

# Talent and Culture Committee

**FAMU Board of Trustees Meeting  
June 7, 2023**



# Committee Purpose



**BOT special committee established to address strategic initiatives in the 2022-2027 University Strategic Plan**

<b>Strategic Priorities</b>	<b>Goals</b>
<b>Academic Excellence</b>	Goal 2: Nurture the professional development of faculty and staff across the career span and across disciplines to create a culture of sustainable excellence.
<b>Leverage the Brand</b>	Goal 1: Foster a university-wide customer-centric culture to support academic and operational excellence.
<b>Organizational Effectiveness &amp; Transformation</b>	Goal 1: Enhance a culture that intentionally fosters building and engaging a high performing workforce and fortifies FAMU’s status as an employer of choice.

## Strategies

**Goal 2: Nurture the professional development of faculty and staff across the career span and across disciplines to create a culture of sustainable excellence.**

Strengthen faculty and staff development programs.

Enhance pedagogy for diverse learning styles and needs of students in person and online.

Establish a structure that fosters sustained faculty excellence.

Acquire more frequent “voice of the student” feedback and utilize it to improve academic experiences.

## Strategies

**Goal 1: Foster a university-wide customer-centric culture to support academic and operational excellence.**

Measure success against well-defined customer service standards and key performance indicators.

Provide ongoing customer service coaching and training to faculty, staff, and students.

Engage all units of the University in activities to ensure accountability and buy-in.

## Strategies

**Goal 1: Enhance a culture that intentionally fosters building and engaging a high performing workforce and fortifies FAMU's status as an employer of choice.**

Develop a compensation framework that aligns market competitiveness and internal equity to attract and retain qualified employees.

Establish a comprehensive onboarding program designed to equip new employees with information to achieve success in their new role and feel welcomed and included as a member of the FAMUly.

Bolster a university-wide culture that promotes development opportunities that focus on strengthening skills of employees and providing guidance to help them grow as professionals.

Strengthen the full-life cycle performance management framework.

Implement a campus-wide employee recognition program to acknowledge and reward staff for exemplary service and career milestones.

Increase resources and support for ongoing research/scholarship/creative activity among faculty.

Cultivate an environment of consistency by centralizing the application of HR policies, best practices, and accountability measures.

# Updates on Key Initiatives

- ☑ Customer Service
- ☑ Professional Development
- ☑ Onboarding
- ☑ Compensation Framework



President's May 2023 Senior Leadership Team Retreat  
"Creating and Sustaining a Culture of Service Excellence"

Questions?



# FLORIDA A&M UNIVERSITY

Founded in 1887 as the State Normal College for Colored Students, Florida Agricultural and Mechanical University (FAMU) is the only historically state supported educational facility for African Americans in Florida. It has always been co-educational. In 1890, the second Morrill Act was passed. This enabled the school to become the Black Land Grant College for the State of Florida. west of its original location