

Strategic Planning and Performance Measures Committee Minutes Trustee Kristin Harper, Chair September 17, 2025

I. Call to Order

Chair Kristin Harper called the meeting to order.

II. Roll Call

Ms. Angela Jordan called the roll. The following committee members were present:

- Trustee Jamal Brown
- Trustee Zayla Bryant
- Trustee Kristin Harper
- Trustee Raphael Vasquez
- Trustee Nicole Washington

A quorum was established.

III. Approval of Minutes

Trustee Bryant moved to approve the minutes of the June 11, 2025, committee meeting. Trustee Washington seconded the motion. The motion carried.

IV. Informational Update

Dr. Jones provided a comprehensive update on Florida A&M University's continued alignment with the SUS30 Strategic Plan and evolving Performance-Based Funding (PBF) metrics. The presentation emphasized the importance of building **a** data-driven performance culture and introduced several initiatives and strategies, including:

- Metrics Readiness Dashboard to monitor key outcomes such as internships, employment, externships, and corporate partnerships.
- Development of MOUs with industry partners to expand opportunities in workforce readiness and research.
- Formation of cross-functional teams to assess alignment between the university's Boldly Striking Strategic Plan and SUS goals.
- Sharing and expanding the use of a strategic crosswalk document across colleges and schools to support performance tracking at the unit level.
- Enhancing internal systems to better flag and extract relevant academic and career-readiness data.



• Continued implementation of micro-certificate programs to bolster career development and strengthen industry pipelines.

Key areas of discussion included:

- Clarifying the definition of "iconic companies" in relation to performance metrics and identifying industry partners that reflect FAMU's unique mission.
- Exploring how FAMU can influence state-level metric development to ensure equitable performance evaluation, particularly around social mobility, first-generation, and Pell-eligible student success.
- Addressing disparities in comparison across the SUS, advocating for a clustered or peer-based evaluation model to reflect institutional mission and size.
- Leveraging alumni networks and partnerships to improve postgraduate outcomes.
- Establishing a Data Quality Assurance Committee and exploring data-driven leadership evaluations to support accountability and informed decision-making.
- Conducting gap analyses and establishing an ROI framework to assess and scale high-impact partnerships.

Additional topics discussed:

- Emphasis on affordability, minimizing student debt, and boosting retention and graduation rates.
- Progress toward Programs of Strategic Emphasis (PSEs), currently representing nearly 54% of FAMU's offerings.
- Efforts to strengthen 2+2 transfer pathways with feeder institutions like Tallahassee State College and Broward College.
- Advocacy for incorporating social mobility measures and high-impact practices into future performance metrics, including internships, study abroad, and honors programs.
- Operational efficiency metrics, including faculty-student ratios and classroom utilization, were noted as growing areas of focus.
- Discussion of alumni giving being removed from the performance metric structure, but still valuable to track.

The Committee recognized an opportunity to provide input to the Board of Governors (BOG) on the evolving list and framework of "iconic companies," emphasizing the importance of doing so while the process remains open to feedback.

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There being no further discussion, the meeting was adjourned at 11:53 a.m.

Respectfully submitted,

Kristin Harper, Committee Chair