

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



Governance Committee Meeting

December 7, 2018

10:00 a.m.

Location: Grand Ballroom

Committee Members: Harold Mills, Chair
Kimberly Moore, Belvin Perry, Nicole Washington

AGENDA

- | | | |
|-----|---------------|-------------------|
| I. | Call to Order | Trustee Mills |
| II. | Roll Call | Linda Barge-Miles |

ACTION ITEM

- | | | |
|------|--|---------------|
| III. | Approval of the June and August 2018 Minutes | Trustee Mills |
| IV. | Regulation 3.021 re: Alcohol on Campus | Shira Thomas |
| V. | Approval of the University's Equity Report | Carrie Gavin |

INFORMATIONAL ITEM

- | | | |
|------|--------------------|----------------------|
| VI. | Legislative Update | Barbara Cohen Pippin |
| VII. | Adjournment | |

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



**Governance Committee Minutes
June 7, 2018**

The Governance Committee Chair, Trustee Harold Mills, called the meeting to order. Ms. Zackery called the roll. A quorum was later established. The following committee members were present: Harold Mills, Belvin Perry and Trustee Washington.

The first item on the agenda was approval of the minutes for the meetings held on March 8, 2018. Trustee Perry moved approval. The motion was seconded by Trustee Washington and the motion carried.

Next, Ms. Pippin provided an update on the Legislative Budget Request. The committee approved the following initiatives:

- I. General Operational Enhancements (Enhancing Pathways to degree attainment-\$14,294,000)
 - A. Enhance academic support services to increase retention and graduation rates
 - \$1,050,000 (recurring)
 - B. Strengthen academic programs
 - \$4,500,000 (non-recurring)
 - \$3,360,000 (recurring)
 - C. Online course offerings
 - \$2,995,000 (recurring)
 - D. Technology Upgrades
 - \$2,389,000 (recurring)
- II. Agriculture research, education and Training in Support of Florida's Agricultural Industry
 - \$535,000 (recurring)
 - \$1,184,136 (non-recurring)

The Committee then heard updates regarding Regulation 5.005 and Policy 2008-01. Both items were recommend for approval by the Committee and were placed on the consent agenda for the Board meeting.

The Committee also received updates on the BOT survey and President Robinson's self-evaluation and 2018-2019 goals.

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



**GOVERNANCE COMMITTEE MEETING MINUTES
August 9, 2018**

Chair Mills called the meeting to order. Attorney Barge-Miles called the roll and a quorum was established. The following committee members were present: Harold Mills, Kimberly Moore, Belvin Perry, and Nicole Washington.

The Committee heard updates and recommended approval of the President's 2018-2019 goals which included the following goals:

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

The Committee recommended approval of the President's 2017/2018 evaluation.

With no further business, the meeting adjourned.



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

Governance Committee

Friday, December 7, 2018

Agenda Item: IV

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: Amendment of University Regulation 3.021 – Alcohol on Campus

Rationale: The changes to Regulation 3.021 provide that the university president has the authority to approve additional areas on campus that would be allowed to serve alcoholic beverages, in accordance with all provisions of the regulation. Several technical changes are also being proposed.

Attachments: Regulation 3.021

Recommendation: Approve the amendment of Regulation 3.021

Florida A&M University Regulation



3.021 Alcoholic Beverages Regulation.

(1) This regulation shall govern the possession, service, sale, consumption, or distribution of alcoholic beverages at any and all Florida Agricultural and Mechanical University (FAMU) sponsored activities and events; at any and all facilities or properties owned by or operated under the jurisdiction of FAMU; and by any and all trustees, administrators, faculty, staff, students, direct support organizations, vendors, and-or guests attending such FAMU sponsored activities and events. As used in this regulation, the term “alcoholic beverage” includes beer, wine, hard liquor, distilled spirits, mixed drinks, fermented beverages, and other beverages containing alcohol.

(2) FAMU recognizes the serious nature and potentially harmful effect of using alcoholic beverages in the workplace and academic settings. Therefore, the manufacture, distribution, dispensation, possession, service, sale, consumption, or use of alcoholic beverages in all facilities or upon properties and grounds leased, owned or operated by FAMU is prohibited unless specifically permitted as set forth below.

(3) Upon satisfaction of all legal and regulatory requirements, the possession, service, sale, consumption, or distribution of alcoholic beverages at FAMU is restricted as follows:

(a) No alcoholic beverages may be possessed, served, sold, consumed, or distributed at the University except in the following FAMU Designated Areas: President’s Box (Bragg Stadium); Alumni-President’s House; Faculty Club House; Center for Viticultural Sciences & Small Fruit Research Center for Water Quality; Alfred Lawson Multipurpose Teaching Gymnasium, Grand Ballroom in the/Student Union; Black Archives; President’s Club (located at the northern end

zone of the stadium during football games and other stadium events); Bragg Stadium; and the College of Law.

(b) No individual under the legal drinking age of 21 may serve, sell, purchase, distribute, consume, or possess alcohol on FAMU properties or at FAMU sponsored activities or events, except to the extent permitted by law, or unless specifically engaged in an approved and supervised academic program that does not involve the actual ingestion of alcohol by an individual under the legal drinking age.

(c) Alcoholic beverages must be served by a licensed and insured third party vendor, who is properly trained regarding Florida's underage drinking laws and who has appropriate permits. Alcoholic beverages shall not be served to persons under the legal drinking age.

(d) All members of the FAMU community (trustees, administrators, faculty, staff, students, direct support organizations, vendors, and guests) must adhere to all applicable federal or state laws, local ordinances, and FAMU regulations and contracts related to the possession, service, sale, consumption, or distribution of alcoholic beverages at the FAMU Designated Areas as appropriate. The requisite permit for the sale of alcoholic beverages must be obtained from the Division of Alcoholic Beverages and Tobacco of the State of Florida.

(e) A written document, contract or agreement, facility request form, memorandum or letter describing the type of event, number of attendees and appropriate event controls shall be submitted to the President or President's designee for approval at least ~~two (2) weeks~~ 14 calendar days prior to the scheduled date of the event at the FAMU Designated Areas. Approval may be granted based on demonstrated intent to comply with the requirements set forth in this regulation and proof of appropriate licenses and permits for such events. Any event which will have student attendance also

will require the approval of the Vice President for Student Affairs and the Dean of Students prior to the submission to the President.

(f) Individuals or groups who are approved to have an event where alcoholic beverages will be served or consumed at the FAMU Designated Areas will be held responsible for the event. Any announcement or advertisement, including but not limited to a flyer, notice, poster, banner, tee-shirt, promotional item, newspaper, and radio advertisement concerning the event shall note the availability of non-alcoholic beverages at the event as prominently as the availability of alcoholic beverages. and Such announcements or advertisements shall note that proper identification is required in order to be served or sold alcoholic beverages; and shall not make reference to the amount of alcoholic beverages to be served at the event. Such Further, these advertisements or announcements shall not portray the drinking of alcoholic beverages as a solution to personal or academic problems or as necessary to social, professional, political, personal or academic success.

(g) The only alcoholic beverages that may be served, sold, purchased, distributed, consumed, or possessed at FAMU are those alcoholic beverages served at the activity or event, and the served alcoholic beverages must be consumed within the facility or space designated.

(h) The FAMU Department of Public Safety (Department) must be notified of any and all events involving the possession, service, sale, consumption, or distribution of alcoholic beverages at FAMU. The Department will determine if a uniformed member ~~of~~, or substitute by the Chief, must be present during the event. In such cases, the Department's expenses must be paid by the sponsoring individual(s) or group(s) unless waived by the President or President's designee, in writing.

(4) Notwithstanding the provisions of this ~~Regulation~~, requests related to the possession, service, sale, consumption or distribution of alcoholic beverages outside of the FAMU Designated Areas must be considered by the ~~FAMU Board of Trustees~~ University President. Any and all

approvals by the ~~FAMU Board of Trustees~~ University President must be consistent with the requirements set forth in this ~~Regulation~~.

(5) The possession, service, sale, consumption, or distribution of alcoholic beverages in the absence of the appropriate approval(s) identified herein is a direct violation of this regulation for which appropriate action will be taken.

Specific Authority: Article IX, Section 7(c), Florida Constitution, BOG Regulation 1.001.

History: New February 10, 2011, Amended September 9, 2013, January , 2019.



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

**Governance Committee
Friday, December 7, 2018
Agenda Item: V.**

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: Approval of the University's 2017 Equity Report

Rationale: The annual Florida Equity Report from each state public university must include information as required by Regulation 2.003 Equity and Access on the institution's progress in implementing strategic initiatives and performance related to equity and access as they pertain to academic services, programs, and student enrollment; equity in athletics; and employment. The Enrollment and Employment reports focus on women and members of specified race/ethnic protected classes.

Attachments: 2017 Equity Report

Recommendation: Approval of the 2017 Equity Report

FLORIDA EQUITY REPORT

Enrollment, Sex Equity in Athletics, and Employment

Report Year: 2018



Approved by University Board of Trustees (or designee)

Signature and Date

Approved by University President

Signature and Date

Submitted by:
Carrie M. Gavin, Director
Equal Opportunity Programs/Title IX
674 Gamble St., Tallahassee, FL 32307
carrie.gavin@famu.edu
850-599-3076

FLORIDA EQUITY REPORT
Part I - Summary

INTRODUCTION

The Florida Equity Report (FER), often referred to as the Equity Accountability Plan (EAP), must be submitted annually by each public state university to the Florida Board of Governors (BOG) pursuant to BOG Regulation 2.003. This report encompasses information relating to equity policies; academic reviews; student services assessment; gender equity in athletics; employment; and tenure.

EQUITY POLICIES

Included also in this report are the web address for University Regulations, and the University's Non-Discrimination Policy Statement.

ACADEMIC REVIEWS

The academic review consisted of the following areas:

1. Full-time First Time in College (FTIC) Enrollment for Fall 2016 was 1,293. The number for Fall 2017 is 1,655.
2. Full-time Florida Community College A.A. Transfers for Fall 2016 was 607. The number for Fall 2017 was 687.
3. Retention of Full-time FTIC students entering Fall 2016 (1,293) and continuing after one year were 1,070 or 82.75%.
4. Graduation rate of Full-time FTIC students entering Fall 2011 and continuing after six years is 47.61%. The percent retained after six years is 53.85%.
5. Bachelor's Degrees Awarded:
1,676 in 2015-2016
1,555 in 2016-2017
6. Master's Degrees Awarded:
231 in 2015-2016
271 in 2016-2017
7. Doctoral Degrees Awarded:
21 in 2015-2016
20 in 2016-2017

8. First Professional Degrees Awarded:
332 in 2015-2016
306 in 2016-2017

FAMU has implemented the following strategies in order to address the above numbers:

- Upgraded the technological infrastructure to offer distance learning programs by offering online programs and/or certificates;
- Continued support of online programs that have generated additional revenue to assist student programs and have improved retention and graduation rates;
- Increased student participation in the First and Second-Year Experience programs;
- Enhanced faculty/advisor development and utilization of technology to assist in monitoring student's progress;
- Established mandatory freshman course (SLS) and curriculum specific colloquium;
- Established an undergraduate Student Success Committee; developed effective and targeted methodologies and procedures for academic advisors;
- Used tuition differential funds to assist student with demonstrated needs;
- Reduced class sizes when appropriate;
- Limited the number of Access and Opportunity students;
- Increased the number of articulation agreements with Florida Community Colleges; and
- Continued support of our Living and Learning Communities that have positively impacted student success.

STUDENT SERVICES ASSESSMENT

The Division of Student Affairs consists of the Office of Admissions and Enrollment Management, the Office of Financial Aid, New Student Orientation, Campus Safety and Security, Center for Disability Access and Resources (CeDAR), Counseling Services, Career Services, University Housing, Office of Student Conduct and Conflict Resolution, Educational Research Center for Child Development, Ombudsman, Presidential Scholars, Student Union, Student Activities, Student Health Services, Campus Recreation Center, Veterans and Military Affairs, and Federal TRIO Programs. All departments within the Division operate in an equitable manner without regard to race, religion, color, age, disability, sex, marital status, national origin, veteran status, sexual orientation, gender identity, and gender expression as prohibited by state and federal law.

GENDER EQUITY IN ATHLETICS

The review of Athletics included the following areas:

- Sports offerings
- Participation rates of athletics
- Availability of facilities
- Scholarship offerings
- Funds allocated to overall programs
- Equipment and supplies

- Scheduling of games and practices
- Tutoring opportunities
- Compensation of coaches
- Medical and training services
- Housing and dining facilities

FAMU Athletics is focused on increasing revenue and improving the student-athlete experience with an emphasis on “Building Champions” and are focused on enhancing needs in the areas of sports medicine, academic advisement, and strength and conditioning. The Athletics administration is also developing plans to ensure that adequate facilities are available to all student athletes for athletic participation and academic preparation through the implementation of a capital campaign and the reorganization of academic space.

For the 2016-2017 academic year to present, the Athletic Department had four athletic trainers and four academic advisors to service nearly 300 student-athletes. At the center of the Athletic Department’s strategy to fund Title IX initiatives are: increasing athletic revenue, the annual and capital giving campaigns, and ticket sales.

EMPLOYMENT

During the past seven years, the diminishing budgets have impacted the University’s employment numbers. The employment numbers have declined in nearly every category except non-tenured earning faculty. Non-tenured earning faculty have a tenuous employment status making it easier to hire and terminate employees in this group. It should be noted that during this time period, there was a movement for academic units to review and make tenure and promotion criteria more stringent. The employment number are reflected below:

1. Tenured faculty decreased from 299 to 290 between Fall 2016 and Fall 2017. This was a percentage change of -3.01%.
2. Tenure-earning faculty increased from 128 to 118 between Fall 2016 and Fall 2017. This was a percentage change of -7.81%.
3. Non-tenure earning faculty increased from 115 to 144 between Fall 2016 and Fall 2017. This was a percentage change of 25.22%.
4. Employees in the Executive/Administrative/Managerial classes decreased from 326 to 290 between Fall 2016 and Fall 2017. This was a percentage change of -11.04%.

TENURE

This Report also includes charts that show the racial and gender composition of the faculty that applied for tenure in 2016-2017 and the composition of tenure committees by colleges and schools. In 2016-2017, ten males (nine African-Americans and one white) applied for tenure and eight were nominated for tenure by the University. In the same year, eight females (seven African Americans and one white) applied for tenure and seven were nominated by the University for tenure. All those nominated received tenure.

BUDGET FOR UNDER-REPRESENTATION

The University is committed to equity and continues to demonstrate this by allocating funds for employment recruitment through the University's hiring processes. Additionally, the strategies implemented to increase graduation rates, retention of students, and the hiring of faculty and staff based on qualitative measures, assists the University in alleviating under-representation. Furthermore, the number of EAP goals established by Florida A&M University varies each academic year depending on the underutilization data.

CONCLUSION

The University continues to secure millions in grants for our research projects which employ a diverse number of students and faculty, and further serves to recruit. Professors continue to be recognized for their academic achievements and service. Students are interning and receiving job offers and many are pursuing graduate degrees. Athletic teams are winning and student athletes are thriving in the classroom. The University remains committed to equity in all arenas of the campus.

Florida Equity Report
Florida A&M University
2016-2017
Part II Policies

Florida Agricultural and Mechanical University's regulations are available at the website listed below:

<http://www.famu.edu/index.cfm?regulations&UniversityRegulationsTableofContents>

The University's regulations cover the following areas:

- Student Affairs,
- Organization and Function,
- Administration,
- Academic Affairs,
- Miscellaneous Provisions,
- Purchasing,
- Leased Programs,
- Motor Pool,
- Surplus Property,
- Personnel, and
- Direct Support Organizations.

It is the policy of the University that each member of the University community is permitted to work and attend class in an environment free from any form of discrimination and harassment.



Florida Agricultural and Mechanical University

TALLAHASSEE, FLORIDA 32307

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EQUAL OPPORTUNITY PROGRAMS

FLORIDA A&M UNIVERSITY NON-DISCRIMINATION POLICY STATEMENT

It is the policy of Florida A & M University that each member of the University community is permitted to work or attend class in an environment free from any form of discrimination including race, religion, color, age, disability, sex, sexual harassment, sexual orientation, gender identity, gender expression, marital status, national origin, and veteran status as prohibited by state and federal statutes. This commitment applies to all areas affecting students, employees, applicants for admission and applicants for employment. It is also relevant to the University's selection of contractors, suppliers of goods and services, and any employment conditions and practices.

Questions concerning this policy and procedures for filing complaints under the policy should be directed to Mrs. Carrie Gavin (EOP Director/University Title IX Coordinator), located in the Office of Equal Opportunity Programs. Please also see University Regulation 10.103 Non-Discrimination Policy and Discrimination and Harassment Complaint Procedures, and University Regulation 10.112 Consensual Relationships.

All Affirmative Action Plans/Programs are available for review at the Office of Equal Opportunity Programs by anyone, upon request, during regular business hours (Monday through Friday, 8 a.m. – 5 p.m.). Please contact the following office regarding any information listed in this statement:

Office of Equal Opportunity Programs

674 Gamble Street
Tallahassee, FL 32307
(850) 599-3076; TDD (850) 561-2998

Copies of the affirmative action plans will be provided pursuant to Chapter 119 of the Florida Statutes.

Signed: _____

Larry Robinson
Larry Robinson, Ph.D.
Florida A&M University

Revised August 11, 2017

PART III
ACADEMIC CHARTS
TABLES - 1-8

Table 1. First-Time-In-College Enrollment (Full-time)

	NRA	B	A/AN	A	H	NH/PI	W	≥ TWO*	UNK	TOTAL
Men	4	507	1	2	27	0	18	21	0	580
Women	8	967	0	2	49	0	19	30	0	1075
Total	12	1474	1	4	76	0	37	51	0	1655
Category % of Total Fall 2017	0.73%	89.06%	0.06%	0.24%	4.59%	0.00%	2.24%	3.08%	0.00%	100.00%
Total FALL 2016	13	1141	0	6	52	0	33	48	0	1293
Category % of Total FALL 2016	1.01%	88.24%	0.00%	0.46%	4.02%	0.00%	2.55%	3.71%	0.00%	100.00%
Total FTIC Fall 2012	14	1401	2	8	24	0	60	1	0	1510
Category % of Total Fall 2012	0.93%	92.78%	0.13%	0.53%	1.59%	0.00%	3.97%	0.07%	0.00%	100.00%
Percentage Change in number from Fall 2012 to Fall 2017	-14.29%	5.21%	-50.00%	-50.00%	216.67%	0.00%	-38.33%	5000.00%	0.00%	9.60%

Source: IPEDS Part A, Fall enrollment by race, ethnicity, and gender. Full-time, First-time students.

Table 2. Florida Community College A.A. Transfers (Full-time)

	NRA	B	A/AN	A	H	NH/OP*	W	≥ TWO*	UNK	FEMALE	MALE	TOTAL
Total	1	587	0	7	14	0	66	12	0	450	237	687
Fall 2017												
Category %	0.15%	85.44%	0.00%	1.02%	2.04%	0.00%	9.61%	1.75%	0.00%	65.50%	34.50%	100.00%
of Total												
Fall 2017												
Total	3	514	1	5	17	0	59	8	0	383	224	607
FALL 2016												
Category %	0.49%	84.68%	0.16%	0.82%	2.80%	0.00%	9.72%	1.32%	0.00%	63.10%	36.90%	100.00%
of Total												
FALL 2016												
Total	7	457	3	6	10	0	66	1	0	341	209	550
Fall 2012												
Category %	1.27%	83.09%	0.55%	1.09%	1.82%	0.00%	12.00%	0.18%	0.00%	62.00%	38.00%	100.00%
of Total												
Fall 2012												
Category %	-85.71%	28.45%	-100.00%	16.67%	40.00%	0.00%	0.00%	1100.00%	0.00%	31.96%	13.40%	24.91%
Change from												
2012 to 2017												

Source: Student Instruction File. Full-time students.

Table 3. Retention of Full-Time FTICs After One Year

	NRA	B	A/AN	A	H	NH/OPI	W	≥ Two	UNK	FEMALE	MALE	TOTAL
Fall 2016 Cohort	13	1140	0	6	53	0	31	50	0	836	458	1293
Category % of Total	1.01%	88.17%	0.00%	0.46%	4.10%	0.00%	2.40%	3.87%	0.00%	64.66%	35.42%	100.00%
Enrolled Fall 2017	13	952	0	6	38	0	21	40	0	710	360	1070
Retention Rate	100.00%	83.51%	0.00%	100.00%	71.70%	0.00%	67.74%	80.00%	0.00%	84.93%	78.60%	82.75%

Source: Student Instruction File. FTICs who matriculated in Fall 2016, plus those FTICs who matriculated in Summer 2016 and continued into in Fall 2017

Table 4. Graduation Rate of Full-Time FTICs by Race/Ethnicity

	NFA	B	A/AN	A/PI	H	NH/OPI	W	≥ TWO*	UNK	Female	Male	Total
2011-17 Cohort	2	1898	2	11	33	0	36	3	0	1257	728	1985
Category % of Total	0.10%	95.62%	0.10%	0.55%	1.66%	0.00%	1.81%	0.15%	0.00%	63.32%	36.68%	100.00%
After 6 Years												
Number of Graduates	2	909	2	7	13	0	11	1	0	644	301	945
Percent Graduated	100.00%	47.89%	100.00%	63.64%	39.39%	0.00%	30.56%	33.33%	0.00%	51.23%	41.35%	47.61%
Category % Graduated	0.21%	96.19%	0.21%	0.74%	1.38%	0.00%	1.16%	0.11%	0.00%	68.15%	31.85%	100.00%
Number Retained	2	1027	2	9	16	0	12	1	0	722	347	1069
Percent Retained	100.00%	54.11%	100.00%	81.82%	48.48%	0.00%	33.33%	33.33%	0.00%	57.44%	47.66%	53.85%

Note: FTIC includes Beginners and Early Admits

Table 5. Bachelor's Degrees Awarded by Race

	NRA	B	A/AN	A	H	NH/OPI	W	≥ TWO	UNK	TOTAL
AY 2016-17										
Male	2	501	1	3	10	0	15	3	0	535
Female	9	970	0	1	15	0	20	5	0	1020
Total	11	1471	1	4	25	0	35	8	0	1555
Category % of Total	0.71%	94.60%	0.06%	0.26%	1.61%	0.00%	2.25%	0.51%	0.00%	100.00%
AY 2015-16										
Male	6	559	0	5	12	0	23	4	0	609
Female	9	1030	3	4	8	0	12	1	0	1067
Total	15	1589	3	9	20	0	35	5	0	1676
Category % of Total	0.89%	94.81%	0.18%	0.54%	1.19%	0.00%	2.09%	0.30%	0.00%	100.00%
AY 2011-12										
Male	6	472	2	6	7	0	20	0	0	513
Female	5	752	1	2	9	0	12	2	0	783
Total	11	1224	3	8	16	0	32	2	0	1296
Category % of Total	0.85%	94.44%	0.23%	0.62%	1.23%	0.00%	2.47%	0.15%	0.00%	100.00%

Source: IPEDS Completions, GRAND TOTAL BY FIRST MAJOR, Bachelor's degrees, Table for 99,0000, all disciplines.

Table 6. Master's Degrees Awarded by Race

	NRA	B	A/AN	A	H	NH/PI	W	≥Two	UNK	TOTAL
AY 2016-17										
Male	9	80	0	1	0	0	5	0	0	95
Female	8	162	0	0	2	0	4	0	0	176
Total	17	242	0	1	2	0	9	0	0	271
Category % of Total	6.27%	89.30%	0.00%	0.37%	0.74%	0.00%	3.32%	0.00%	0.00%	100.00%
AY 2015-16										
Male	4	69	0	0	2	0	1	0	0	76
Female	0	152	0	2	0	0	1	0	0	155
Total	4	221	0	2	2	0	2	0	0	231
Category % of Total	1.73%	95.67%	0.00%	0.87%	0.87%	0.00%	0.87%	0.00%	0.00%	100.00%
AY 2011-12										
Male	10	94	0	0	0	0	3	0	0	107
Female	4	178	0	0	3	0	2	0	0	187
Total	14	272	0	0	3	0	5	0	0	294
Category % of Total	4.76%	92.52%	0.00%	0.00%	1.02%	0.00%	1.70%	0.00%	0.00%	100.00%

Source: IPEDS Completions, GRAND TOTAL BY FIRST MAJOR, Master's degrees. Table for 99,000, all disciplines.

Table 7. Doctoral Degrees Awarded by Race

	NRA	B	A/IAN	A	H	NH/OPI	W	≥ TWO	UNK	TOTAL
AY 2016-17										
Male	1	5	0	0	0	0	0	0	0	6
Female	2	12	0	0	0	0	0	0	0	14
Total	3	17	0	0	0	0	0	0	0	20
Category % of Total	15.00%	85.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
AY 2015-16										
Male	0	4	0	0	0	0	0	0	0	4
Female	0	16	0	0	0	0	1	0	0	17
Total	0	20	0	0	0	0	1	0	0	21
Category % of Total	0.00%	95.24%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%	100.00%
AY 2011-12										
Male	4	8	0	0	0	0	1	0	0	13
Female	0	8	0	0	0	0	1	0	0	9
Total	4	16	0	0	0	0	2	0	0	22
Category % of Total	18.18%	72.73%	0.00%	0.00%	0.00%	0.00%	9.09%	0.00%	0.00%	100.00%

Source: IPEDS Completions, GRAND TOTAL BY FIRST MAJOR, Doctoral degrees. Chart for 99,0000, all disciplines.

Table 8. First Professional Degrees Awarded by Race

	NRA	B	A/AN	A	H	NH/OPI	W	≥ TWO	UNK	TOTAL
AY 2016-17										
Male	1	48	4	2	12	0	35	1	0	103
Female	1	137	2	8	22	0	32	1	0	203
Total	2	185	6	10	34	0	67	2	0	306
Category % of Total	0.65%	60.46%	1.96%	3.27%	11.11%	0.00%	21.90%	0.65%	0.00%	100.00%
AY 2015-16										
Male	0	70	0	4	15	0	35	0	0	124
Female	1	155	3	18	10	0	20	1	0	208
Total	1	225	3	22	25	0	55	1	0	332
Category % of Total	0.30%	67.77%	0.90%	6.63%	7.53%	0.00%	16.57%	0.30%	0.00%	100.00%
AY 2011-12										
Male	1	72	2	6	10	0	30	0	0	121
Female	0	124	0	9	13	0	43	0	0	189
Total	1	196	2	15	23	0	73	0	0	310
Category % of Total	0.32%	63.23%	0.65%	4.84%	7.42%	0.00%	23.55%	0.00%	0.00%	100.00%

Source: IPEDS Completions, GRAND TOTAL BY FIRST MAJOR, First Professional degrees. Chart for 99,0000, all disciplines.

PART IV
SEX EQUITY IN ATHLETICS
TABLES 1 – 3

Table 1. Sex Equity in Athletics Update

Element	Assessment	Area for improvement? (check if yes, and describe on form below)
1. Sports offerings	The University's current sports offerings (15) are sufficient to meet the needs of our students.	No
2. Participation rates, male and female, compared with full-time undergraduate enrollment	The proportionality of student-athletes to the overall student body requires improvement, but we are currently focusing on the Accommodation of Interests and Abilities' prong.	Yes
3. Availability of facilities, <i>defined as locker room, practice, and competitive facilities</i>	Currently, men and women's basketball and women's volleyball share practice and competitive facilities. We are working with external sport arenas and our K-12 school to assist in providing practice venues.	Yes
4. Scholarship offerings for athletes	We fully funded scholarships in all sports but coaches had the flexibility of awarding partial scholarships.	Yes
5. Funds allocated for:		
a) the athletic program as a whole	The University continues to review and implement strategies to cut costs and improve fundraising goals.	Yes
b) administration	The administration is diverse and paid competitive salaries.	No
c) travel and per diem allowances	Travel and per diem allowances are equitable in the department.	No
d) recruitment	We need increase the allocation of recruitment dollars for non-revenue generating sports.	Yes
e) comparable coaching	A female is the head coach of ten of our 15 sports. However, two of those coaches are heading multiple sports.	Yes
f) publicity and promotion	Fan engagement is equitable. However, we need to increase efforts to promote marketing for all sports.	Yes
g) other support costs	See 5a.	
6. Provision of equipment and supplies	We need new equipment and supplies for our non-revenue generating sports. However, at this time we will focus on maintaining our current stock of equipment.	Yes

7. Scheduling of games and practice times	Although men and women's basketball and women's volleyball share practice and competitive facilities, the athletic department has done an outstanding job of scheduling practice times and competitions for the three sports without overlaps.	No
8. Opportunities to receive tutoring	The University's Division of Academic Affairs continues to support FAMU Athletics in its efforts to strengthen academic support to include tutoring.	Yes
9. Compensation of coaches and tutors	The Department was able to compensate female coaches for additional duties performed but we continue to assess how to make salaries more equitable for coaches with similar workloads.	Yes
10. Medical and training services	The Athletic Department will continue to work with the School of Allied Health Sciences to assist with medical/training needs. Athletics is also reviewing revenue streams to possibly hire additional training staff.	Yes
11. Housing and dining facilities and services	Housing and dining facilities are comparable at this time.	No

Table 2. Sex Equity in Athletics – Areas for Improvement

Areas for Improvement	Program for Improvement	Timetable
Participation rates, male and female, compared with full-time undergraduate enrollment	There has been an improvement in recent years, from 65/35 male to female ratio to 60/40. The athletic department will review the walk-on policies for our sports and make reasonable adjustments in regards to those policies. We are continuing to assess viability of adding additional women's sports.	Ongoing
Availability of Facilities	The athletic department is focusing on locating and possibly renovating space to provide locker rooms for the men and women's track teams.	Ongoing
Scholarship offerings for athletes	We are attempting to increase revenue so our coaches will have the option of awarding full scholarships to all award-recipients.	2019-2020
Funds for the athletic program as a whole	The department acknowledges its fiscal shortfalls. However, we plan to increase revenue through increased ticket sales and marketing promotions.	2020-2021
Recruitment	Increasing our revenue streams will allow our coaches to utilize the additional funds for recruiting activities.	Ongoing
Comparable coaching	Increasing our revenue streams will allow the department to hire additional coaches and make coaching equitable at the head and assistant-levels.	Ongoing
Publicity and Promotion	Increasing our revenue streams will allow the department to effectively promote marketing of all sports.	Ongoing
Provision of equipment and supplies	Increasing our revenue streams will allow the department to provide new equipment and supplies for the non-revenue generating sports.	Ongoing
Opportunities to receive tutoring	Tutoring is provided to student-athletes in the individual departments and in the athletic department. We require additional tutors for the athletic department. The Division of Academic Affairs is working with athletics to improve tutoring needs.	2018-2019
Compensation of coaches and tutors	The department is reviewing coaches' salaries and attempting to make adjustments to lessen any gaps in salaries.	2018-2019
Medical and Training Services	Increasing our revenue streams will allow the department to hire additional trainers.	Ongoing

Table 3. Student Athletes by Gender, 2016-17

	Male	Female	Total
Number	213	142	355
Percent of Total	60%	40%	100%

PART V
EMPLOYMENT CHARTS
TABLES 1 – 4

Table 1. Category Representation – Tenured Faculty

INDICATOR	NRA	B	A1/AN	A	H	NH/OPI	W	≥ TWO*	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2017	17	192	0	17	10	0	53	1	0	111	179	290
Number, Fall 2016	16	198	0	17	9	0	54	5	0	116	183	299
1YR Percentage Change	6.25%	-3.03%	0.00%	0.00%	11.11%	0.00%	-1.85%	-80.00%	0.00%	-4.31%	-2.19%	-3.01%
Number, Fall 2012	7	190	0	15	6	0	49	1	0	92	176	268
5YR Percentage Change	142.86%	1.05%	0.00%	13.33%	66.67%	0.00%	8.16%	0.00%	0.00%	20.65%	1.70%	8.21%
Area for improvement, compared with national standards? (Check if yes)												

Source: IPEDS Fall Staff, IPEDS Human Resources Data.

IPEDS Human Resource, instructional faculty only. Does not include Research or Public Service only faculty.

IPEDS Human Resource aligned with 2010 Standard Occupational Category (SOC) System.

Table 2. Category Representation – Tenure-Track Faculty

INDICATOR	NRA	B	A1/A/N	A	H	NH/OPI	W	≥ TWO*	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2017	13	78	0	7	5	0	15	0	0	63	55	118
Number, Fall 2016	12	84	0	6	6	0	18	2	0	67	61	128
1YR Percentage Change	8.33%	-7.14%	0.00%	16.67%	-16.67%	0.00%	-16.67%	-100.00%	0.00%	-5.97%	-9.84%	-7.81%
Number, Fall 2012	15	81	0	4	4	0	24	2	0	78	52	130
5YR Percentage Change	-13.33%	-3.70%	0.00%	75.00%	25.00%	0.00%	-37.50%	-100.00%	0.00%	-19.23%	5.77%	-9.23%
Area for improvement, compared with national standards? (Check if yes)												

Source: IPEDS Fall Staff, IPEDS Human Resources Data.

IPEDS Human Resource instructional faculty only. Does not include Research or Public Service only faculty.

IPEDS Human Resource aligned with 2010 Standard Occupational Category (SOC) System.

Table 3. Category Representation – Non-Tenure-Earning Faculty or Faculty at Non-Tenure Granting Universities

INDICATOR	NRA	B	AI/AN	A	H	NHI/PI	W	≥ TWO*	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2017	11	107	0	2	3	0	20	1	0	92	52	144
Number, Fall 2016	15	76	0	1	3	0	19	1	0	64	51	115
1YR Percentage Change	-26.67%	40.79%	0.00%	100.00%	0.00%	0.00%	5.26%	0.00%	0.00%	43.75%	1.96%	25.22%
Number, Fall 2012	8	112	0	4	3	0	23	4	0	82	72	154
5YR Percentage Change	37.50%	-4.46%	0.00%	-50.00%	0.00%	0.00%	-13.04%	-75.00%	0.00%	12.20%	-27.78%	-6.49%
Area for improvement, compared with national standards? (Check if yes)												

Source: IPEDS Fall Staff, IPEDS Human Resources Data.

IPEDS Human Resource instructional faculty only. Does not include Research or Public Service only faculty.

IPEDS Human Resource aligned with 2010 Standard Occupational Category (SOC) System.

Table 4. Category Representation – Executive/Administrative/Managerial

INDICATOR	NRA	B	A/AN	A	H	NH/OPI	W	≥ TWO*	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2017	1	250	0	7	2	0	24	6	0	174	116	290
Number, Fall 2016	3	282	0	8	1	0	30	2	0	193	113	326
1YR Percentage Change	-66.67%	-11.35%	0.00%	-12.50%	100.00%	0.00%	-20.00%	200.00%	0.00%	-9.84%	2.65%	-11.04%
Number, Fall 2012	3	259	0	6	2	1	16	2	0	177	112	289
5YR Percentage Change	-66.67%	-3.47%	0.00%	16.67%	0.00%	-100.00%	50.00%	200.00%	0.00%	-1.69%	3.57%	0.35%
Area for improvement, compared with national standards? (Check if yes)												

Source: IPEDS Fall Staff, IPEDS Human Resources Data.

IPEDS Human Resource instructional faculty only. Does not include Research or Public Service only faculty.

IPEDS Human Resource aligned with 2010 Standard Occupational Category (SOC) System.

PART VI
ACHIEVEMENTS

PART VI
FLORIDA EQUITY REPORT
FLORIDA A&M UNIVERSITY

Areas of Improvement Pertaining to Academic Services, Programs and Student Enrollment (This Year)	Achievement Report for Areas of Improvement Pertaining to Academic Services, Programs and Student Enrollment (Identified Last Year)
<p>First-Time in College (FTIC) Total enrollment increased in Fall 2017 to 1,655</p> <p>Full-time Florida Community College A.A. Transfers increased in Fall 2017 to 687</p> <p>Master's Degrees increased in academic year 2016-2017 to 271</p>	<p>First-Time in College Total Enrollment was 1,293 in Fall 2016</p> <p>In Fall 2016, full-time Florida Community College A.A. Transfers were 607</p> <p>In academic year 2015-2016, total Master's degrees earned were 231</p>

Areas of Improvement Pertaining to Gender Equity in Athletics (This Year)	Achievement Report for Areas of Improvement Pertaining to Gender Equity in Athletics (Identified Last Year)
<p>The number of sports offerings is sufficient to meet the needs of our students. The university is moving to the Interest and Abilities prong which would allow us to focus on intramural sports offerings more so than intercollegiate. This prong change would allow savings to the department.</p> <p>A female is the head coach of ten of our 15 sports in academic year 2016-2017</p>	<p>Last year, the University focused on closing the male-to-female proportionality gap between student-athletes and student enrollment, which would mean eventually increasing our intercollegiate sports offerings.</p> <p>In academic year 2015-2016, a female was the head coach of six of our 15 sports.</p>

Areas of Improvement Pertaining to Employment (This Year)	Achievement Report for Areas of Improvement Pertaining to Employment (Identified Last Year)
Non-tenured earning faculty increased in Fall 2017 to 144	The total numbers for non-tenured earning faculty in Fall 2016 were 115

PART VII
PROTECTED-CLASS
REPRESENTATION IN THE
TENURE PROCESS
2016-2017

Florida Equity Reports
 Florida A&M University
PART VII: Protected Class Representation
 2016-2017

Protected –Class Representation in the Tenure Process, 2016-2017

Sex, Race/Ethnicity	Applied	Withdrawn	Denied	Deferred	Nominated
MALES					
American Indian or Alaskan Native					
Asian					
Black or African American	9		2		7
Hispanic					
Native Hawaiian/Other Pacific Islander					
Two or More Races					
White	1				1
Other, Not Reported					
TOTAL MALES	10		2		8
FEMALES					
American Indian or Alaskan Native					
Asian					
Black or African American	7		1		6
Hispanic					
Native Hawaiian/Other Pacific Islander					
Two or More Races					
White	1				1
Other, Not Reported					
Total Females	8		1		7
GRAND TOTAL	18		3		15

LEGEND:
APPLIED: Faculty whose names have been submitted for tenure review.
WITHDRAWN: Faculty who withdrew from tenure consideration after applying for review.
DENIED: Faculty for whom tenure was denied during the review process.
NOMINATED: Faculty for whom tenure is being recommended by the University.

PART VIII
PROMOTION AND TENURE
COMMITTEES'
COMPOSITION
2016-2017

Florida Equity Reports
 Florida A&M University
PART VIII: Promotion and Tenure Committee for Colleges and Schools
 2016-2017

Promotion and Tenure Committee Composition, 2016-2017

Type of Committee	African American or Black		American Indian or Alaskan Native		Asian		Native Hawaiian/Other Pacific Islander		Hispanic		White		Two or More Races		Other, Not Reported		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
University Committee	8	12	0	0	0	1	0	0	0	0	1	2	0	0	0	0	9	15
College of Agriculture and Food Sciences	2	1	0	0	1	0	0	0	0	0	3	0	0	0	0	0	6	1
College of Education	1	3	0	0	0	0	0	0	0	0	1	0	0	0	0	0	2	3
College of Law	7	9	0	0	1	0	0	0	0	0	4	0	0	2	0	0	12	11
College of Pharmacy	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	1
College Sciences and Technology	2	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	4	1
College of Social Sciences, Arts and Humanities	3	2	0	0	0	0	0	0	0	1	1	0	0	0	0	0	4	3
FAMU-FSU College of Engineering	2	0	0	0	2	0	0	0	1	0	2	0	0	0	0	0	7	0
School of Allied Health Sciences	0	6	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	8
School of Architecture and Eng. Tech.	6	3	0	0	3	0	0	2	1	5	1	1	0	0	0	0	16	7
School of Business and Industry	2	2	0	0	0	0	0	0	0	0	1	0	0	0	0	0	3	2
School of Journalism & Graphic Comm.	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
School of Nursing	0	4	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	6
School of the Environment	6	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	8	1