

Academic and Student Affairs Committee Minutes
Trustee Nicole Washington, Chair
December 4, 2025

Call to Order and Roll Call

Chair Nicole Washington called the meeting to order. Ms. Valeria Singleton called the roll. The following committee members were present:

- Trustee Jamal Brown
- Trustee Zayla Bryant
- Trustee Jocelyn Dopson-Rodriguez
- Trustee Deveron Gibbons
- Trustee Belvin Perry
- Trustee Nicole Washington

A quorum was established.

Action Items

1. Approval of Minutes – September 17, 2025

Trustee Perry moved to approve the minutes from the September 17, 2025, meeting. Trustee Bryant seconded the motion. The motion carried.

2. Institutional Accreditation

Florida A&M University has completed its SACSCOC fifth-year review and will begin preparing for a strategic transition to the Higher Learning Commission (HLC) over the next five years.

This transition aligns with guidance from the Florida Board of Governors, which aims to provide multiple paths to accreditation. Moving towards HLC will:

- Strengthen FAMU's alignment with research initiatives and peer institutions,
- Support the University's growth toward R1 status,
- Enhance flexibility in academic program expansion,
- Foster research collaboration, and
- Increase national competitiveness.

A copy of the proposed timeline was included with the committee materials.

Trustee Gibbons moved to approve the request. Trustee Bryant seconded the motion. The motion carried.

3. Credit Hour Reduction

In accordance with Board of Governors Regulation 8.014 regarding bachelor's degree exceptions to the 120-credit-hour requirement, each university board of trustees has the authority to approve reductions in credit hours for degree programs previously approved by the Board of Governors to exceed 120 hours.

Florida A&M University seeks to reduce the total number of degree hours for the programs listed in the committee packet, reverting each to the standard 120 credit hours required for graduation.

There was a question about the number of programs that will remain above 120 hours after the changes are implemented. Provost Watson responded that fewer than 10 programs remain above 120 hours, specifically around engineering disciplines. These programs remain aligned with ABET accreditation standards, which require additional coursework to meet the requirements.

Trustee Perry moved to approve the reduction in credit hours. Trustee Gibbons seconded the motion. The motion carried.

4. Tenure Recommendations

The application for tenure for Kimberly Brown-Pellum was reviewed by the Department, College, and University Tenure and Promotion Committees, as well as Provost Watson and President Johnson, during the summer.

The applicant was evaluated on professional experiences, teaching effectiveness, University service and public service, contributions to the teaching discipline, technical and performance competencies, records of publications and research, certifications, and exceptional scholarly or creative activities. A copy of the evaluation packet was provided to the Board of Trustees.

Additionally, Ottavia Spaggiari was recommended for tenure upon appointment, in accordance with Board of Trustees Regulation 10.204 and Article 15.8 of the Collective Bargaining Agreement. Tenure may be granted at the time of initial appointment upon recommendation of the appropriate administrator. The administrator must consider the department or equivalent unit recommendation before making a final tenure recommendation.

Tenure upon appointment is a condition of employment offered to faculty who have previously held a tenure position. The Provost and President approve requests for tenure upon appointment.

Supporting documentation has been reviewed by the school or college tenure and promotion committee. Additional materials were included in the committee packet for review.

Trustee Brown moved to approve the tenure recommendations. Trustee Perry seconded the motion. The motion carried.

5. Performance-Based Funding Model 2.0 – FAMU Choice Metric 10

PBF Metric 10 is designated as a university choice metric. Historically, universities have selected areas considered “low-hanging fruit” to maximize points. The Board of Governors (BOG) has recommended that institutions adopt more aspirational and targeted goals to encourage long-term growth and competitiveness.

Four broad categories were outlined, each with sub-metrics:

1. One SUS (System Collaboration)
 - Annual giving (dollar amount)
 - Shared initiative savings
2. World-Class Talent
 - National Academy members
 - Research impact (top quintile via academic analytics)
3. Student Success
 - Percentage of undergraduates participating in internships
 - Licensure examination pass rates
4. Research and Economic Development
 - Total research expenditures
 - Number of licenses and options executed annually

During the discussion, Internships emerged as a strong candidate:

- Current data indicate that 44% of programs require internships.
- Goal: Increase to 60% in the near term, with a plan to reach 75% within three years.
- Registrar’s Office has begun designating high-impact practice and internship courses to support tracking.

Licensure Pass Rates remain a key performance indicator (KPI) but are considered separately.

- Pharmacy (Doctor of Pharmacy): 83% first-time pass; MPJE 68% (highest in 10 years).
- Nursing: 83% first-time pass.
- Law: 78% first-time pass, trending upward.
- Physical Therapy: 73.4% first-time pass, ~90% on second attempt.

World-class talent and Research/economic development were discussed as longer-term aspirational goals. Current focus remains on building faculty research capacity and pursuing impactful licensing opportunities.

Next Steps:

- The Board of Trustees must select one primary choice metric and a secondary option to report to the BOG.
- No vote is required today on specific numeric goals; only the choice of metric is being considered.

Trustee Perry motioned to submit the percentage of undergraduate internship participation and annual giving to the BOG. Trustee Bryant seconded the motion. The motion carried.

Informational Items

Student Affairs Updates

Enrollment Management Plan:

Weekly operational discussions with the President, COO, and leadership team address detailed challenges, but the presentation highlighted robust strategic goals.

- Goals are aligned with both new and existing Board of Governors (BOG) performance-based funding metrics and designed to create tuition revenue pathways that strengthen the University's financial health.
- Targets presented will support the SUS30 Plan for 2030 and ensure programs of strategic emphasis (PSEs) remain a priority.

Undergraduate Enrollment Targets:

- Total Goal: 2,100 students
 - PSE Enrollees: 880 of 1,600
 - Non-PSE Enrollees: 720
 - Transfer Students: 500
- Policy Update:
 - Transfer students now have four years to complete their degrees (previously three years).
 - Credit for transfer completion is awarded to the institution where the student completes their degree.
 - Example: A student transferring from FAMU to UCF will have UCF credited for the completed coursework.
- Recruitment strategies are being carefully managed to maximize impact under the new metric.

Graduate Enrollment Targets:

- Total Goal: 1,760 students

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- PSE Enrollees: 880
- Non-PSE Enrollees: 880
- College of Law: 170 (included in overall graduate goal)
- Interim Dean and Associate Provost Howard reported record achievements:
 - Highest GPA class for L1s
 - Highest LSAT average for L1s
- Faculty and staff recognized for exceptional recruitment efforts.

Performance-Based Funding Alignment:

- Target: Maintain 55% enrollment in PSE programs.
- Flexibility exists to adjust percentages based on ACT, SAT, Bright Futures, and Pell student profiles.

Admissions Data (Year-over-Year Comparison):

- Applications: Up 22%
 - Current: 21,933
 - Last year: 18,854
- First-Time Freshman Applications: Up 33%
 - Current: 21,161
 - Last year: 15,839
- Admitted Students: Up 1,877% (due to improved processing systems)
 - Current: 2,847
 - Last year: 144
- Transfer Applications: Slight decline
- Current: 343
- Last year: 362 (down 5% from Florida College System)
- Note: FCS students apply year-round; collaborations continue to encourage enrollment and update pathways.

Academic Affairs Updates

- **Academic Program Prioritization**
 - The program consolidations and terminations identified in the Academic Prioritization Review were initially presented to the Board for informational purposes. To ensure adherence to governance requirements, these consolidations and terminations will be formally presented as an action item at the next meeting of the Board of Trustees.

- **Textbook Affordability**

- Professional programs (Doctor of Physical Therapy, Pharmacy, Nursing, and Law) continue to utilize affordable textbooks, many of which are provided directly by their respective colleges or schools. This practice is integrated into the institution's commitment to reducing student costs.
- Several textbook licenses are scheduled to expire in 2026.
- For the PharmD program, current editions are approximately five years old. The University is seeking funds to update to newer editions by 2026, ensuring students have access to the most current materials.
- The University remains proud of its progress in maintaining lower textbook costs.
- Efforts are underway to improve further efficiency and affordability in partnership with Barnes & Noble.

- **Post-Tenure Review**

- The post-tenure review update was presented as an audit review only. No action items or decisions were required.
- The information included the percentage and number of faculty members who have completed post-tenure reviews.
- Data and supporting materials were included in the committee packet.

Adjournment

There being no further discussion, the meeting was adjourned at 12:15 p.m.

Respectfully submitted,

Nicole Washington
Chair, Academic and Student Affairs Committee