



**Florida Agricultural and Mechanical University  
Board of Trustees  
ACTION ITEM**

**Governance Committee  
Date: Thursday, August 9, 2018  
Agenda Item: 3**

**Item Origination and Authorization**

Policy \_\_\_\_\_ Award of Bid \_\_\_\_\_ Budget Amendment \_\_\_\_\_ Change Order \_\_\_\_\_  
Resolution \_\_\_\_\_ Contract \_\_\_\_\_ Grant \_\_\_\_\_ Other \_\_\_\_\_

**Action of Board**

Approved \_\_\_\_\_ Approved w/ Conditions \_\_\_\_\_ Disapproved \_\_\_\_\_ Continued \_\_\_\_\_ Withdrawn \_\_\_\_\_

**Subject:** President Robinson's 2018/2019 Goals

**Rationale:** Pursuant to President Robinson's employment agreement, he is required to provide to the Chair of the Board of Trustees a list of proposed goals and objectives for the twelve month period beginning on July 1. The Board and President Robinson are then required to agree upon finalized goals and objectives for the twelve month period.

**Attachments:** President Robinson's Proposed 2018/2019 Goals

**Recommendation:** President Robinson and Chair Kelvin Lawson discussed the goals. It is recommended that the Board of Trustees approve President Robinson's 2018/2019 goals.

## President Robinson's Proposed Annual Goals for 2018-19

- Goal 1: Achieve an overall score on the metrics evaluated under the Performance Based Funding Model that is higher than the University's most recent three-year average (baseline score = 67 points)
- Goal 2: Increase the University's four-year graduation rate from 21.8% to 25%
- Goal 3: Achieve first-time licensure pass rates that meet or exceed state or national benchmarks in Law (Goal:  $\geq 70\%$ ), Nursing ( $\geq 87\%$ ), Pharmacy ( $\geq 93\%$ ) and Physical Therapy ( $\geq 91\%$ )
- Goal 4: Increase annual giving by 25% (from \$9.3M to \$11.6M) and implement a plan to launch a capital campaign
- Goal 5: Continue implementation of the University's comprehensive plan to improve customer service in key campus administrative units and enhance engagement with stakeholder groups (note: customer satisfaction surveys will be used to evaluate improvements)
- Goal 6: Increase total headcount enrollment by 4.67% (from 9,909 to 10,372)
- Goal 7: Increase total R&D expenditures by 1% (from \$38M to \$38.38M)
- Goal 8: Reduce overall expenditures by 5% and continue to invest in the University's key initiatives and strategic priorities, while increasing cash flow and liquidity (reserves)
- Reduce overall expenditures by 5% for FY 18-19 (baseline expenditures = \$176,406,277)
  - Continue to invest in the University's priorities
  - Increase cash flow and liquidity (reserves)
- Goal 9: Strengthen the University's financial health by achieving or exceeding a minimum debt ratio of 0.84
- Achieve or exceed the projected debt ratio of 0.84 for FY 18-19



**Florida Agricultural and Mechanical University  
Board of Trustees  
ACTION ITEM**

**Governance Committee  
Date: Thursday, August 9, 2018  
Agenda Item: 4**

Item Origination and Authorization			
Policy _____	Award of Bid _____	Budget Amendment _____	Change Order _____
Resolution _____	Contract _____	Grant _____	Other _____

Action of Board				
Approved _____	Approved w/ Conditions _____	Disapproved _____	Continued _____	Withdrawn _____

**Subject:** President Robinson's 2017/2018 Evaluation

**Rationale:** Pursuant to President Robinson's employment agreement, the Board shall evaluate his performance based on the achievement of his mutually agreed upon specified goals and objectives and such other criteria as the Board deems appropriate.

**Recommendation:** It is recommended that the Board of Trustees approve its 2017/2018 evaluation of President Robinson.