

DONALD E. PALM III, PH.D.

PROFILE

- Accomplished visionary with an exceptional ability to collaborate with internal and external university stakeholders to build a culture of excellence in student success, academics, research and service.
- Innovative problem-solver demonstrated ability to engage others to work together to develop strategies and solutions.
- Skilled relationship-builder, facilitates and empowers individuals to reach their maximum potential.
- Trusted and loyal advisor to the President and other University Officials.

EDUCATION & TRAINING

Brown University Medical School, Department of Neurosurgery, Rhode Island Hospital, Providence, RI
Postdoctoral Training/Fellowship, 1991 – 1995

Pennsylvania State University, Milton S. Hershey Medical Center, Hershey, PA
Doctor of Philosophy (Ph.D.) in Pharmacology, 1991

Lincoln University, Chester County, PA
Bachelor of Arts (B.A.) in Chemistry, 1985

FACULTY STATUS

FLORIDA A&M UNIVERSITY FACULTY RANKS - COLLEGE OF PHARMACY & PHARMACEUTICAL SCIENCES

Tenured Full Professor	2007 – Present
Associate Professor (Tenured)	2000- 2007
Assistant Professor	1995 – 2000

EXECUTIVE DEVELOPMENT

Harvard Institutes for Higher Education, Cambridge, MA
Management Development Program (MDP), Fellow, 2015

American Council on Education Fellows Program

Leadership Development Program: ACE Fellow, 2011 – 2012

Mentor, President Freeman Hrabowski, University of Maryland Baltimore County (UMBC)

Mentor, President Jay Perman, University of Maryland Baltimore (UMB)

Institute for Academic Leadership, Florida State University
System of Florida Department Chairs Workshop, 2008

CURRENT ADMINISTRATIVE POSITIONS

Florida A&M University (FAMU), Tallahassee, Florida

Executive Vice President and Chief Operating Officer - August 2023 - Present

The highest-ranking administrative officer reporting directly to the University President; Responsible for Administrative Oversight, Strategic Plan Implementation, Operational Efficiencies, Academic Quality, Student Success, and Research Productivity.

Direct Reports:

- **Provost and Vice President for Academic Affairs**
- **Vice President for Student Affairs**
- **Vice President for Research**
- **Vice President for Strategic Planning, Analysis and Institutional Effectiveness**
- **Chief Policy Officer**
- **Executive Director of Title III Programs**
- **Deputy Chief Operating Officer and Associate Vice President for Enterprise Risk Management**
- **Associate Vice President for Transformation**

Major Accomplishments:

Florida A&M University Rankings - 2025 U.S. News & World Report:

Recognized among the 2025 U.S. News & World Report's "Best National Universities," #152 in National Universities, #81 Top Public Schools, 6 years as the #3 Historically Black College and University, #20 in Social Mobility.

- Florida A&M University's National ranking **increased** by 18 positions from #170 in 2024 to #152 in 2025
- Florida A&M University's Public-School ranking **increased** 10 positions from #91 in 2024 to #81 in 2025
- Florida A&M University's Social Mobility Index position **increased** from #21 in 2024 to #20 in 2025
- 6th year as the #1 Public Historically Black College and University (HBCU)
- **Student Success Metrics - 2023-2024**
 - Increase in Four-Year Graduation Rate - 35% to 41% (6% increase) Record
 - Increase in Academic Progress Rate - 81% to 86% (5% increase) - Record
 - Increase in Retention Rate – 87% to 90% (3% increase)
- **Student Success Initiatives:**
 - FAMU Transformation Projects - \$3M
 - Slate CRM – Student Customer Relationship Management Platform
 - Inside Track – Re-enrollment for Stopped Out Population / Retention Coaching
 - Advance Financial Aid System – Efficient Award Processing
 - "Finish in Four" campaign
 - GPA checkpoint in 1st year seminar course to increase 1st year academic performance 500 students
 - Living Learning Communities - 13 communities with over 300 students
 - Advisement blitz (one per semester)
- **Academic Excellence:**
 - **New Degrees & Certificates:**
 - Aerospace Engineering (M.S. & Ph.D.)
 - Engineering Data Analytics (Graduate Certificate)
 - Systems Engineering Leadership (Graduate Certificate)
 - Cyber Security for Engineering (Graduate Certificate)
 - **Distant Education:**
 - Sport Management (Masters)
 - Global Security and International Affairs (Bachelors, Masters)
 - Bachelor of Architecture (Bachelors)
 - **Successful Reaccreditation of the following programs:**
 - Occupational Therapy (ACOTE); Journalism (ACEJMC); Public Relations (ACEJMC); Social Work (CSWE); Facilities Management (ABET); Doctor of Pharmacy (ACPE); Cardiopulmonary Science (CoARC); Health Care Management (AUPHA); Health Administration (CAHME); Doctor of Physical Therapy (CAPTE)
 - **Faculty Development & Support:**
 - Faculty Travel Grant
 - HBCU-UP Teaching & Learning Academy
 - Faculty Learning Communities
 - Service Excellence Training
 - Accelerate Research: Research Boost Fund
 - Research start-up packages
 - **Research Productivity:**
 - **Record** Research Expenditures - \$68M
 - Research Awards - \$112M
 - **Record** Indirect Cost Generation - \$7M
 - Establishment of Research Foundation
- **Athletics:**
 - Co-Chair of Athletics Action Plan Committee
 - Provide oversight – Comprehensive plan for student athlete success
 - Refine student athlete admission & transfer process

- **Policy:**
 - Established the Office of University Policy
 - Developed a Comprehensive Repository/Library of University Policies
 - Policy Website – Policy Resources, Templates, Manuals, Links to regulatory policies
 - Established University-Wide Policy Advisory Committee
- **Strategic Planning:**
 - “Boldly Striking” Strategic Planning Implementation (University & Unit Levels)
 - Alignment of Strategic Planning and Budgeting
 - Alignment of “Boldly Striking” Strategic Plan across all Direct Support Organizations (DSO)
 - Advanced Strategic Plan execution with data-driven initiatives
- **Operational Efficiency:**
 - **Artificial Intelligence (AI) Digital Strategy Initiative:**
Purpose –
 - To Integrate AI into Academics and Operations for Strategic Growth
 - To Establish a Responsible and Ethical AI Framework Aligned with University Values
 - To Enhance Student Success, Research Capabilities, and Administrative Efficiency
 - To Position FAMU as a Leader in AI-Driven Higher Education
 - **Resource Optimization Initiative:**
Purpose –
 - To Achieve Operational Efficiency and Financial Stability
 - To Align Resources with University Strategic Priorities
 - **Service Excellence Initiative:**
Purpose –
 - To Foster a Culture of Excellence and Continuous Improvement.

“We Inspire Excellence by Showing Kindness and Delivering Exceptional Service”

RECENT ADMINISTRATIVE POSITIONS – APRIL 2024 – FEBRUARY 2025

Florida A&M University (FAMU), Tallahassee, Florida

Interim Vice President for Advancement & Executive Director FAMU Foundation

Responsible for planning and leading advancement initiatives to capitalize on the university’s success, engage a broad range of constituents and grow the endowment. Cultivating and stewarding relationships, planning, and leading comprehensive advancement initiative to engage a broad range of constituents and philanthropic partners. Works with direct support organizations to maximize fundraising and advance the University’s mission.

Major Accomplishments:

July 2024 – February 2025 – Total \$12.6M with \$11.7M (New Cash)

CORPORATE ENGAGEMENT/FUNDRAISING - May 2024 - February 2025

- Participated in virtual meetings with Industry Cluster Program Member
- Industry Cluster - Hosted 50 members during the 2024 Fall Industry Cluster Meeting
- Lilly and Company
 - Advancing the Health Environment to the Next Generation Health Career Opportunities Program (AHCOP) in the School of Allied Health (Lilly Foundation) - **\$1M**
 - Lilly Rattler Scholars Program. Award scholarships for students enrolled in Allied Health Sciences, Business, Engineering, Science & Technology, Pharmacy & Pharmaceuticals Sciences/Institute of Public Health - **\$1.2M**
- JPMChase to Freshmen Studies, Financial Wellness Capacity Building and Financial Services Exposure Program, Living Learning Community (LLC) Financial Wellness, STEM Day - **\$250K**
- Chevron - Programming in Business, Engineering, and Science & Technology - **\$250K**

PREVIOUS ADMINISTRATIVE POSITIONS

Virginia State University (VSU), Petersburg, VA

VSU features academic environments within seven colleges and offers 31 undergraduate degree programs, 17 graduate degree programs, two doctoral degree programs and seven certificate programs, with about 5,000 students, a 231-acre campus, 11 residence halls, 18 academic buildings and a 412-acre agriculture research facility.

Executive Vice President & Provost - 2016 – 2023

The highest-ranking administrative officer reporting directly to the University President; oversees and manages a \$140 million budget. Responsible for institutional administrative oversight, academic quality, student success, research and safety.

Additional Positions Held During My Tenure

- **Vice President for Student Affairs – 2018 – 2023**
- **Vice President for Research – 2019 - 2023**
- **Direct Reports:**
 - University Deans** - Reginald F. Lewis College of Business, College of Agriculture, College of Education, College of Engineering and Technology, College of Health and Natural Sciences, College of Humanities and Social Sciences, College of Graduate Studies, University Library, Honors College
 - Associate Provost for Digital Learning and Extended Studies**
 - Associate Provost for Institutional Effectiveness**
 - Associate Provost for Student Affairs**
 - Executive Director of Enrollment Management, Student Success and Engagement**
 - Associate Vice President for Research**
 - Chief Information Officer (CIO)**
 - Chief of Police and Public Safety**
 - Executive Director of Title III Programs**

Major Accomplishments:

- **Strategic Planning** – Development & implementation “Preeminence with Purpose” 2020-2025
Facilitated the alignment for all divisions with the Strategic Plan metrics and the budget planning process.
- **Competitive Compensation Plan** – Implemented a competitive compensation plan for all faculty and staff after leading the University Climate Survey & Salary-Equity Study.
- **State Funding** – Successfully secured a record \$245 Million and \$48 Million, respectively in Capital and Operational funding through the Commonwealth of Virginia’s state funding process.
- **Successful Institutional Accreditation:**
 - Successful Regional Reaffirmation of Accreditation (SACSCOC) 2018 - 2028
 - Quality Enhancement Plan (QEP) – BOLT Becoming Outstanding Leaders of Tomorrow
- **Successful Reaccreditation of the following programs:**
 - Reginald F. Lewis College of Business -Association of Advance Collegiate Schools of Business (AACSB); Electronic Engineering Technology and Mechanical Engineering Technology – Accrediting Board for Engineering and Technology (ABET); Social Work - Council of Social Work Education (CSWE); Hospitality Administration – Accreditation Commission for Programs in Hospitality Administration (ACPHA); Art and Design - National Association of Art and Design (NASAD); Engineering and Computer Science Program ABET – Accreditation Board for Engineering and Technology (ABET); College of Education – Council for the Accreditation of Educator Programs (CAEP);
- **Academic Excellence:**
 - **New Programs:**
 - MSW Social Work; B.S in Education Special Education (K-12); Elementary Education (PreK-6th); Middle School Education (6th-8th); Career and Technical Education; Sports Management; MBA; M.S Data Analytics, Mechanical Engineering
 - **Distant Education:**
 - Established the 1st VSU online programs, currently six-fully online programs
 - Enhanced online course offerings
 - **Faculty Development & Support:**

- Established the Faculty Aspiring Leaders Development Program; Stipends for faculty Online Certification; Reinstated faculty Sabbatical Leave; Established the Provost Faculty Travel Grant; Established the Provost Faculty Leadership Program; Established Outstanding Faculty Award Program; Provide one course release time for new tenured track faculty members.
- **Staff Development & Support:**
 - Established Outstanding Staff Award Program; Established the Staff Aspiring Leaders Development Program; Established the Staff Travel Abroad program.
- **Enhanced Summer School:**
 - Trojan Advance – Summer courses offered at \$199 including textbooks
- **Research Accomplishments:**
 - Increased external research dollars to fund research & academic programs from \$13.7M in 2016 to \$28.8M in 2022.
 - Increased the amount of indirect cost recovered by from \$598K in 2016 to \$914K in 2022.
- **Student Success Initiatives:**
 - Established the Academic Center for Excellence (Centralized Student Support)
 - Supplemental Instruction, Advisement, Strategic Learning, Writing Center, Career Services, First Year Experience Course, 24 hr. Tutorial (Smartthinking), EAB
 - Established the first Living Learning Communities
 - Honors Living Learning Community; Medical Scholars Living Learning Community; Music and Fine Arts Living Learning Community; Engineering Living Learning Community; Education Living Learning Community
- **Graduations Rate:**
 - 8% increase in the 6-year graduation rate from 38% to 46%
 - 4% increase in the 4-year graduation rate from 28% to 32%
- **Advancement / State Government Relationships / Funded Initiatives**
 - Tech Talent Pipeline Investment \$7.3 Million over 20 years
 - The Wallace Foundation University Principal Preparation Initiative (UPPI) \$5.3 M
 - The STEM and Education Completion Program \$430,000 K
 - The Common Wealth Computer Graduate Engineering Program (CGEP) \$228 K
 - Verizon Stem Innovative Learning Program \$300,000
- **Crisis Management Experience:**
 - Enhanced mental health resources, support and awareness
 - University response to COVID- 19;
 - University response to inclement weather (Hurricane)
 - University response to campus violence
 - University response to hazing

PROGRESSIVE LEADERSHIP

Florida A&M University (FAMU), Tallahassee, Florida

- Associate Provost for Undergraduate Education, Office of Academic Affairs** (2015 – 2016)
Associate Vice President for Academic Affairs (2013 – 2015)
Assistant Vice President for Academic Affairs (2007 – 2013)
- Chair of the NCAA Academic Acceleration Support Program (AASP) Oversight Advisory Council – Charged with providing leadership in implementing the programs developed in the 2015 AASP proposal. Funding (\$300,000) was awarded by the NCAA to assist with student athlete academic success and improve Academic Progress Rates (APR).
 - Provided leadership initiatives to build a culture of excellence in operations, academics, research and service

through various internal restructurings; served as a liaison to the President, Provost, Vice Presidents, Deans, Directors, Legal Counsel and committees to expedite communications on academics, policies, procedures and processes.

- Assisted in establishing the FAMU Rural Diversity Healthcare Center in Crestview, FL.
- Facilitated the development of new academic programs: Vet Tech track, PharmD/MBA and Music Industry.
- Chaired the FAMU College of Dentistry initiative, conducting a feasibility study to justify establishment of a College of Dental Medicine to address the growing needs of underserved rural populations in Florida; led the project team through the process of securing approval from the FAMU Faculty Senate and FAMU Board of Trustees before the project was tabled by the Florida State University System Board of Governors in a period of economic cutbacks
- Served on Faculty Collective Bargaining Team to manage negotiations, broker compromises and reach agreements on faculty assignments, areas of responsibilities and compensation.

Service as a Faculty Member

College of Pharmacy & Pharmaceutical Sciences

- Faculty Senator (1995 – 2009)
- Chair of College of Pharmacy and Pharmaceutical Sciences Curriculum Committee
- Mentored College of Pharmacy & Pharmaceutical Sciences graduate/undergraduate research students
- Served as Major Professor guiding five successful doctoral candidates to earn their Ph.Ds.

HONORS & AWARDS

Gallery of Distinction Inductee 2025 - College of Pharmacy & Pharmaceutical Sciences/Institute of Public Health

News Service of Florida 50 Over 50 Recognition - 2025

President's Award, FAMU MLK Convocation Keynote Speaker 2024

Visionary Award, FAMU Center for Disability Access & Resources (CeDAR), 2013

Recognition of Outstanding Service to the Honors Program, FAMU, Honoree, 2005

Dean's Appreciation Award, FAMU, 2002 and 2004

Rising Star Award, FAMU, 2003

Exceptional Contribution in Grantsmanship, FAMU, 2002

FAMU Faculty of the Year (1999) and Advanced Faculty of the Year (2001)

SELECT COMMUNITY SERVICE & AFFILIATIONS

UNITED WAY of the Big Bend: Board Member - Present

Habitat for Humanity, Wakulla County: Board of Directors, 2013 – 2015

Bond Community Health Center: Board of Directors, 2011 – 2015

Sigma Pi Phi, Fraternity, Alpha Beta Boule: Member, 2008 – Present

Alpha Phi Alpha Fraternity Inc. - Life Member

PHA Mason, J.R.E. Lee Sr., Lodge #422: 2006 – Present

33° Grand Inspector General: Member, 2013 – Present

Prince Hall Shriner, AEAONMS, Ahmed Temple #37: Member, 2009 – Present

SELECT PUBLICATIONS:

1. Zhu, Z.P., Badisa R.B., **Palm, D.E.**, Goodman, C.B; Regulation of Rat MOR–1 Gene Expression After Chronic Intra-cerebroventricular Administration of Morphine. *Molecular Medicine Report*. February 2012; 5(2):513–516.
2. Daniel C. Lee, Carl B. Goodman, Maurice S. Holder, Otis W. Kirksey, Ceceile W. Mason, Tracy A. Womble, Walter B. Severs and **Donald E. Palm**. Hydrogen Peroxide Induces Lysosomal Protease Alterations in PC12 Cells. *Neurochemical Research*, Vol 32, No.9, April 2007, 1499–1510
3. Daniel C. Lee, Tracy A. Womble, Ceceile W. Mason, Inneke M. Jackson, Nazarius S. Lamango, Walter B. Severs* and **Donald E. Palm**. 6–Hydroxydopamine Induces Cystatin C–Mediated Cysteine Protease Suppression and Cathepsin D Activation. *Neurochemistry International*, March 2007, 50(4):607–618.

4. Daniel C. Lee, Fran T. Close, Carl B. Goodman, Inneke M. Jackson, Ceceile Wight–Mason, Lateesha M. Wells, Tracy A. Womble and **Donald E. Palm**. Enhanced cystatin C and lysosomal protease expression following 6–hydroxydopamine exposure. *NeuroToxicology*, Vol 27, Issue 2, March 2006, Pages 260–276.
5. T.A. Womble, D.C. Lee, I.N. Jackson, C.A. Mason, B.A. Smith, N. Anderson, **D.E. Palm**. An intermediate pathway of cell death involving cathepsin D during tumor necrosis factor– α –induced apoptosis. *Abstracts/Experimental Neurology* 198 (2006) 558–597.
6. D.C. Lee, **D.E. Palm**. Cathepsin D expression and activity is increased following 6–OHDA exposure and lysosomal cysteine protease suppression. *Abstracts/Experimental Neurology* 198 (2006) 558–597.
7. Conrad Johanson, John Duncan, **Donald Palm**, Andrew Baird, Edward Stopa, Paul McMillan. Choroid Plexus: A key Player in Neuroprotection and Neuroregeneration. *International Journal of Neuroprotection and Neurodegeneration*. February 2005, Vol. 1 (2) 77–85.
8. C.E. Johanson, P.N. McMillan, **D.E. Palm**, E.G. Stopa, C.E. Doberstein and J.A. Duncan, Volume transmission–mediated protective impact of choroid plexus–CSF growth factors on forebrain ischemic injury. In: *Blood–Spinal Cord Brain Barriers Health Dis.*, H.S. Sharma and J. Westman, eds., Academic Press, San Diego, CA, 2003, pp. 361–384.
9. Johanson, C.E., **D. E. Palm**, M.J. Primiano, P.N. McMillan, P. Chan, N.W., Knuckey, and E. Stopa; Choroid Plexus Recovery After Transient Forebrain Ischemia: Role of Growth Factors and Other Repair Mechanisms *Cellular and Molecular Neurobiology*. Vol. 20, No. 2, 2000, 197–216.
10. Angela M. Thornton, **Donald E. Palm**, Stephanie Dunbar; A Review of Drug Therapy for the Management of Kawasaki Disease. *Journal of Pediatric Pharmacy Practice* Vol. 4, No. 5, 251 – 257 September/October 1999.
11. Maurice S. Holder, **Donald E. Palm**, Otis W. Kirksey, Earl B. Britt, Cynthia M. Harris; A Focus on Hypertension and Hypertension–related Cardiac Hypertrophy In People of African Origin, Part II. *Florida Pharmacy Today*. December 1999.
12. Washington, J.L., Holder, M.S., Kirksey, O.W., and **D..Palm**; Fever in Infants: Appropriate Management Strategies. *Clinicians Reviews*. Vol 9, No 2, 51–68, February 1999).
13. Maurice S. Holder, Donald E. Palm, Otis W. Kirksey, Earl B. Britt, Cynthia M. Harris; A Focus on Hypertension and Hypertension–related Cardiac Hypertrophy In People of African Origin , Part I., *Florida Pharmacy Today* 22–26 November 1999.
14. Kirksey, O.W., E. Tarver, **D. E. Palm**, W. Sampson; Management of Erectile Dysfunction: The Role of Sildenafil. *Pharmacy Times* 22–27, August 1998.
15. Kirksey, O.W., M. S. Holder, **D. E. Palm**; Essential Features of Type 2 Diabetes Mellitus and its Pharmacological Management. *Florida Journal of Health–System Pharmacy*, 16: No. 3, 13–18, 1998.
16. Balaban, C.D., **D.E. Palm**, V. Shikher, R.V. Searles, L.C. Keil and Walter B. Severs: Mechanisms for vasopressin effects on intraocular pressure in anesthetized rats. *Experimental Eye Research*, 65, 517–531, 1997.
17. Knuckey, N.W., P. Finch, **D. Palm**, M. Primiano, C. Johanson, K. Flanders, N. Thompson;; Differential Neuronal and Astrocytic expression of transforming growth factor β isoforms in rat hippocampus following transient forebrain ischemia. *Molecular Brain Research*, 40: 1–14, 1996.

18. **Palm, D.E.**, P. Watson, M. Guglielmo, N. Knuckey, C. Johanson; Temporal profile of electrolyte and ultrastructural changes in the choroid plexus following transient forebrain ischemia. *American Journal of Physiology*, 269: R73–R79, 1995.
19. **Palm D.E.**, N.W. Knuckey, M. Primiano, A. Spangenberg, C. Johanson; Cystatin C, a protease inhibitor, in degenerating rat hippocampal neurons following transient forebrain ischemia. *Brain Research*, 691, 1–8, 1995.
20. **Palm, D.E.**, S.G., Shue, L.C. Keil, C.D. Balaban and Walter B. Severs; Effects of angiotensin, vasopressin and atrial natriuretic peptide on intraocular pressure in the anesthetized rats. *Neuropeptides*; 29:193–203, 1995.
21. Knuckey, N.W., **D. Palm**, M. Primiano, C. Johanson; N–Acetylcysteine enhances neuronal survival following transient cerebral ischemia in the rat. *Stroke*, 26: 305–311, 1995.
22. **Palm, D.E.**, L.C. Keil and W.B. Severs; Angiotensin, vasopressin and atrial natriuretic peptide in the rat eye. *Proc. Soc. Exp. Biol. Med.*, 206:392–395, 1994.
23. Johanson, C.E., **D.E., Palm**, M.L., Dyas and N.W.Knuckey; Microdialysis analysis of effects of loop diuretics and acetazolamide on chloride transport from blood to CSF. *Brain Research*, 641:121–126, 1994.
24. Knuckey, N.W., J. Preston, **D. Palm**, M.H. Epstein, C. Johanson; Hydrocephalus decreases chloride efflux from the choroid plexus epithelium. *Brain Research*, 618:313–317, 1993.
25. **Palm, D.E.**, L.C. Keil, J.W. Sassani and W.B. Severs; Immunoreactive atrial natriuretic peptide in the retina of rats and rabbits. *Brain Research*, 504:142–144, 1989.
26. Summy–Long, J. Y., C. Denlinger, **D. Palm**, R.D. Hartman and L.M. Rosella–Dapman; Naloxone effects on vasopressin and oxytocin concentration elevated by histamine, nicotine and isoproterenol. *Neuroendocrinology*, 44:157–162, 1986.