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FLORIDA A&M UNIVERSITY
TALLAHASSEE, FLORIDA

IN RE: BOARD OF TRUSTEES
QUARTERLY MEETING



MEETING TAKEN:	DECEMBER 4, 2014
TIME:	COMMENCING AT: 8:30 a.m. CONCLUDING AT: 11:47 a.m.
LOCATION:	FLORIDA A&M UNIVERSITY TALLAHASSEE, FLORIDA
TRANSCRIBED BY:	YVONNE LAFLAMME, FPR COURT REPORTER and NOTARY PUBLIC

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A P P E A R A N C E S

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

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P R O C E E D I N G S

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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?

1 TRUSTEE TURNBULL: Here.

2 ATTORNEY BARGE-MILES: Trustee Warren?

3 TRUSTEE WARREN: Here.

4 ATTORNEY BARGE-MILES: Trustee White?

5 TRUSTEE WHITE: Here.

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

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

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

12 TRUSTEE GRAHAM: Here.

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

18 ATTORNEY MCKNIGHT: Pursuant to Section 447.065
19 of the Florida Statutes, all sessions between the
20 Chief Executive Officer of a public employer and his
21 or her representatives and the legislative body of the
22 public employer relative be subject to collective
23 bargaining and shall be closed and exempt from section
24 296.011 of the Florida Statute.

25 This exemption is in context with actual and

1 collective bargaining negotiations so we're requesting
2 that we move into the closed collective bargaining
3 session and reconvene at its conclusion.

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

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

16 Thank you.

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

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

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

24 TRUSTEE ALSTON: Subject to affirmative
25 ratification by the Graduate Studies Union, I move

1 that the Board ratify its tentative agreements to
2 Articles 1821 and 23, dated November 5, 2014.

3 (Inaudible.)

4 CHAIRMAN BADGER: You heard the motion. Second?

5 TRUSTEE BOYCE: Second.

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

9 (All Board members answer affirmatively.)

10 CHAIRMAN BADGER: All oppose, same sign?

11 Motion passes.

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

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

18 CHAIRMAN BADGER: You are recognized.

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

25 CHAIRMAN BADGER: Thank you. We need to make

1 that correction. Ms. Barge-Miles, will you make sure
2 that is corrected?

3 ATTORNEY BARGE-MILES: Yes. It's done.

4 CHAIRMAN BADGER: Then aside, with the
5 corrections, can I have a motion to approve the
6 minutes?

7 TRUSTEE MONTGOMERY: So moved.

8 TRUSTEE BOYCE: Second.

9 CHAIRMAN BADGER: Moved and seconded.

10 Motion and second. All in favor, let it be known
11 by the sign "aye?"

12 (All Board members answer affirmatively.)

13 CHAIRMAN BADGER: All opposed, same sign?

14 Motion passes. Thank you.

15 I would like to now move to the President's
16 comments and her updates. Dr. Mangum?

17 PRESIDENT MANGUM: Thank you.

18 Good morning, and I would like to thank Chairman
19 Badger and members of the Board and all of the members
20 of the FAMU community for your presence here today.
21 This morning, I will provide an updated information on
22 a variety of initiatives, so I ask for your endurance
23 because it might be quite lengthy, because there are
24 many things happening in my administration, and at the
25 University in general, and so members of the

1 University community are here as well to share in
2 these updates.

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

15 The University must continue seeking resources
16 and support of corporate entities, combined with the
17 commitment to encourage individuals, alumni, and FAMU
18 supporters to give to us as well. This is necessary,
19 because our major gifts cannot increase and our
20 faculty cannot grow without endowed chairs, without
21 endowed professorships, and we need to provide
22 additional support to our students as well as
23 additional opportunities for them to explore and
24 increase their learning opportunities in our
25 community.

1 Among one of my first commitments to you as a
2 Board, I am stressing the importance of us visiting
3 and cultivating gifts and I have spent much time
4 visiting faculty alumns and others in cultivating
5 gifts. Increasing endowments are part of my vision,
6 and I would also like to recall for you some of the
7 activities that we have engaged in over the last
8 several months to increase our efforts and increase
9 the opportunities for our students.

10 Currently, additional research funding has
11 totaled over \$21 million since I arrived, and in
12 general, the sponsorships apart from several agencies
13 and have changed, and we're very proud of our faculty
14 and our research division in enabling us and working
15 with us to increase that activity. Additional cash
16 financial gifts to the University in the amount of
17 \$2.8 million have been received, and this represents
18 150 percent increase over last year's total at this
19 time, which was \$1.1 million.

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

23 I also present to you previously in 2014-15
24 strategic plan, about an international experience and
25 our international exposure. Just recently, prior to

1 the Thanksgiving holiday, I traveled to Brazil with
2 members of our faculty and staff as a member of the
3 White House Initiative and the HBCU Alliance
4 delegation that consists over 40 HBCUs.

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

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

25 I'm thrilled to share with you that we have now

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

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

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

24 As part of our customer service initiative, we
25 have opened a new Welcome Center on campus. This is

1 located on Wahnish Way and visitors of the University
2 to receive invaluable assistance to guide operations
3 and facilities and location facilities across campus.
4 We are currently receiving a great deal of feedback
5 from guests and members of the University family.

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

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

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

24 A second initiative previously mentioned focuses
25 on advancing research, teaching and the application of

1 innovative solutions to global economic and ecological
2 and sustainability issues. The Sustainability
3 Institute is under the direction of Ms. Abena Ojetayo;
4 you met her at our last meeting.

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

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

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

25 Dean Matthews.

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

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

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

22 A native New Yorker, David comes to her role as
23 Chief Academic Officer on The Hill with a sparkling
24 pedigree. She is a cum laude graduate of Rensselaer
25 Polytechnic Institute with a degree in computer and

1 systems engineering, and she is a magna cum laude
2 graduate of the University of Michigan Law School.

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

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

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

23 In 2004, David Skorton, President of Iowa and now
24 President of Cornell, tasked David to work with the
25 key and the Provost as a special assistant to the

1 president. In her role, she was an integral part of
2 Iowa's central administration and worked on diversity
3 matters, including the development of University
4 strategic achievement plans and the creation of
5 faculty hiring and retention plans.

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

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

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

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

25 I am delighted to be here. Last night at the

1 dinner table, I was asked if I was excited to be here,
2 and I will tell you that I was very excited when I got
3 off of the phone with President Mangum, and I called
4 up my cousin and I said, "I think she offered me the
5 job." So, oh, my goodness, I think I got the job. I
6 got the job.

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

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

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

24 DR. IBEANUSI: Good morning, President Mangum,
25 Chairman, Trustees and honorable members. It is my

1 pleasure to introduce Dr. Timothy Moore, the next
2 Vice-President of Research for Florida Agricultural
3 and Mechanical University.

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

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

- 18 1) Grantsmanship and fundraising strategies;
- 19 2) Leadership and strategic planning;
- 20 3) Licensing, commercialization, and technology
21 transfer;
- 22 4) Promotion of student research;
- 23 5) Promotion of academic excellence;
- 24 And 6) Engagement and collaboration;

25 On the basis of these criteria, the committee

1 found Dr. Timothy Moore, or better known as Tim, a
2 former Captain in the Army, as a right person at this
3 time.

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

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

22 On leadership and strategy planning, Dr. Moore
23 conceived, developed and led the successful capture
24 and partnership with an Osteopathic Medical College.
25 The new building construction, which opens in fall of

1 2015, has generated \$50 million dollar impact for the
2 Auburn economy in 2014. Total cost for Auburn
3 University was zero.

4 On Licensing and Commercialization and Technology
5 Transfer, Dr. Moore identified and helped to secure
6 the patent for a novel optical microscope capable of
7 8,000-times magnification with a sub 90nm resolution.
8 He went further to secure federal funds to develop and
9 validate the prototype microscope, which served to
10 convince investors of the feasibility to invest and
11 commercialize.

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

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

24 Dr. Moore, please.

25 DR. MOORE: Madam President, Chairman Badger,

1 members of the Board, it is my distinct honor and
2 pleasure to report before you today. I'm excited, I'm
3 elated, and I'm ready to go. And I'll tell you, I
4 kind of feel like the closing act to Elvis when you
5 come behind Provost David. I wasn't magna cum laude,
6 I wasn't summa cum laude; I was a "thank you, Laude."

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

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

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

1 now provide in his new assignment.

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

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

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

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

22 First is Ms. Moeub Lanh -- would you please
23 stand -- who is recently promoted from Assistant
24 Director to Director of Human Resources. Mr. Moeub
25 has been designated as a certified payroll

1 professional, a highly-recognized extension in the
2 payroll industry.

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

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

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

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

20 This past October, (inaudible) of students and
21 faculty attended a National Education and Science
22 Forum at the University of Maryland Eastern Shore.
23 The forum was co-hosted by the National Oceanic and
24 Atmospheric Administration, NOAA. The forum provided
25 an opportunity for our students to network and receive

1 first-hand career development information on science,
2 technical engineering and math.

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

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

23 At this time, I would also like to ask Renee
24 Gordon, a PhD candidate in mechanical engineering to
25 please stand. As many of you already know, Renee is a

1 2014 Full Bright Scholar. I want to formally
2 recognize her this morning and also share with you
3 that she will be heading to Nigeria in a few days to
4 study at the Federal University of Technology. Her
5 study abroad experience is possible due to a
6 memorandum of understanding we have with FUTA.

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

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

20 In fact, they were so excited, they have already
21 extended an invitation to perform at another Buccaneer
22 game next season. And it doesn't end there. As you
23 know, the Band has performed well all season. Their
24 performance at the Florida Classic, and particularly a
25 formation of the band on the field of Kermit the Frog

1 sipping Lipton Ice Tea has literally gone viral around
2 the world.

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

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

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

21 While in California, I had the opportunity to
22 meet with several outstanding alumni, two of which
23 were also being honored by the Ebony Power 100, and
24 the University supporters who affirmed their untiring
25 commitment to FAMU. FAMU's brand is everywhere. Many

1 of the people on the red carpet had relationships with
2 people here at FAMU and were able to recall the detail
3 necessary, and that's very heartwarming to know we
4 have such reach across this country and indeed around
5 the world.

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

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

24 We are currently preparing for the upcoming
25 legislative session here in the state, and now with a

1 steadily improving economy, one of our priorities of
2 this season is to hopefully work towards the
3 reinstatement of matching funds for our agricultural
4 programs. This highly impactful provision was
5 suspended five years ago when the economy began to
6 decline; however, in the years that it was active, the
7 matching funds help to provide invaluable financial
8 support to our institution that has strengthened our
9 endowments and several other grant programs. The
10 matching funds also help generate more scholarship
11 funding. In fact, without additional funding
12 generated through the Foundation will be extremely
13 difficult for us to maintain inactive levels of
14 improvement for the highly capable students and
15 faculty that we desire.

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

24 Any comments by the University prior to issuance
25 of the final report we believe to be premature at this

1 time. We're in the process of reviewing the report
2 and will keep the Board of Trustees, as well as the
3 University community, informed once we receive the
4 final documents from Chancellor Price and the Board of
5 Governors. It's their report and their responsibility
6 to analyze it, and we have agreed with them that they
7 will host meetings with us, as well as with FSU
8 together, to talk about the contents of the reports
9 and how we move forward through legislative session
10 and through the Board of Governors.

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

18 At this particular time, I would like to provide
19 reports on some activity that we have been -- that has
20 been underway for the last several months. In August
21 or earlier this year, the University asked us to do
22 work on compensation to provide a better view of our
23 compensation policies and status of the University
24 faculty and staff with regard to compensation and
25 wages.

1 So at this time, we're going to have two reports
2 presented. We're going to start our first report will
3 be presented by Assistant Vice-President Joyce Ingram
4 (phonetic) from human resources. She will discuss the
5 compensation study as it results to university staff
6 and she will be followed by Dr. Gitta Pitter,
7 Associate Vice-President For Academic Affairs. They
8 will come forward and she will present the information
9 on comparative analysis for our faculty compensation.

10 So Joyce, can you please come forward, please?

11 Thank you.

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

19 In June of this year, we were asked to do a
20 compensation study for our staff employees and for our
21 faculty. I will be sharing information and findings
22 regarding our staff employees. The primary question
23 to be addressed is how do our salaries compare to
24 similar salaries in the external markets from which we
25 -- for external validity, the benchmarking surveys and

1 data used are compiled by the federal and state
2 government as well as a respective higher education
3 and resource organization called Kumta, (inaudible)
4 methodology and should sufficiently match
5 characteristics of our job families and external
6 comparisons.

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

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

22 We are currently using the former Board of
23 Regions -- remember them -- classification system for
24 managing our staff on classifications. There are
25 approximately 600 classifications in that system, of

1 which we use 227. Instead of having 227 data points
2 for this study, we group comparisons down to 27 data
3 points to make them more aligned with the general
4 market benchmarks.

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

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

1 Athletics.

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

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

20 Data was sorted by the 227 existing
21 classifications and sorted into nine general job
22 families using college and university personnel
23 association, interview sources, integrated
24 post-secondary called (inaudible) and federal standard
25 educational codes and designated guidelines --

1 (inaudible) that affected us in doing (inaudible.)

2 For comparison purposes, our medians were
3 established within the corresponding FAMU job family
4 for each category subset, those being management with
5 classifications of directors and above, professional
6 with classifications specialists to associate
7 director, and those are our exempt employees,
8 coordinator assistant directors and directors; and
9 then non-exempt which are not exempt, non-exempt:
10 Support staff, administrative support staff, and
11 trades and facilities.

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

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

24 For example, a FAMU median of approximately
25 82,000 compared to the benchmark of approximately

1 85,000 would have an approximately market ratio of 96
2 percent. Each of the three levels within individual
3 FAMU job families was given a market ratio as a
4 percentage of the benchmark's estimated median.

5 And then to gauge general competitiveness, we used
6 a traditional and acceptable 80 percent to 120 percent
7 parameter of the median to represent a competitive
8 range. So salary ranges are typically instructed with
9 minimum compensation paid at 80 percent of the median
10 and a maximum compensation paid at 120 percent of the
11 median.

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

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

24 As it relates to this particular slide, which
25 contains information related to the local job market,

1 all categories fall within the designated competitive
2 range of 80 percent to 120 percent. None were below
3 the range, or below 80 percent. So that means that 12
4 of the 19 categories in our job families, representing
5 approximately 63 percent, were at or above the
6 benchmark median.

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

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

14 MS. INGRAM: Yes, sir.

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

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

1 speaking our job families are competitive.

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

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

12 Any questions? Thank you.

13 PRESIDENT MANGUM: Thank you.

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

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

23 I want to acknowledge the work of Dr. Woosu
24 (phonetic) and Office of Research and presentation
25 will be done by Mr. Nathan Francis from the

1 Institution of Research, and I'll return to close out
2 the presentation.

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

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

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

22 We compared salaries by rank, and we did this by
23 taking average salaries and comparing those to the
24 averages for each of the benchmark groups. So we
25 computed average of DRU group, the SUS, and for all of

1 the baccalaureate institutions as well.

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

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

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

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

25 The one notable exception to that being a

1 professor of (inaudible) which pretty much lags the
2 group averages across the board.

3 PRESIDENT MANGUM: Can you read the numbers out?

4 DR. FRANCIS: Certainly. Just specifically, the
5 professor rank? So for assistant professor, the
6 average salary at FAMU is 60,000, a little over --
7 61,000. For the peer group, it's 64,646; for DRU
8 public institutions, it's 63,700; for the SUS
9 sub-sample, it's 70,742; and for all baccalaureate or
10 all public baccalaureates, the average was 69,000.

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

13 PRESIDENT MANGUM: (Nods head.)

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

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

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

22 DR. FRANCIS: Yes, ma'am. And so this chart
23 really just illustrates the point I made before. FAMU
24 is identified by the orange bar, and you may not be
25 able to see it all there. In each of the groups, the

1 first, I guess, northwest quadrant table, FAMU is kind
2 of in the middle; associate professors, we're kind of
3 near the end. The bottom left-hand corner is where we
4 really show the disparity where the assistant
5 professors lag each of the comparison numbers.

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

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

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

1 you to add any caveat to any of the observations?

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

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

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

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

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

24 TRUSTEE GRABLE: Chairman, I just would like to
25 suggest at least thus far, and I'm looking to the rest

1 of your presentation, that it is appropriate from a
2 statistical analysis view point that you always see
3 the end, okay?

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

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

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

18 And I also want to reflect beyond the assistant
19 professor level. We also need to be able to retain
20 the faculty that we have, and this means that we need
21 to seek and obtain additional funds for the
22 institution for faculty salaries. This includes not
23 only state funds, but I would suggest private
24 corporate funds as well, because it's going to take
25 several types of initiatives in order to keep FAMU

1 competitive and to drive the future trajectory of the
2 University, which depends to a great extent, on the
3 caliber of faculty that we can attract. So we need
4 additional funding to hire competitive salaries,
5 especially at the assistant professor level.

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

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

17 TRUSTEE TURNBULL: Mr. Chairman, I believe you
18 said that was fifth or sixth -- what was that -- of
19 the state university system where assistant professors
20 (inaudible) Does that mean we fall below? The reason
21 I raise that point is it will be to the Legislature
22 that we will be going to looking at judgment, which
23 means we need to have as much data to support our
24 position as possible, which is exactly right. It is
25 the assistant professor hire that is so vital

1 important in bringing in nationally recognized
2 scholars, and this Board won't be meeting before the
3 session.

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

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

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

24 PRESIDENT MANGUM: We have that data.

25 TRUSTEE TURNBULL: We have that data? Okay,

1 good, good, good.

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

13 DR. PITTER: That's a better --

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

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

22 TRUSTEE TURNBULL: Yeah. Well, it is a critical
23 issue and one that we need to stay on top of so it
24 doesn't come back to us discipline by discipline as
25 has been the case in the past, but we have a clear

1 handle on where we're going in terms of the plan and
2 the future. Thank you.

3 TRUSTEE BOYCE: Mr. Chair?

4 CHAIRMAN BADGER: Yes, sir.

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

12 PRESIDENT MANGUM: There are a lot of layers.

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

15 PRESIDENT MANGUM: We will need additional
16 resources, absolutely.

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

19 PRESIDENT MANGUM: No.

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

22 DR. PITTEr: You have to drill down, because as
23 Trustee Turnbull said, this was at a very high level
24 so in order to really address disparities you first
25 have to strategize which areas are most essential, in

1 terms of which areas have the most urgency, which
2 areas the university wants to place strategic emphasis
3 on to proceed initially to fill in the gaps that are;
4 there needs to be a discussion which builds down into
5 a deeper level to address that.

6 TRUSTEE BOYCE: So you-all don't know -- all
7 right. Assistant professors, 64; everyone else being
8 69 with some assistant professors we have; this will
9 be the total amount of our dollars to make everybody
10 involved, and, here's the priorities for step one,
11 two, three; that's the next steps?

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

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

19 As the President of the Faculty Senate, having
20 been a member for the last three or four years, and of
21 course there are others that have been out there a lot
22 longer than I, and arguing for faculty increases, this
23 really is a pivotal point, because it means this now
24 is a plan to address faculty salaries, an intentional
25 plan on behalf of the administration; not, Oh well, we

1 have gotten the money and we really didn't plan for
2 it. This is a plan, and this is a very important,
3 again, milestone in the history of the University, at
4 least as far as I've been told by others who have been
5 here much longer and much more experience.

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

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

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

18 CHAIRMAN BADGER: Thank you, Dr. Mangum.

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

24 PRESIDENT MANGUM: The big party for Provost
25 Wright will occur much later. So I'm sorry, it's a

1 little soon and he has a couple more months to do his
2 job before his transition.

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

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

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

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

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

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

19 So indeed, you have a significant role. And so
20 in carrying out that role, it is very, very important
21 to have dialogue with all of the constituent groups,
22 with the President, with the faculty, with the staff,
23 with the students, with the alumni, with all of the
24 partners of FAMU. So Board of Trustees, please, carry
25 out these duties and responsibilities.

1 To Dr. Mangum: Madam President, I honor you and
2 respect you, and it's important for you, Madam
3 President, to surround yourself with the best of the
4 best; people with backbone and people with the
5 audacity to give you good advice whether it be the
6 right thing to do no matter what. They must give you
7 the advice, and you need to surround yourself with
8 people who will give you that advice no matter what.

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

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

20 Board of Trustee members, you have one person
21 that you can hire and fire, and that's the President,
22 and so we all need to understand that there is not a
23 Dean, there is not a department here that can fire a
24 faculty or staff -- only the President can do that.
25 Read the Constitution and read the Collective

1 Bargaining Agreement, and I think if we all understand
2 that, we'll all be clear.

3 Finally, as my time is winding up, this is the
4 40th anniversary of SBI, and Dr. Sybil Mobley is being
5 honored this weekend at the University of
6 Pennsylvania. And I think it's important for -- as
7 you know, she got her MBA at University of
8 Pennsylvania, she got a bachelors degree from Albany,
9 and her PhD from University of Illinois.

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

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

18 Thank you very much.

19 CHAIRMAN BADGER: Thank you, Dr. Ashley.

20 ATTORNEY BARGE-MILES: Emmanuel Whibey?

21 (Phonetic).

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

25 It is discussed about FAMU DRS community. For

1 the past 25 years, I've been a parent at the FAMU DRS,
2 Developmental Research School, and for the past 10
3 years I've been school of (inaudible) or the President
4 of the PTA.

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

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

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

25 Secondly, my solution, just my solution, the

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

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

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

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

19 Thank you.

20 CHAIRMAN BADGER: Thank you very much.

21 ATTORNEY BARGE-MILES: Dr. William Tucker?

22 CHAIRMAN BADGER: Comment?

23 TRUSTEE MONTGOMERY: Mr. Chairman, you know,
24 previously we had public comment at the end and there
25 wasn't any time to respond. I think when folks come

1 forward with items of merit, we should at a minimum
2 require some sort of follow-up and response, and I
3 think the gentleman made some very clear points that I
4 think warrant further discussion and action.

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

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

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

25 CHAIRMAN BADGER: Thank you.

1 TRUSTEE TURNBULL: -- with administration.

2 CHAIRMAN BADGER: Thank you.

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

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

22 CHAIRMAN BADGER: Thank you.

23 TRUSTEE GRABLE: Chairman? I want to agree with
24 everything that's been said previously regarding DRS.
25 And I do recall the presentation yesterday, and as you

1 recall, we saw improvements in the various categories
2 that they offered up to us: Reading, math, et cetera.

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

8 Thank you.

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

12 Now, good to see you.

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

23 However, yesterday, when I was listening to your
24 comments, I heard something that dragged me here today
25 and I think it was -- Trustee Montgomery, was it you

1 who brought this up and you asked for this to be on
2 the agenda? Am I correct, because I couldn't see who
3 it was? Who was it? Whoever it was, some of the
4 comments that I heard -- the comment that I heard was
5 board members are one side or the other on this issue,
6 and that's what scared me. That's a scary, scary
7 scenario, because this is where the fight is going to
8 come. It's going to come to you, and if there is a
9 fight -- and there is going to be one -- it's going to
10 be dependent on the Board and any equivocation on the
11 part of the Board is a dangerous, dangerous thing and
12 I hope I don't see anybody here that feels we ought to
13 give that school away.

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

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

24 CHAIRMAN BADGER: Any questions? Hearing none,
25 thank you.

1 ATTORNEY BARGE-MILES: Dr. Davenport?

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

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

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

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

1 catch up with the SUS, okay?

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

7 But it's not just about salaries. Several times
8 I told the administration team, we will not accept
9 status quo. Higher education trends dictate that we
10 as a university keep our contract competitive and make
11 changes, so I want you to know that it's not about
12 salaries. But to offer -- our median income is
13 52,000; to offer one percent, which would be \$520, to
14 a faculty that has not had any raises in years is an
15 insult.

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

21 Have a great day.

22 CHAIRMAN BADGER: Thank you.

23 ATTORNEY BARGE-MILES: Dr. Maurice Holder.

24 DR. HOLDER: Good morning, Madam President,
25 Dr. Badger and members of the Board. I, too, like

1 Bill Tucker listened on the radio yesterday because I
2 had a bunch of students who were waiting on me to make
3 sure they get the right grade for the semester. But I
4 thought that I would make a few comments, and the few
5 comments are along my continued efforts to get this
6 Board to understand that the images that you represent
7 and the images of the University both internal and
8 external, and we talked about all of this on several
9 occasions. We have to be concerned of the internal
10 image and external image such that (inaudible) carries
11 over into what I do in the classroom. It carries over
12 into what scholarships can be afforded the University.
13 And then it says to me, that if you hire the
14 President, you ought to have the confidence and let
15 her do or him do what you hired him or her to do, and
16 if you don't do that then that image is even more
17 tarnished.

18 You know, we've come a long way from a normal
19 college to FAMC and FAMU, and we have had a whole lot
20 of presidents. We didn't put no limitations on
21 Humphries, we didn't put no limitations on Lee, and
22 now that we are on a position to move to another
23 level, and those individuals who appoint individuals
24 of this Board ought to be concerned as to what kind of
25 image they're sending from the Board to the rest of

1 this institution. And that's probably needed to be
2 talked about: What is your image and how is it being
3 seen outside of this room and the rest of the world.
4 Thank you very much.

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

7 Thank you very much.

8 TRUSTEE GRABLE: Mr. Chairman?

9 CHAIRMAN BADGER: Yes.

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

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

20 CHAIRMAN BADGER: Thank you.

21 TRUSTEE MONTGOMERY: Mr. Chairman, I have a
22 comment. I rarely respond to public comment, but I
23 have such a tremendous level of respect for Dr. Holder
24 and also Mr. Tucker in terms of what they said. And
25 in clarification's sake, the government relation folks

1 talked about advocating for FAMU's position. And just
2 to state clearly for the record, I was simply sharing
3 with everyone that the Board has not taken a position.
4 So it's very difficult to advocate for a position when
5 you don't know what it is. And so any discussion
6 among Board members -- and we've talked among
7 ourselves. We've had retreats we've had collectively
8 as a body, and basically, we've come to the point
9 where we have said that we can have a robust
10 discussion, we have disagreements, but once the
11 decision is made we proceed forward as a collective
12 body.

13 But unfortunately, when it comes to the
14 engineering school there has not been a discussion.
15 So again, this is not something -- I'm of the opinion
16 until we have a collective discussion as a Board, I'm
17 of the opinion it is a board level decision, given the
18 implications of potential separation.

19 Does that mean FAMU College of Engineering is
20 object its own; what does that mean to be fully
21 funded; will there be federal action taken and
22 lawsuits. There's so many things that can go together
23 I think it's so important that at some point the Board
24 should have a discussion. But there is no idea --
25 (inaudible) not that the board should that be together

1 on this, but you can't move forward with to advocate
2 on.

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

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

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

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

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

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

25 Mr. Chairman, I move that the Board of Trustees

1 approve the tenure upon appointment for Marcella
2 David.

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

5 TRUSTEE MOORE: Second.

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

8 (All answer affirmatively.)

9 CHAIRMAN BADGER: Oppose, same sign.

10 Motion passes.

11 You may proceed.

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

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

1 Development Procedure.

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

4 TRUSTEE MOORE: Second.

5 CHAIRMAN BADGER: Any discussion?

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

8 (All answer affirmatively.)

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

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

21 Next, the Division of Academic Affairs' update
22 included responses to the follow-up questions from the
23 September BOT meeting regarding the USDA land
24 acquisition and the access to the opportunity admits.
25 A copy of the 2014-2015 Accreditation Activities was

1 posted on the website. In addition, Ms. Brittanian
2 Gamble, Director of the Undergraduate Student Success
3 Center provided an overview of the center and new
4 initiatives planned.

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

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

9 Mr. Chairman, this concludes my report.

10 CHAIRMAN BADGER: Thank you, Trustee Turnbull.
11 Trustee Montgomery?

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

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

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

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

24 CHAIRMAN BADGER: You heard the motion. And a
25 second?

1 TRUSTEE MOORE: Second.

2 CHAIRMAN BADGER: Is that a second?

3 TRUSTEE MOORE: Yes.

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

7 (All answer affirmatively.)

8 CHAIRMAN BADGER: Oppose, same sign.

9 Motion passes.

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

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

16 CHAIRMAN BADGER: Motion and second.

17 TRUSTEE ALSTON: Second.

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

20 (All answer affirmatively.)

21 CHAIRMAN BADGER: Oppose, same sign.

22 Motion passes. You may proceed.

23 TRUSTEE MONTGOMERY: The Committee heard a
24 request for approval of Amendments to the fiscal year
25 2014-15 operating budget.

1 Mr. Chairman, I move that the Board of Trustees
2 approve the Amendments to the fiscal year 2014-15
3 Operating Budget.

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

6 TRUSTEE ALSTON: Second.

7 TRUSTEE TURNBULL: Second.

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

11 (All answer affirmatively.)

12 CHAIRMAN BADGER: Oppose, same sign.

13 Motion passes.

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

16 The Committee heard a report on the quarterly
17 financial status of the University. The University
18 expenditures for the fiscal year 2014-15 are well
19 within budget and that the University's cash and
20 investment plans remain healthy. No budgetary
21 financial issues were anticipated for fiscal year
22 2014-15.

23 The Committee heard a report on contracts over
24 100,000. They included: Talcor Commercial Real
25 Estate for \$267,284.59; WRS Compass for \$121,245.38;

1 Nixclusive Events, LLC, for \$153,000; Blackboard
2 Student Management Suite for \$569,022.99; and,
3 University of South Florida (sub-recipient) for
4 \$492,911.00.

5 The Committee heard an update on Athletics.
6 Included in the presentation was a budget update and
7 information on two multi-year contracts, which were
8 for Byron Samuels, Head Basketball Coach, and LeDawn
9 Gibson Head women's basketball coach.

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

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

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

16 Mr. Chairman, this concludes my report.

17 CHAIRMAN BADGER: Any discussion? Thank you.

18 Trustee Alston?

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

21 CHAIRMAN BADGER: Trustee Graham.

22 TRUSTEE GRAHAM: Thank you, Mr. Chair.

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

1 as presented.

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

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

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

25 Mr. Chairman, we recommend the approval of the

1 multi-year employment contract extension for
2 Ms. LeDawn Gibson, Head Women's Basketball Coach at
3 Florida A&M. The action was moved for approval by
4 Trustee Grable and seconded by Trustee Turnbull. The
5 motion carried.

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

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

11 TRUSTEE ALSTON: Yes, Mr. Chair.

12 CHAIRMAN BADGER: Go ahead.

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

20 Thank you.

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

24 Oppose, same sign.

25 TRUSTEE ALSTON: No.

1 TRUSTEE GRABLE: No.

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

5 TRUSTEE GRAHAM: Next, Dr. Hudson presented
6 multi-year employment contract for Byron Samuels.

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

20 Coach Samuels' first head coaching job came at
21 Mid-Eastern Athletic Conference member Hampton
22 University. During his two-year stint, he helped the
23 Pirates with their transition to NCAA Division I
24 status. Samuels was the head coach at Radford
25 University from 2002-07 after serving one season there

1 as an assistant coach. His tenure with the
2 Highlanders included an appearance in the league's
3 tournament championship game, as well as several
4 player and team accolades, both on the court and in
5 the classroom. Over the entirety of his career,
6 Samuels helped guide six teams to post-season bids.
7 Coach Samuels received his Bachelor of Science in
8 Personnel Management from UNC Asheville and a Masters
9 in Education from Western Carolina.

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

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

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

20 TRUSTEE TURNBULL: Second.

21 CHAIRMAN BADGER: Motion and second. Discussion?

22 TRUSTEE WARREN: Yes.

23 TRUSTEE MCWILLIAMS: Yes.

24 CHAIRMAN BADGER: We'll start with Trustee
25 Warren.

1 TRUSTEE WARREN: Mr. Chair, I would just for the
2 record like to indicate that I have an issue with the
3 equity issue, if you will, between the two contracts
4 but I would prefer and I voted for the previous
5 contract. I'm voting for this one as well,
6 structurally is fine, but there's a glaring disparity
7 of compensation of the two coaches, where when we both
8 get them on the books it will be difficult to address
9 them I presume. But I think, for the record, we
10 haven't all voted against it, just for the record.

11 But I would like to say that I have some
12 heartburn with the disparity between the two.

13 CHAIRMAN BADGER: Thank you.

14 Trustee McWilliams?

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

22 CHAIRMAN BADGER: Thank you.

23 TRUSTEE ALSTON: I think I will vote no again.
24 Thank you.

25 TRUSTEE MONTGOMERY: Mr. Chairman, I would also

1 have comment to Trustee McWilliams and Trustee Warren.
2 We know that there generally are disparities on the
3 men's and women's coaches side of it, but more so in
4 line, I think there should be some sort of way to
5 evaluate the performance with regard to the actual
6 contract.

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

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

14 Hold up a minute.

15 Trustee Boyce?

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

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

21 Trustee Turnbull?

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

25 CHAIRMAN BADGER: I don't think so. Can you

1 respond to that?

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

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

6 TRUSTEE TURNBULL: Okay.

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

9 TRUSTEE TURNBULL: Okay, got you.

10 CHAIRMAN BADGER: Any other discussion?

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

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

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

24 ATTORNEY MCKNIGHT: If I understand correctly,
25 both of these individuals have employment contracts.

1 So what the Board is actually doing is simply voting
2 on a multi-year appointment aspect of that. So if
3 there are contracts in place then both individuals
4 have agreed to the salary provided.

5 TRUSTEE ALSTON: Mr. Chair?

6 CHAIRMAN BADGER: Trustee Alston?

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

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

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

20 TRUSTEE ALSTON: Understood. Thank you.

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

23 ATTORNEY MCKNIGHT: I don't have -- I haven't
24 seen a contract, but traditionally what happens for
25 any is you get a single contract, right -- and I'm

1 assuming that's what they have, and I don't know if
2 Joyce is here, the HR director, but she could probably
3 opine. So I don't know.

4 They have an A & P contract.

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

9 ATTORNEY MCKNIGHT: No.

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

14 CHAIRMAN BADGER: Trustee Turnbull?

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

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

24 CHAIRMAN BADGER: I'm sorry?

25 TRUSTEE BOYCE: Is she correct on that

1 assessment? That if you voted down at the point of
2 renegotiation, it could then be addressed?

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

7 CHAIRMAN BADGER: Would you like to speak to
8 this?

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

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

23 So I think there are several issues on the table
24 in terms of having a multi-year contract versus the
25 salaries that people are currently being paid, and

1 those issues should be addressed internally as well as
2 to whether or not they increase salaries.

3 Thank you.

4 TRUSTEE ALSTON: Mr. Chair?

5 CHAIRMAN BADGER: Trustee Alston?

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

24 Thank you.

25 CHAIRMAN BADGER: Thank you. Any further

1 discussion? Hearing none, will you restate the
2 motion, please?

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

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

9 TRUSTEE TURNBULL: "Aye."

10 CHAIRMAN BADGER: Oppose, same sign.

11 All others oppose.

12 Motion failed. Divide of the House.

13 Can you call the roll, please?

14 ATTORNEY BARGE-MILES: Trustee Alston?

15 TRUSTEE ALSTON: No.

16 ATTORNEY BARGE-MILES: Trustee Badger?

17 CHAIRMAN BADGER: No.

18 ATTORNEY BARGE-MILES: Trustee Boyce?

19 TRUSTEE BOYCE: No.

20 ATTORNEY BARGE-MILES: Trustee Grable?

21 TRUSTEE GRABLE: No.

22 ATTORNEY BARGE-MILES: Trustee Graham?

23 TRUSTEE GRAHAM: No.

24 ATTORNEY BARGE-MILES: Trustee Lawson?

25 Trustee McWilliams?

1 TRUSTEE MCWILLIAMS: No.

2 ATTORNEY BARGE-MILES: Trustee Montgomery?

3 TRUSTEE MONTGOMERY: No.

4 ATTORNEY BARGE-MILES: Trustee Moore?

5 TRUSTEE MOORE: No.

6 ATTORNEY BARGE-MILES: Trustee Shannon?

7 TRUSTEE SHANNON: No.

8 ATTORNEY BARGE-MILES: Trustee Turnbull?

9 TRUSTEE TURNBULL: Yes.

10 ATTORNEY BARGE-MILES: Trustee Warren?

11 TRUSTEE WARREN: No.

12 CHAIRMAN BADGER: Thank you, motion fails.

13 TRUSTEE GRAHAM: Trustee Tonnelle Graham provided
14 the Student Government Association Updates.

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

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

21 The TCC2FAMU program has been finalized and MOU
22 signed by both institutions. Dr. Hudson has scheduled
23 a meeting with Alan Moran, Vice President of Marketing
24 and Communications at TCC on Tuesday, December 9,
25 2014.

1 The Financial Aid update was provided which
2 included the amount of federal, institutional, private
3 and state funding to 9,737 students. A brief
4 discussion concerning the verification process and
5 potential change in financial aid for the 2015/2016
6 academic year ensued and Trustee Turnbull distributed
7 an article from the New York Times discussing the
8 impact of finances on graduation.

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

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

25 Mr. Bryan Smith, Assistant to Vice-President for

1 Student Affairs presented information on anti-hazing
2 and Omsbudperson functions.

3 The Campus Safety update indicated the Florida
4 A&M Department of Public Safety began accreditation
5 process with the Commission for Florida law
6 enforcement accreditation. This is normally a
7 24-month process that the Department was able to
8 complete in just 9 months. The assessment team leader
9 held an exit interview with Chief Calloway and
10 expressed the team's overall satisfaction that the
11 Department is in compliance with all applicable
12 standards. There were no files sent back for review
13 and no corrective actions needed.

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

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

24 Working Environment Branding, Fan Experience
25 Branding, the SACS, and the website relaunch.

1 Please visit www.famuathletics.com and feel free
2 to provide your comments.

3 Mr. Chairman, this concludes my report.
4 Audit and Compliance.

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

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

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

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

15 A follow-up of findings and final audits were
16 given for the centralized cash collections audit,
17 issued March 2013 and (inaudible) program issued June,
18 2013.

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

23 The results of the follow-up reports by
24 (inaudible) for exiting counsel procedure. IT-related
25 findings and purchasing car and travel expenses. The

1 findings, management response and responsible
2 employees presented the possible consequences for
3 noncompliant University procedures were discussed.

4 The division received 23 allegations from July,
5 2014, through October, 2014; of the 23 allegations
6 filed for issue, five are closed, no investigation;
7 five are in process; seven have been referred to
8 another department for review, and one is pending
9 investigation.

10 Here are the categories: (inaudible). Six
11 financial and business integrity 16 misuse and
12 misappropriation of assets or information one.

13 Also, there was information provided on
14 self-assessment and regarding resources for department
15 division is making a position as to advertise.

16 This concludes the Division of Audit and
17 Compliance report.

18 CHAIRMAN BADGER: Thank you.

19 TRUSTEE ALSTON: There were no action items.

20 CHAIRMAN BADGER: Thank you. Direct Support, is
21 Trustee Shannon is still on the line?

22 TRUSTEE SHANNON: Yes, but I believe Trustee
23 Turnbull will be giving the report.

24 CHAIRMAN BADGER: Trustee Turnbull?

25 TRUSTEE TURNBULL: Yes, thank you, Mr. Chairman.

1 The Direct Support Organization Committee has three
2 action items and several items. Dr. Haynes presented
3 to the committee amendments to the FAMU Foundation
4 bylaws which clarify wording in sections in the
5 existing bylaws; did not alter substance of those
6 sections. The changes are from a series of amendments
7 that were voted on by the FAMU Foundation Board and
8 approved during their Fall 2013 board meeting.

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

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

14 CHAIRMAN BADGER: You heard the motion.

15 TRUSTEE MOORE: Second.

16 CHAIRMAN BADGER: Any discussion? Hearing none,
17 all those in favor, let it be known by the sign "aye."
18 Oppose, same sign. Motion passes.

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

23 But under that Memorandum of Understanding,
24 University President is not to serve on the Foundation
25 Audit Committee, and this is in keeping with modern

1 best practices and in the current direction that
2 Foundations are going with regard to audit committees.

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

8 TRUSTEE ALSTON: Second.

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

11 (All answer affirmatively.)

12 CHAIRMAN BADGER: Oppose, same sign.

13 Motion passes.

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

23 Mr. Chairman, I move that the Board of Trustees
24 approve the memorandum of understanding between the
25 University and the FAMU Foundation.

1 CHAIRMAN BADGER: Motion. Second?

2 Those in favor?

3 (All answer affirmatively.)

4 All opposed, same sign. Motion passes.

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

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

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

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

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

24 Dr. Haynes presented several Foundation updates:
25 The Foundation received a final copy of its

1 operational audit by which no egregious findings were
2 reported.

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

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

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

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

25 The alumni has worked with University Advancement

1 on a campaign launched this Fall to raise critical
2 dollars for the FAMU Athletic Department. The dollars
3 will support four initiatives: The field house,
4 travel for athletes; golf and tennis.

5 Dr. Haynes presented an update on Rattler
6 Boosters:

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

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

12 CHAIRMAN BADGER: Thank you, Trustee Turnbull.
13 Facilities Planning Committee?

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

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

22 The second action item that the Facilities
23 Planning Committee heard was a presentation by
24 Dr. Kendall Jones, Interim Associate Vice-President
25 for Construction and Facilities Management, regarding

1 the adoption of the Campus Development Agreement with
2 the City of Tallahassee.

3 To implement the Campus Master Plan, the
4 University is required to enter into a Campus
5 Development Agreement with the host local government.
6 On March 13, 2013, the 2010-20 Florida A&M University
7 Campus Master Plan update was presented to the City of
8 Tallahassee Commission whereupon the University and
9 City staff initiated preparation of the campus
10 development agreement. Therefore, the Facilities
11 Planning Committee recommends that the Florida A&M
12 University 2010-20 Campus Development Agreement be
13 approved by the Board of Trustees for adoption in
14 accordance with 1013.30 F.S.

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

21 CHAIRMAN BADGER: You heard the motion.

22 TRUSTEE ALSTON: Second.

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

1 (All answer in the affirmative.)

2 CHAIRMAN BADGER: Oppose, same sign.

3 Motion passes.

4 TRUSTEE MCWILLIAMS: Thank you.

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

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

16 The Facilities Planning Committee requested a
17 project conceptual plan to projected cost and a
18 project timeline for Athletic Fieldhouse short-term
19 enhancements to be developed and provided to the
20 Facilities Planning Committee in three and one half
21 weeks. The facilities Department will work with the
22 Athletic Director to insure operational needs are
23 factored into this conceptual plan. Also, the
24 facilities department staff was requested to provide a
25 Facilities Planning Committee with a report reflecting

1 the overall deferred maintenance needs of the
2 University facilities.

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

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

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

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

19 TRUSTEE GRAHAM: Yes, sir.

20 The Special Committee on Athletics met yesterday
21 and approved the minutes from testimony November 7,
22 2014 meeting.

23 Joyce Ingram, Assistant Vice-President for HR
24 provided an update regarding the selection of the head
25 football coach. She indicated that the search

1 committee and chair have been selected and Trustees
2 McWilliams and Boyce are ex officio members.

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

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

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

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

21 The Committee asked VP Cassidy to provide a plan
22 to renovate the field-house. The plan, in which is
23 due to the Board in 3.5 weeks, January 2, 2015, will
24 identify what dollars can be used for the project and
25 next steps.

1 Mr. Chair, this concludes my report.

2 CHAIRMAN BADGER: Thank you. Any questions?
3 Discussion? Is there any further business to come
4 before the board? Hearing none -- Trustee Shannon,
5 are you on the line?

6 TRUSTEE SHANNON: Yes. And just my apology to
7 the Board of Trustees for being unable attend in
8 person. But one thing I wanted to do is I didn't want
9 this moment to pass without underscoring the previous
10 accolades that Dr. Mangum gave to the Marching 100,
11 because I just wanted to say that I am very happy for
12 the band. I am very happy for the University, because
13 24 to 37 months along we had a band in crisis, and
14 this was -- there was a lot of concerns, stresses and
15 uncertainty about the future of the band. And since
16 that time, in the wake of that difficult period, we
17 had to make a lot of unpopular, difficult decisions as
18 to changes that needed to be made with the band to
19 turn around the situation and restore it to the
20 greatness that it has had in the past and it so richly
21 deserves. And I think this is a case study of how
22 positive outcomes can be reached when we take the
23 steps needed to do the right thing, even if those
24 steps are risky, unpopular or heavily criticized.

25 We just need to have faith and resilience and

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

8 CHAIRMAN BADGER: Thank you.

9 TRUSTEE MONTGOMERY: I withdraw my --

10 TRUSTEE ALSTON: What was his comment?

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

13 TRUSTEE ALSTON: Okay.

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

16 (Meeting adjourned at 11:41 a.m.)

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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

