrics evaluated under the Perform...
Results Reporting

67% Superior

33% Above Average

Superior  Above Average  Average  Below Average  Poor
<table>
<thead>
<tr>
<th>#</th>
<th>Field</th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
<th>Std Deviation</th>
<th>Variance</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Goal 1: Achieve an overall score on the metrics evaluated under the Performance Based Funding Model of at least 71 points for 2019-20 and moving to 80 points for 2020-21.</td>
<td>4.00</td>
<td>5.00</td>
<td>4.67</td>
<td>0.47</td>
<td>0.22</td>
<td>3</td>
</tr>
<tr>
<td>2</td>
<td>Goal 2: Increase the University’s four-year graduation rate from 22.5% to 30%</td>
<td>4.00</td>
<td>5.00</td>
<td>4.33</td>
<td>0.47</td>
<td>0.22</td>
<td>3</td>
</tr>
<tr>
<td>3</td>
<td>Goal 3: Achieve first-time licensure pass rates that meet or exceed state or national benchmarks</td>
<td>3.00</td>
<td>5.00</td>
<td>4.00</td>
<td>0.82</td>
<td>0.67</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>Goal 4: Increase annual giving by 5% and continue plans to launch a capital campaign</td>
<td>2.00</td>
<td>5.00</td>
<td>3.67</td>
<td>1.25</td>
<td>1.56</td>
<td>3</td>
</tr>
</tbody>
</table>
Any Questions?
Board of Trustees’ Self-evaluation
Revised Survey

http://famu.co1.qualtrics.com/jfe/form/SV_0AmstcelQjsqCpL
Changes

Original Format

Cloud-based Format

Performance-based, but few compliance questions

No specific organization

Statements with 5-point responses:
Strongly Agree, Agree, Ambivalent, Disagree, Strongly Disagree

21-24 Questions
  • Some Display Logic
  • Open-ended Questions (3)

New Format

Cloud-based Format

Combination of performance-based and compliance

Specific organization that is similar to President’s Evaluation

Statements with 5-point responses:
Superior, Above Average, Average, Below Average, Poor

5 Factors (19 Questions)
  • Board Organization, Governance and Leadership (6)
  • Policy (3)
  • University Operations and Performance (5)
  • Institutional Sustainability (3)
  • Board Education (3)
  • Strengths
  • Opportunities
  • Open-ended Questions (4)
# Format

## Board Organization, Governance and Leadership

Please rate the Board performance on each statement.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Superior</th>
<th>Above Average</th>
<th>Average</th>
<th>Below Average</th>
<th>Poor</th>
</tr>
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<tbody>
<tr>
<td>Board officer, committee and member responsibilities are clear</td>
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<td>The Board operates as a cohesive unit</td>
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<td>Board committees effectively assist the Board in its work</td>
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<td>All Board members participate in the decision-making process</td>
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<tr>
<td>The Chair is effective in his role (allows all to be heard, delegates responsibility appropriately, and is well-prepared for meetings)</td>
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<tr>
<td>The Board interfaces well with the President to work together for the success of FAMU</td>
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</tbody>
</table>

Please provide feedback regarding **Board Organization, Governance, and Leadership**.
In your opinion, what are the **top three strengths** of the Board?

*Please list in rank order.*
Click in each column to write your response.

<p>| | | |</p>
<table>
<thead>
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<tr>
<td>2</td>
<td></td>
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<tr>
<td>3</td>
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</tbody>
</table>

In your opinion, what are the **top three opportunities (i.e. weaknesses)** of the Board?

*Please list in rank order.*
Click in each column to write your response.

<p>| | | |</p>
<table>
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**FLORIDA A&M UNIVERSITY**
Format

What are the major accomplishments of the Board in the last year?

The Association of Governing Boards outlines the Board of Trustees' role as setting the tone and helping to move the University in a positive direction. What role do you feel you contribute to the overall success of FAMU?

As a trustee, I would like to see the following changes in how the Board operates.
Results Reporting

- The Board is well-informed of the overall financial health of FAMU
- The budget review process allows the Board to ensure that the budget reflects...
- The Board participates appropriately in the oversight of the FAMU audit process.
## Results Reporting

<table>
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<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>The Board periodically reviews and evaluates its policies</td>
<td>4.00</td>
<td>5.00</td>
<td>4.67</td>
<td>0.47</td>
<td>0.22</td>
<td>3</td>
</tr>
<tr>
<td>2</td>
<td>The Board has clarified its policy role and the roles of the President, staff, and faculty</td>
<td>4.00</td>
<td>5.00</td>
<td>4.33</td>
<td>0.47</td>
<td>0.22</td>
<td>3</td>
</tr>
<tr>
<td>3</td>
<td>The Board advocates for and defends FAMU</td>
<td>3.00</td>
<td>5.00</td>
<td>4.00</td>
<td>0.82</td>
<td>0.67</td>
<td>3</td>
</tr>
</tbody>
</table>
Results Reporting

- Superior: 66.67%
- Above Average: 33.33%
Any Questions?
Government Relations Update

Danielle McBeth, Esq.
Director, Government Relations
“At FAMU, Great Things are Happening Every Day!”