

**Strategic Planning and Performance Measures Committee
Minutes**

**Trustee Harper, Chair
Wednesday, December 7, 2022**

Committee Members Present: Chair Kristin Harper, Trustee Ann Marie Cavazos, Trustee Kenward Stone, Trustee Craig Reed, Trustee Kimberly Moore, Trustee Otis Cliatt and Trustee Nicole Washington.

Call to Order/Roll Call: Chair Harper called the meeting to order. Mrs. Adams called the roll. There was a quorum.

Action Items

Approval of Meeting minutes from October 5, 2022. Trustee Washington moved for the minutes to be approved. The approval was seconded by Trustee Reed. The minutes were approved.

Informational Item

Update on University Strategic Plan

The implementation of the 2022-2027 strategic plan was our informational item on the agenda today. The implementation plan will position FAMU to execute our strategic priorities well and help us accomplish our mission and vision.

Dr. McMurray presented the communication plan which was with eight colleges and schools, five divisions, the Foundation Board, and the Florida Black Caucus. The plan included an explanation of what each strategic priority means, description of how each priority will be accomplished, explanation of why each priority matters, and how we will measure progress. Over the next two months, we will have town halls for students, faculty, staff, alumni, community, and corporate partners and continue to meet with all divisions, schools and colleges.

Dr. McMurray shared the implementation timeline for year 1. The timeline ensures the process can be used at the highest levels of administration to align and prioritize operations with FAMU. The implementation plan will be in three phases. Each phase includes a set of specific outcomes. Phase 1 began earlier in the fall by communicating with internal and external stakeholders through various platforms and discussed unit strategic planning. We are currently in Phase 2 where we will continue to publicize the strategic plan and finalize the budget, metrics, and meet with units to prepare the division or department strategic plans.

The key initiatives for year 1 were shared. These initiatives align to the strategic plan. The initiatives are elevating and sustaining student success outcomes, fostering faculty excellence and vitality, and advancing our reputation, rankings and impact.

In the next few months, the strategic plan implementation committee will continue communicating the strategic plan to internal and external stakeholders, finalize the development of the unit strategic plans, finalize outstanding metrics and budget, and begin the mid-year review. Regular updates will be provided to the board and university constituents. This comprehensive process ensures communication, accountability ownership, benchmarking, and reporting takes place. confirm outstanding metrics, and finalize and align the budget. Regular updates will be provided to the board and university constituents.

The committee also discussed alignment to board committees for each strategic priority goal, which will be revisited by Chair Lawson and future committee meetings.

The next steps are to publicize the strategic plan, finalize unit strategic plans, finalize metric benchmarks, finalize budget and align reporting to the budget cycle and begin mid-year review.

Discussion

- Trustee DuBose stated that additional sub-DSO committees be created that align with each priority/goal. The committee's structure has to evolve with the work.

Response: Trustee Harper stated that SPPM committee was used as a default. There are a number of goals that have to deal with people, performance and talent. Trustee Harper agrees that newly established committees are a good suggestion.

- Trustee Dubose commented that the IT structure be considered as well with regards to the strategy as we think about technology and future investments for virtual learning, etc.

Response: Trustee Harper inquired about the connection between operational excellence and technology.

Response: Trustee Cliatt suggested a follow up conversation between Trustee Harper, Dr. Edington and Dr. Akins regarding infrastructure upgrades being a part of funding for security measures.

Response: Trustee Moore stated that IT structure would be better suited for the budget and facilities committee as opposed to Strategic Planning and Performance Measures Committee.

- Trustee Washington inquired about the strategic priority placement for the compensation.

Response: Dr. McMurray commented that the compensation study would fall under organizational effectiveness and transformation.

- Trustee Washington suggested a dashboard or common reporting structure for each committee so there is continuity and assignments can be put on a schedule.
- Trustee Stone commented that in order to have a customer centric strategic plan we will need to get more creative around who is doing the work.
- Trustee Lawson asked where the advancement piece with regards to state and federal support to obtain a higher level of research would fit.

Response: Trustee Harper responded that advancement would fit under long-term fiscal health and sustainability.

There being no further business, the meeting was adjourned.