

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



Special Committee on Presidential Evaluation Meeting

Date: Thursday, June 9, 2016

Time: 4 p.m.

Location: Grand Ballroom

Committee Members: Kimberly Moore – Chair, Carter, Lawrence, McCoy, Greg Clark – Ex Officio
(National Alumni Association President)

AGENDA

- | | | |
|-----|---------------|-------------------|
| I. | Call to Order | Chair Moore |
| II. | Roll Call | Linda Barge-Miles |

ACTION ITEMS

- | | | |
|------|--|-------------|
| III. | Approval of Minutes – May 11, 2016 | Chair Moore |
| IV. | Discussion and Approval of President Mangum’s Draft 2016-2017 Goals and Objectives | Chair Moore |

INFORMATION ITEMS

- | | | |
|-----|------------------------------------|-------------|
| V. | Review Evaluation Process Timeline | Chair Moore |
| VI. | Adjournment | |



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

Special Committee on Presidential Evaluation

Date: June 9, 2016

Agenda Item: III

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

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Approved _____	Approved w/ Conditions _____	Disapproved _____	Continued _____	Withdrawn _____

Subject: Special Committee on Presidential Evaluation – Minutes of May 11, 2016

Rationale: In accordance with the Florida Statutes, a governmental body shall prepare and keep minutes or make a tape recording of each open meeting of the body.

Attachments: Minutes of May 11, 2016

Recommendation: Approve the minutes of May 11, 2016



Special Committee on Presidential Evaluation Minutes
Trustee Kimberly Moore, Chair
Wednesday, May 11, 2016
(Summary Minutes)

Chair Kimberly Moore called the Special Committee on Presidential Evaluation to order.

Linda Barge-Miles called the roll.

Committee Members Present: Chair Moore, Trustee Carter, Trustee McCoy, Trustee Lawrence, Lt. Col. David Clark (Ex Officio, President of the FAMU National Alumni Association)

Absent: Trustee Warren

Other Attending: Trustee Washington

A quorum was present.

A. Action Items

1. Approval of Minutes of Committee Meeting

The first action item was the approval of minutes of the February 10, 2016 committee meeting. The motion to accept the minutes was moved by Trustee Carter and second by Trustee McCoy.

This motion carried unanimously.

2. Special Committee Operating Procedures

The second action item was the approval of the Special Committee on Presidential Evaluation Operating Procedures. The committee was informed that the Board of Governors regulations require an annual evaluation of each university president's performance. The committee was also presented the proposed procedures that are designed to codify the process for the annual performance evaluation of the President for future reference. These procedures will be added to the Board of Trustees Operating Procedures. The motion for approval of the procedures was moved by Trustee Carter and seconded Trustee Lawrence.

The motion carried unanimously.

B. Discussion Item

The committee discussed the President's Draft 2016-2017 Goals and Objectives. Linda Barge-Miles informed the committee that the posted document had been changed by adding the implementation of the University's Work Plan approved by the Board of Trustees and Board of Governors as the first objective. Chair Moore stated that the subjective nature of the draft goals and objectives could open up problems on the backend that should be avoided. Various committee members expressed their concerns that the President's Goals and Objectives were not measurable. Trustee Washington stated that she agreed with the sentiment echoed by members and added that the draft goals did not touch on the goal of promoting a diverse and global education to enhance the student's academic experience. Trustee McCoy raised a question about whose vision statement was being presented in the draft document? He wanted to know if the statement was the President's vision or the vision that had been agreed to by the Board and the President. Dr. Mangum explained that the vision statement was a combination of her vision of FAMU becoming a best-in-class university and vision statement outlined in the University's Strategic Plan.

Chair Moore stated that she would continue to work with President to get a document for the Board to work with at its June meeting.

President Mangum informed the committee that her proposed Goals and Objectives were an attempt by her to clarify and quantify the evaluation criteria outlined in the Board's Presidential Evaluation Form since it was never clear to her how she was being evaluated by the Board using this tool. She stated that last year she presented 42 goals and objectives but was told that they were too operational; therefore, this year she was presenting goals and objectives that were designed to address the issue of educational leadership rather than specific goals and objectives that were outlined the previous two years. She expressed her desire to meet with the whole committee at least once so that she could understand what each committee members was evaluating.

Chair Moore offered that the tools were the established goals that she was being measured by and that have been adopted by the Board. She stated that the goals and objectives created by the President had no bearing on them. She thought the one-on-one meetings between the President and her would be the appropriate place to address issues concerning the tools. The goals and objectives presented by the President were a drill-down that the Board can point to as a body to say that it is holding the President accountable and is providing oversight. She also stated the President's Goals and Objectives were President Mangum's opportunity to set forth her vision to the Board and was a separate, and distinct process from the Board approved evaluation tools.

Trustee Carter said that Chair Moore's explanation made sense and put the issue in proper context for the members who were not present last year so that they understand that the goals and objectives of the President's were her vision for the academic year. Chair Moore stated that Trustee Carter was correct.

Trustee McCoy asked if the Strategic Plan that the President was referring to when discussing the vision statement was the same one that the Board was going to discuss in June, and if that was the case, he did not recall discussing the documents. He stated that he would be troubled if the committee was discussing a vision statement and goals and objectives that had yet to be approved by the Board.

Chair Moore said that was what the committee was tasked with doing. Chair Moore asked President Mangum if she had any comments. President Mangum responded by stating that there is a sequencing problem in her contract where the goals and objectives precede the establishment of the Strategic Plan. She said that until we have a new Strategic Plan that her Administration was embracing the University's current direction. She also stated that a lot had changed in higher education and that the Administration had to be responsive to these changes but that her concern is that she is not sure how she is being evaluated, and that is why she would like to have an in-depth discussion about how she is being measured.

Chair Moore said items A through I come from an evaluation tool that has already been approved by the Board and that it is separate from the President's Goals and Objectives, which is her vision that the Board can respond to that are outside items A through I.

The Chair suggested that another meeting in June might be needed to ensure clarity of the Goals and Objectives. Trustee Carter concurred.

C. Information Item

1. Review of the Presidential Evaluation Timeline

The Chair informed the committee to remind them where it was evaluation process and that is still in line with the evaluation timeline. She stated committee would be making its recommendation to the Board in June, but that they may be another meeting after she has had an opportunity to meet with the President.

2. Board of Governors Engagement

Chair stated that there were two matters she wanted to make the committee aware of. First, each board is tasked with having a direct conversation with the Chair of the Board of Governor regarding the annual evaluation of the president. Second, she stated that this conversation had taken place with then-Chair Warren and therefore that was no need to worry about being compliant.

3. Evaluation Stakeholders

The last item was to inform the committee that the Lt. Col. Clark's role on the committee was non-voting but it is vital role to help ensure feedback from that important constituent group. The committee was also informed that former Trustee Tonnelle Graham's input, along with that of the new student representative on the Board, would also be sought given that she was on the Board from July 1, 2015, to April 30, 2016.

There was no further business and the Chair asked for a motion to adjourn the meeting. The motion was moved by Trustee Carter and seconded by Trustee Lawrence.

Trustee Kimberly Moore
Committee Chair

Transcribed by:
Jimmy Miller



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

Special Committee on Presidential Evaluation

Date: June 9, 2016

Agenda Item: IV

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

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

Subject: Special Committee on Presidential Evaluation – Approval of President Mangum’s Draft 2016-2017 Goals and Objectives

Summary: The Board-approved Presidential evaluation timeline for 2016-2017 requires that as part of the annual evaluation process, and in conformity with the President's contract, that the President shall submit proposed goals and objectives to the Board Chair no later than May 2, 2016 for consideration. Pursuant to Section 5.0–5.1 of the President's contract, the Board should conduct a vote to ratify the President 's goals and objectives for the 2016-2017 performance review period after receiving the recommendation put forward by the Special Committee on Presidential Evaluation.

Attachments: President Mangum’s 2016-2017 Draft Goals and Objectives

Recommendation: Approve the President’s 2016-2017 Draft Goals and Objectives