



Florida Agricultural and Mechanical University
Board of Trustees Information Item

Meeting Date: October 3, 2013

Agenda Item: _____

Item Origination

Presidential Goals Committee

Subject: Presidential Goals

Short Summary: Chair Badger appointed a special committee to make recommendations regarding goals for Interim President Robinson. The Committee is chaired by Trustee Cleve Warren and its other members are Trustee Anthony Siders, Trustee Marjorie Turnbull and Trustee Narayan Persaud.

The Committee met on August 6, 2013 and identified potential goals regarding academic excellence, student life, administration/operational and fiscal matters.

The Committee plans to:

- Discuss, review and refine the potential goals;
- Update the Board on its progress; and
- Make recommendations, if appropriate.

**MINUTES
FLORIDA A&M UNIVERSITY
BOARD OF TRUSTEES
PRESIDENTIAL GOAL SETTING AD HOC COMMITTEE
AUGUST 6, 2013**

Ad Hoc Chairman Cleve Warren called the meeting to order and asked Attorney Barge-Miles to call the roll. The following Trustees were present: Trustees Turnbull, Warren, Persaud and Siders were present. A quorum was established. Other Trustees present in-person or via telephone were: Trustees Montgomery, White, Gilzean and Badger.

Trustee Warren asked the committee to review the presidential expectations that were provided by each Board member at their retreat that was held in June. The Committee noted that there was a general consensus on the expectations identified by the trustees. These expectations had since been grouped according to subject matter by Attorney Barge-Miles. Trustee Warren stated that he had review several presidential evaluations online and found that the evaluation used by Florida Gulf Coast University was an excellent model.

During the discussion, Trustee Warren indicated that the President's goals need to be measureable, so that the board can say whether or not they have been achieved. He noted that some of the expectations submitted were not measurable. Trustee Turnbull suggested that the Committee look at what could be accomplished by an interim president. The committee agreed to use the Florida Gulf Coast University Presidential Evaluation form as a template.

After thoroughly vetting the issues, the Committee identified several potential goals for the president dealing with academic excellence, student life, fiscal, and administration. The Committee suggested that the Board discuss the goals with Dr. Robinson, so that he understands their expectations, and that if the Board determines that it needs to make modifications during that discussion, it can do so.

The potential goals are outlined below:

Goal I: Academic Excellence:

- Coming off SACS probation by December 2013
- Improving/maintaining Bar passage rate at 83% and above
- Maintaining specialized accreditation in all academic disciplines/programs
- Maintaining goals set by the BOT in terms of licensure passage rates
- Maintaining BOT goals in terms of profile admits
- Increasing graduation rates
- Recruiting the best and brightest students
- Increasing the number of articulation agreements with colleges
- Developing a concept plan for the recruitment of and retaining high quality faculty

- Reviewing and evaluating the relevancy of existing academic programs and exploring the development of programs that will prepare students for the demands of the market

Goal II: Student Life, Growth, and Development

- Developing a recruitment and retention plan, with specific goals for a targeted student population, inclusive of a diverse population encompassing academic scholars, international student, out-of-state students, and profile admits.
- Increasing enrollment (Check FTE)
- Maintaining the freshman retention rate of 81%

Goal III: Administration and Operational

- Performing an organizational audit to determine whether there are qualified administrative and academic officers, with the experience and competence to lead the organization toward meeting its strategic objectives. Based on the outcome of the audit, make appropriate adjustments in staffing.
- Enlisting the services of a consulting firm to assess and evaluate the effectiveness of the core human resource functions at the University. Based on the outcomes, the firm will make recommendations on how to create a plan of action that encompasses the usage of the best practices in HR management.

Goal IV: Fiscal

- Developing alternative financial revenue sources for the University, as the public revenue stream is diminishing. (*i.e. public-private partnerships, tax exempt financing. Also, look at what other HBCU's are doing to raise revenue.*)
- By a date certain, upgrading and developing a strong and effective governmental relations effort in Tallahassee and Washington, D.C.

At the conclusion of the discussion, the meeting adjourned.